



# LEVEL 3

Hiring **good people**  
is good business

Be Disability Confident



# Disability Confident – LEADER

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This guidance explains how to become a Disability Confident Leader at level 3 of the Disability Confident scheme.

# Disability Confident – LEADER

## Introduction

### What's in it for my business?

At this level your business has already done the self-assessment and is already recognised as a Disability Confident Employer. You are already benefiting from being able to draw from the widest possible pool of talent, and are securing and keeping staff who are skilled, loyal and hard-working.

By stepping up to being a **Disability Confident Leader** your business can gain recognition among your peers. You will be acting as a champion within your local and business community, your supply chain and your networks and showing disabled people that you are serious about leading the way and about helping other businesses to become Disability Confident.

### Stepping up to being a Disability Confident Leader

You have already completed the Disability Confident self-assessment and successfully met all the criteria set out there.

There are now two additional elements that you need to meet in order to reach being a **Disability Confident Leader**:

1. **Outside Challenge**
2. **Leadership**

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## 1. Outside challenge

Your business will have already successfully completed your **Disability Confident employer** self-assessment. The next step towards becoming a **Disability Confident leader** is to have had your self-assessment validated from outside the business.

The specifics of this challenge will vary depending on the size and nature of your business. Large businesses may seek and pay for recognised accreditation while a small or medium size business may use more informal methods, such as the involvement of an existing **Disability Confident leader** organisation(s) or a Disabled People's organisation or a [Disabled Person's User Led Organisation](#) (DPULO) to validate the self-assessment.

### Outline the validation or challenge that your business has undergone:

You should have your **Disability Confident self-assessment validated or subjected to challenge by:**

- a Disabled People's Organisation or Disabled Persons User led Organisation (DPULO)
- a recognised external accreditation
- an existing Disability Confident Leader
- other external challenge or recognition

**Provide details** (including date, brief summary and any recommendations)

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## 2. Leadership

As a **Disability Confident leader** you will be actively helping other employers make the journey to becoming Disability Confident.

How you do this, and at what level, will vary depending on the size and nature of your organisation. You could:

- engage with other local employers to encourage them and share the benefits of being Disability Confident
- engage with other employers in your industry, through trade bodies, industrial networks, conferences etc
- encourage other employers in your supply chain to start the Disability Confident journey
- provide mentoring/ peer support for other employers, locally or nationally
- speak about Disability Confident at business events and with local or national media
- host or take part in Disability Confident events and meetings

There may also be other ways in which you have taken on this leadership role.

**Provide details of activity undertaken following the Disability Confident leadership activities:**

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## What happens next?

When you have completed level 3, you will need to send your completed form to the [disability confidence central team](#) to confirm you've successfully completed your self assessment.

In return we will send you a Disability Confident **leader badge** that you can use in your own business stationary and communications for 3 years. We'll also send you a certificate in recognition of your achievement.

As part of awarding you your Disability Confident committed badge we will include your business name and expiry date for the badge on GOV.UK.