

Our Commitment to Inclusivity: Proud to be Disability Confident

At Swell Clean, we believe that a diverse and inclusive workforce is a strong workforce. We are incredibly proud to announce our Disability Confident Committed accreditation, a significant milestone in our ongoing journey to create a workplace where everyone feels valued, respected, and empowered to reach their full potential.

What is Disability Confident?

The Disability Confident scheme is a government initiative designed to encourage employers to think differently about disability and to take action to improve how they recruit, retain, and develop disabled people. It's a voluntary scheme with three levels:

Level 1: Disability Confident Committed: This foundational level involves making five key commitments to ensure inclusive recruitment and support for disabled employees.

Level 2: Disability Confident Employer: This level requires a self-assessment to demonstrate that the company is actively taking steps to recruit and retain disabled people, and providing reasonable adjustments.

Level 3: Disability Confident Leader: The highest level, demonstrating that the company is a champion of disability inclusion, acting as a role model and influencing others in their community and supply chain.

By achieving our Level 1 accreditation, we have formally demonstrated our commitment to these principles.

Our Knowledge and Understanding,

Our journey to becoming Disability Confident has deepened our understanding of the challenges and opportunities related to disability employment.

We recognize that:

Disability is diverse: It encompasses a wide range of conditions, visible and invisible, temporary and permanent.

Talent is everywhere: Disabled people represent a vast, untapped pool of talent, bringing unique skills, perspectives, and loyalty to the workplace.

Reasonable adjustments are key: Simple, practical adjustments can remove barriers and enable disabled individuals to thrive in their roles.

An inclusive culture benefits everyone: A workplace that embraces diversity and supports all employees fosters greater innovation, morale, and overall success.

We have actively engaged in training and awareness programs to equip our teams with the knowledge and sensitivity needed to support disabled colleagues and candidates effectively.

Our Receipt of Accreditation

Our initial Disability Confident accreditation signifies that Swell Clean has proven our experience with interactions with disabilities and have already committed to undertake Level 2 accreditation very soon.

We have committed to:

- Ensuring our recruitment process is inclusive and accessible.
- Communicating and promoting vacancies widely.
- Offering an interview to disabled people who meet the minimum criteria for the job.
- Anticipating and providing reasonable adjustments as required.
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work.

What This Means for You

For Job Seekers: If you are a disabled individual looking for employment, you can apply to Swell Clean with confidence, knowing that we are committed to an inclusive recruitment process and will provide reasonable adjustments to enable you to demonstrate your abilities.

For Existing Employees: We are dedicated to supporting our existing employees throughout their careers. If you acquire a disability or long-term health condition, we will work with you to provide the necessary support and adjustments to help you stay in work and continue to thrive.

For Our Partners and Clients: Our Disability Confident accreditation reflects our core values and commitment to social responsibility. It demonstrates our belief in the power of diversity and our dedication to creating a more equitable society. We are incredibly proud of this achievement and will continue to build on our commitment to disability inclusion, fostering a workplace where every individual can succeed.

