

Cyflwynwyd yr ymateb i ymgynghoriad y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol ar Anabledd a Chyflogaeth

This response was submitted to the Equality and Social Justice Committee consultation on Disability and Employment

DE05

**Ymateb gan: Parc Cenedlaethol Arfordir Penfro | Response from:
Pembrokeshire Coast National Park Authority**



Disability and Employment Consultation

- Candidates still appear to be reluctant to declare a disability at the pre-employment stage even though we are a disability confident employer
- New starters often do not disclose to us that they have a disability. All staff are assessed by our Occupational Health provider as part of the recruitment process but we can only support if we know.
- Neurodivergence is becoming increasingly prevalent in the workplace and again without insight we cannot make the reasonable adjustments necessary.
- I was unaware of the Disability Employment Champions network
- We offer flexible working and hybrid working and these can be particularly helpful to anyone with a disability
- We always look at what a person can do but as a small employer we do not always have the breadth and scope of roles to redeploy
- We have a high number of Volunteers and we are looking at extending volunteering opportunities to office based functions. We also advertise volunteering on all our job adverts and when working with schools and colleges discuss volunteering as an option with a view that they may then feel confident to apply for work
- We have yet to introduce apprenticeships but this is something that we are keen to do in 2025
- We have not been invited to meet with disabled people or organisations that support disabled people. We have been in touch with Disability Confident Employer Adviser and will now be reaching out to the DEA and Jobcentreplus staff.