

CAPITA RESOURCING

RAS



EQUALITY 2025

Public appointments

A Case Study

Capita Resourcing was commissioned to recruit circa 25 members of Equality 2025– the United Kingdom Advisory Network on Disability Equality.

These were Public Appointments, scrutinised by OCPA, and made by the Minister for Disabled People.

The main purpose of the Network is to encourage and enable disabled people to take part in making policies and designing services affecting disabled people, by telling Government about their views and experiences. The information will be used to influence disability issues across the whole of government.

Equality 2025

The challenges

- All members had to be disabled people.
- We needed to attract a very broad range of candidates with a range of disabilities, experiences and backgrounds.
- We had to guarantee ease of access for all candidates.
- A requirement for some members who did not have previous experience of working in a disability organisation or working on disability issues at a national level.

- Equality 2025 particularly needed to attract applications from disabled people from marginalised groups, such as disabled people from minority ethnic groups; disabled children and young people; people with learning disabilities and mental health issues; and those of different sexual orientation and different faiths.

Our solution

This was a complicated recruitment programme involving a large number of stakeholders. We provided a comprehensive service that incorporated the following:

Consultancy – Advising on the process, recommending timescales and activities, drafting documentation, attending project management meetings.

Advertising – Design and placement of national and regional advertising, as well as advertising in the specialist disability press and a variety of specialist and general on-line media.

Provision of a personalised response handling team – The team members were specifically trained in the needs of disabled candidates. We used text phones and TYPETALK, and our application process was BROWSEALoud and JAWS compatible.

Application access by a variety of means of application - Online, e-mail, hard copy, large print (according to need), audio, and Braille.

Search and networking facilities – It was imperative that candidates from diverse backgrounds were identified and encouraged

to apply. We networked the opportunity to just under 400 disability and related organisations as well as direct contact with a further 600 potential candidates.

Sifting and selection - We received well over 2,000 expressions of interest and just fewer than 1,000 applications for these appointments. We assisted in the design of an application process that complied with OCPA rules and facilitated the fair selection of candidates against the agreed competencies. We then sifted candidates against the agreed criteria, which was a lengthy process, but was achieved on time.

Arrangement of candidate interviews – This was achieved against the constraints of an exceptionally short timetable, and the fact that many candidates had special needs that had to be catered for.

Administration – We concluded the appointments process by taking up references on those to be appointed as well as providing in-depth feedback to about 15% of those who applied.

The outcome

21 appointments were made within the agreed timescale from a diverse representation of the disabled community.

Contact

0870 833 3727

ras.enquiries@capita.co.uk
www.capitaresourcing.co.uk/ras

Capita Resourcing Ltd is a part of the Capita Group Plc