

# Disability pay gap day: Durham Council first ever employer to sign up to 'life changing' passport



## Disabled workers want the opportunity to thrive in the workplace – not just survive

Durham County Council has become the first ever employer to sign up to a 'life-changing' reasonable adjustments disability passport.

The authority will rubber stamp the deal at a full council meeting today – the 1st disability pay gap day.



More than 16,500 Durham Council staff will be covered by the policy, with around 400 now benefiting from access to the passports - which agree the adjustments' staff with disabilities need to stay in work.

**“** This passport aims to create a straight forward, worker owned process, that removes the stress and uncertainty many disabled workers face around reasonable adjustments.

**Nell Andrew, GMB National Equality and Inclusion Officer**

Nearly 1 million disabled people fall out of work or switch employers each year because they don't get the support they need.

November 4 is disability pay gap day, which highlights the £3,000 a year less disabled workers are paid annually compared to their non-disabled peers.

**Nell Andrew, GMB National Equality and Inclusion Officer, said:**

"GMB commends Durham County Council for making this potentially life changing commitment their disabled staff.

"This passport aims to create a straight forward, worker owned process, that removes the stress and uncertainty many disabled workers face around reasonable adjustments.

"We believe the passport will promote dignity and highlights the value of disabled workers work.

"As disabled workers, we want the opportunity to thrive in the workplace - not just survive."

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