

Brighton & Hove City Council

Council

Agenda Item 64

Subject: **Becoming a Disability Confident Leader**

Date of meeting: **18 December 2025**

Proposer: **Councillor Parrott**

Seconder: **Councillor Mackey**

Ward(s) affected: **All**

Notice of Motion

Labour Group

Accessibility, fairness and inclusion must be the foundation of how this Council delivers services, supports its workforce, and shows leadership across the city.

This council notes:

- 1) That Brighton & Hove City Council is a nationally recognised Level 2 Disability Confident Employer, with active staff networks, a growing focus on neurodiversity, and clear support in place for disabled employees, including appropriate adjustments and training.
- 2) That through its five-year Accessible City Strategy, the Council is committed to taking practical, citywide action to improve accessibility, not only across council services and workplaces but through active engagement with disabled residents via the Disability Panel and Other strategic partnerships.
- 3) The national Disability Confident framework, designed to improve recruitment, retention and progression for disabled people. Only a select number of employers in the UK have achieved Level 3 Disability Confident Leader, which requires robust external validation. Locally, the University of Sussex and University Hospitals Sussex already hold this status.
- 4) Achieving Level 3 accreditation would reinforces BHCC as an action led authority, placing us amongst the country's leading inclusive employers, strengthening the Council's approach to tackling inequality, incorporating  Health Counts 2024 survey.

Therefore, Council resolves to:

- 1) To request a report to Cabinet which considers the process and implications of committing Brighton & Hove City Council to achieving Level 3 Disability Confident Leader accreditation, supported by:
 - Audits of workplace practices, policies and accessibility.
 - A strengthened co-production forum with disabled residents and partners.
 - A Disability Inclusion Charter outlining clear commitments for the Council

and encouraging wider adoption across the city.

Supporting information:

[Disability Confident: guidance for levels 1, 2 and 3 - GOV.UK](#)

<https://www.brighton-hove.gov.uk/joint-strategic-needs-assessment-jsna/key-evidence-reports-and-briefings/health-counts>