
Alstom UK – Recruitment and Retention of Disabled Employees

29 September 2023

Recruitment

Alstom provides an inclusive job application process and actively encourages applications from disabled job applicants by guaranteeing that all candidates declaring a disability will be given the opportunity to interview if they meet the minimum criteria for the role.

We actively offer the opportunity to request adjustments to the interview process when interview invitations are sent out.

Alstom has been working with St Clare’s School, Derby, and Direct Education Business Partnership since 2021 and has to date hosted six cohorts of students from St Clare’s as part of Alstom’s 6-week employability programme. The students were secondary aged pupils with a range of Special Educational Needs. The school’s ‘Pathways to Success’ programme commenced in November 2021 with Alstom leading an interactive industry presentation and related activities with students in their school setting. This is then followed up with an interactive session at Alstom’s site in Derby which includes a site tour and meet the apprentices session to bring the world of work to life for students, in addition to the valuable experience of being outside the school setting with an employer. All the learning and session materials are all differentiated to the student’s abilities so they can access the experience in full which we worked with the teachers on. This has now led to further interactions and events being planned with another local SEN school in Derby.

As part of our work to support students with a learning disability or autism to attain high-quality, integrated employment in their local area, we have hosted one of Project Search’s students on a virtual work experience following a mock interview session. A team of employees including apprentices delivered the work experience virtually, which was a blend of interactive presentations, quizzes, videos and work tasks, to provide the student with a varied experience. Going forward, Alstom will be looking to use this work experience as a blueprint for Alstom to further develop and continue bespoke work experiences for students with Special Educational Needs.

In January 2021, Alstom joined The Valuable 500 – the largest network of global CEOs committed to diversity – ensuring disability inclusion features prominently in its leadership agenda. Alstom’s commitments are both external, concerning the accessibility of its mobility solutions to all passengers, and internal, concerning inclusiveness within the company’s workforce. Alstom’s operating values are explicitly identified as ‘Agile’, ‘Inclusive’ and ‘Responsible’. The organisation’s position on disability inclusion can be found in the description of the value ‘Inclusive’: “We design inclusive mobility solutions in a work environment and culture where all differences are embraced, respected and leveraged without any bias. Everyone has the opportunity to contribute and achieve success in Alstom.”

Alstom has conducted the following Armed Forces Events:

- May 2022 - Armed Forces: Routes into UK Rail with Alstom. A virtual introduction session for members and former members of the armed forces to find out about transitioning into a career in the rail industry:

- During the session, attendees heard more about the future of rail and Alstom's role. We introduced the attendees to members of our Armed Forces Network who shared their experiences of moving into their roles, and the career development opportunities they have been able to take advantage of.
 - We also shared details of how the participants could join an Alstom Armed Forces Routes into Rail Work Experience placement later in the year.
 - 116 attendees.
- July 2022 – Armed Forces Routes into UK Rail Insight Day: one session held in Derby and one in Golders Green:
 - Opportunity for attendees to engage with Alstom and discuss transferable skills, training, current roles and recruitment opportunities.
 - Included site tour and case studies from Alstom employees.
 - 24 attendees.
 - September 2022 – Armed Forces Work Placement:
 - Various Alstom sites across UK offered opportunity for up to 3 weeks' work experience, in various disciplines.
 - 5 participants
 - In-person Armed Forces Discovery Days are planned for Liverpool and Derby in October 2023.

Alstom has recently been awarded the prestigious Gold Award under the Employer Recognition Scheme (ERS). This achievement is a testament to our unwavering commitment to supporting and honouring our armed forces community.

Alstom has worked with SEND by providing SEND work experience (virtual) in partnership with Project Search (Summer 2021) and we have also provided on-site work experience in person.

Please refer also to the narrative on Mental Health and Wellbeing Support for details of Alstom's efforts to our attract and retain disabled and neurodiverse employees through investment in Occupational Health support for PTSD, mental and physical health issues.

Alstom is a signatory to the Railway Mental Health Charter. As part of the preparations to sign-up to the RMHC, Alstom's Senior Leadership Team made a pledge in June 2022 to demonstrate their commitment to supporting mental health and wellbeing (please see the Mental Health and Wellbeing Support narrative, which sets out the pledge).

Retention

All successful candidates are issued with a New Starter Health Questionnaire, which is assessed by Alstom's Occupational Health team. Any positive response in relation to a known disability or long-term health condition triggers further assessment to determine if any workplace adjustments are required and to recommend a Disability Passport where relevant.

Upon induction, information pertaining to Occupational Health and its supporting services eg EAP, Physical and Psychological Therapies is shared. All employees have access to internal SharePoint sites for Health and Wellbeing and Alstom UK's Voices of Disability Group (see below) for up-to-date information and advice.

There is a robust Occupational Health referral process in place to support Alstom in managing employees who go on to develop a long-term health condition or disability. Occupational Health act as case managers, liaising with GPs, Specialists and external agencies such as Access to Work or charitable organisations that can offer support.

Through Alstom's Healthcare Cashplan scheme, all employees have the option to access diagnostics and treatment. This process ensures speedy and effective access to ensure employees have an improved opportunity to either remain in work, or to return to work in a timely manner.

In addition to Occupational Health support, we also have our Voices of Disability group which actively supports both people with disabilities and carers through networks and initiatives. We also have a Flexible Working Policy under which we have authorised requests to work at home where a disability could have impacted someone's capacity to physically come into the workplace, thus retaining key experience in the business and supporting valued employees.

Alstom UK&I Voices of Disability Group

Alstom is dedicated to creating an inclusive environment where all of our employees are encouraged to reach their full potential and individual differences are valued and respected. Alstom's Diversity & Inclusion Policy reflects Alstom's worldwide commitment to recognising diversity and inclusion. This commitment extends to all aspects of Alstom's business including, but not limited to, the attraction, selection and retention of employees.

In 2018, Alstom in the UK and Ireland (Alstom UK&I) founded four employee network groups, known as the "Voices Groups": Voices of Women, Voices of Pride+, Voices of Cultural Diversity and Voices of Disability.

The Voices of Disability Group (VoD) is an employee resource group of Alstom UK&I colleagues, driven to support, as well as to increase the recruitment and retention of, employees with experience of disability, including neurodiverse conditions. Most members are volunteers and have a disability or provide care for someone with a disability.

VoD was founded with a mission to give disabled Alstom UK&I employees a voice and platform. The group has grown from 8 original members to over 80 members (September 2023). Its success has been widely recognised within Alstom's global D&I community; in April 2023, Laura Phoenix (VoD Chair) delivered a presentation to an audience of Alstom's global D&I managers and champions, providing an overview of VoD's membership, structure, strategy, goals and achievements.

VoD's recognition and influence is steadily extending beyond the Alstom organisation. In 2022, a presentation to Women in Rail resulted in several companies committing to join or develop their participation in the UK Government's Disability Confident scheme. Also in 2022, Amy Patrick (one of VoD's Leadership Team) won The Railway Benefit Fund's Heart of Gold Rising Star Award, in recognition of her dedicated and unwavering support for Alstom colleagues and other parents with SEN children. In 2023, Laura Phoenix gained industry wide recognition at the prestigious Women in Rail Awards, winning the Equality, Diversity and Inclusion Individual Award for her exceptional commitment to creating an inclusive and supportive working environment for disabled and neurodiverse colleagues.

Disability In Alstom, a picture in numbers for 2023

Every two years, Alstom UK&I carries out an anonymous equality census of all its employees. This gives us a picture of where people with disabilities are within the business and this high-level overview enables identification of barriers to investigate.

Job Role	Respondents	Non - Disabled	Disability	PNTS	% of total by job	% of all disability
Administrator	174	145	22	7	12.6	5.9
Director	77	64	12	1	15.6	3.2
Engineer	649	536	90	23	13.9	24.3
Head of Function / Senior Manager	163	150	10	3	6.1	2.7
Manager with direct reports	435	387	41	7	9.4	11.1
Manager without direct reports	453	377	61	15	13.5	16.4
Other Role (i.e. professional roles)	194	178	14	2	7.2	3.8
Job not disclosed	294	201	23	70	7.8	6.2
Production / maintenance / depot worker/ 'shop floor'	321	257	52	12	16.2	14.0
Technician	291	249	33	9	11.3	8.9
Trainee (i.e., graduate or apprentice etc.)	84	71	13	0	15.5	3.5
Grand Total	3135	2615	371	149	11.8	100.0
				4.8%		
People with disabilities 11.8%						
Prefer Not To Say (PNTS) = 4.8%						

In 2021 10.8% of the employee population identified as having a disability, this has increased to 11.8% in 2023 and the number of people who preferred not to say decreased from 5.3% to 4.8% over the same time period. Although these changes are relatively small, it's important to realise they are positive.

The percentage of people identifying with disabilities across job roles points to an under representation in senior manager head of function roles as well as in staff management roles and whilst recognising the relatively small size of these bands, they point to an area of investigation in the coming year.

1 in 5 of the UK workforce (peopled aged 16 to 64) identify as having a disability and around 53% of people with disabilities are employed (ONS data 2021). This would indicate around 10% of the workforce would have disabilities, compared to 11.8% at Alstom. This indicates Alstom as an employer is attracting people with disabilities into roles in proportion to the UK workforce and presents no barriers to recruitment.