



DASHBOARD

CREATE

PROCESS

### Award 2019: SABPP EEDT Disability Equity Employer (Results Achieved)

RESULTS ACHIEVED (Total weight: 30) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

**1. ASPECTS ADJUDICATED UPON: PROGRESS IN THE PERCENTAGE OF PERSONS WITH DISABILITIES EMPLOYED BY THE ENTRANT ALIGNED TO THE EAP AND ACROSS ALL OCCUPATIONAL LEVELS (PER YEAR AND OVERALL) OVER THE PERIOD ENTERED FOR (FROM THE TIME OF THE DEVELOPMENT OF STRATEGIES TO THE PRESENT)**

**Criteria to be applied in measurement:**

Improvement in the percentage of persons with disabilities employed by the entrant between over the period entered for using the latest available credible data

- Alignment of those persons categorised as a person with disabilities by the employer to the definition of the EE Act
- Increase in the number and percentage of persons with disabilities resulting from:
  - Visual impairments
  - Hearing impairments
  - Impairments resulting in wheelchair or crutches usage
  - Mental impairments
  - Other impairments as defined in the EE Act
- Improvement in the alignment of persons with disabilities to the EAP in each Occupational Level

**Weighted: 12**

TEMPLATE TO BE DOWNLOADED AND COMPLETED

Please download the [Disability Template](#) and then complete it in respect of BOTH the:

- Beginning of the period entered for
- End of the period being entered for

DOCUMENTS TO BE UPLOADED

**Completed Disability Template**

Choose File No file chosen

**Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the BEGINNING of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)**

Choose File No file chosen

**Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the END of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)**

Choose File No file chosen

**The EEA2 Report of the start year of the period entered for, or similar credible data on which your BEE Certificate information uploaded below is based, if applicable**

Choose File No file chosen

**The EEA2 Report of the end year of the period entered for, or similar credible data on which your end period BEE Certificate information uploaded below is based, if applicable; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date**

Choose File No file chosen

**Evidence of inherent restraints to the accommodation of Persons with Disabilities in the Industry/Region**

Choose File No file chosen

**2. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/ STRATEGY(IES)/PLAN ON THE ACCOMMODATION OF PERSONS WITH DISABILITIES**

**Criteria to be applied in measurement:**

Improvement in the accommodation of Persons with Disabilities

- Physical improvements
- Other improvements

**Weighted: 7**

DOCUMENTS TO BE UPLOADED

**A summary prepared by the Entrant specifically for purposes of the entering of this Award setting out both the physical and other improvements affected by the Entrant pursuant to the implementation of the programme /strategy/ plan relied on**

Choose File No file chosen

**Evidence in support of the above summary**

Choose File No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**

**3. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/ STRATEGY(IES)/PLAN ON THE ORGANISATION**

**Criteria to be applied in measurement:**

Extent of Disability inclusion on the ground with reference to experience of persons with disabilities regarding:

- Having access to and being included in the organisation (entry/having a seat)
- Being accepted as members of the organisation (beyond tolerance)
- Opportunities of Persons with Disabilities to contribute and participate

- Opportunities of Persons with Disabilities to advance

**Weighted: 8**

DOCUMENTS TO BE UPLOADED

Tangible evidence of impact of disability strategy on disability inclusion, such as comparative climate or other survey results, Diversity Barriers Analysis results, etc. with reference to before and after implementation of strategy

**Survey/or Barriers Analysis**

**Result before implementation of strategy**

No file chosen

**Survey/or Barriers Analysis**

**Result after implementation of strategy**

No file chosen

Any other documentation (before and after) that objectively demonstrates improvement in Disability Accommodation climate

**Please furnish name of document(s) and page number(s) being relied upon**

Summaries of comparative Exit Interview results with reference to before and after implementation of strategy

**Result before implementation of strategy**

No file chosen

**Result after implementation of strategy**

No file chosen

**4. ASPECTS ADJUDICATED UPON: RESULTANT BENEFITS OF THE IMPLEMENTATION OF PROGRAMME(S)/STRATEGY(IES)/PLAN FOR THE ORGANISATION**

**Criteria to be applied in measurement:**

- Tangible benefits arising from strategy and its implementation
- Impact of strategy on the entrant's bottom line or turnover

**Weighted: 3**

DOCUMENTS TO BE UPLOADED

**Please describe benefit / impact on bottom line (please elaborate if necessary in Summary)**

**Supporting documentary evidence showing the benefit and or impact on bottom line and the relationship between strategy and result/impact benefit relied upon with reference to BEFORE and AFTER implementation of programme(s)/ strategy(ies)/ Plan (please scan into one document if necessary)**

No file chosen

**Please furnish name of document(s) and page number(s) being relied upon**