

Training and Consultancy at Leonard Cheshire

We equip you to remove barriers for disabled people in the workplace. We will work closely with you to provide a bespoke solution for lasting organisational change.

Client testimonial: Blue Cross

Blue Cross is an animal welfare charity providing veterinary care, expert behavioural help and homes for pets in need. They provide advice and education, and a pet bereavement service supporting those who struggle to cope with the loss of a much-loved pet.

The brief

Blue Cross were a level 1 Disability Confident Committed employer. They wanted to ensure that their recruitment practices were inclusive and fair for disabled job seekers.

Blue Cross also wanted learners to understand how to remove barriers during recruitment in a way that aligns with the organisation's identity and values.

The solution

Leonard Cheshire designed and delivered a 'Disability Confident Recruitment' training session to build the knowledge, skills, and confidence that the team needed to provide a barrier free recruitment experience for disabled applicants.

The session discussed why disability matters during recruitment, how disabled people can be attracted to roles, inclusive job descriptions and making adjustments. We included barrier analysis activities, group discussion and case study examples.

The outcome

The Talent and Resourcing team have implemented several changes. These include making font sizes accessible and information on how to request adjustments within job descriptions and adverts. Blue Cross will ensure that Hiring Managers are made aware of potential adjustments that may be required.

Blue Cross will include their Equality, Diversity and Inclusion statement on job descriptions, adverts and email templates, and provide information on site access. Improvements to the onboarding process will include further promotion of the role of the induction buddy.

These changes have helped Blue Cross achieve level 2 Disability Confident Employer and they are looking to achieve level 3 by the end of the year.

"I thought the session was great. The mix of polls and breakout exercises kept the training interactive. Since the training we have made an action list of things to do from what we have learned."

Training participant, Blue Cross

To find out more:

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