

## **Disability Confident Employer:**

### **Active Partners Trust Development Plan**

Disability Confident registration (level 2) – June 2025

Outline of what we are committed to:

#### **Theme 1: getting the right people for your business**

1. Providing paid employment (permanent or fixed term)
2. Advertising vacancies and other opportunities through organisations and media aimed particularly at disabled people
3. Providing an environment that is inclusive and accessible for staff, clients and customers

#### **Theme 2: keeping and developing your people**

1. Providing mentoring, coaching, buddying and other support networks for staff
2. Guiding staff to information and advice on mental health conditions
3. Identifying and sharing good practices

<b>Core activity</b>	<b>What we're doing</b>	<b>How can we improve?</b>
Providing paid employment	<ul style="list-style-type: none"><li>• Inclusive recruitment processes in place.</li><li>• Offer interview to disabled candidates who meet essential criteria.</li></ul>	<ul style="list-style-type: none"><li>• Continue reviewing recruitment processes to reflect on approach, consider changes to improve.</li></ul>
Advertising vacancies	<ul style="list-style-type: none"><li>• Share through Activity Alliance.</li><li>• Share through local community voluntary services – wide ranging reach into communities.</li></ul>	<ul style="list-style-type: none"><li>• Exercise to explore other organisations who engage with disabled people.</li><li>• Prioritise connecting with local organisations who support and engage with disabled people; to help share job opportunities and reach more people.</li></ul>
Inclusive environment	<ul style="list-style-type: none"><li>• Inclusion is a core value of APT</li></ul>	<ul style="list-style-type: none"><li>• Create a formal training offer to help address gaps in knowledge across the team.</li></ul>

	<ul style="list-style-type: none"> <li>• Induction process sets out to embed our culture and ways of working</li> <li>• Informal awareness training opportunities</li> </ul>	
Provide support to staff	<ul style="list-style-type: none"> <li>• Line manager relationships help understand and address support needs.</li> <li>• Team development opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Assess team development needs and address with relevant learning opportunities.</li> </ul>
Mental health conditions information	<ul style="list-style-type: none"> <li>• Induction process outlines our mental health support including signposting.</li> <li>• Wellbeing policy in place.</li> </ul>	<ul style="list-style-type: none"> <li>• We could do more in this space to increase our awareness.</li> </ul>
Good practices	<ul style="list-style-type: none"> <li>• Line manager training – helps to share experiences and best practice when supporting people.</li> <li>• EDI learning space – offered monthly to APT team.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a professionally designed version of our DIAP – making it more engaging and accessible for local partners to access and learn about our approach to EDI.</li> </ul>

Reviewing our self-assessment annually – to be completed by June 2026.