



## City Health Care Partnership CIC: supporting colleagues with disabilities

City Health Care Partnership CIC (CHCP) is a co-owned 'for better profit' community interest company, providing mainly NHS services in Hull, the East Riding of Yorkshire, Wigan, Knowsley and St Helens.

CHCP is a Disability Confident Employer, working towards becoming a Disability Confident Leader by the end of 2021. Our Supporting Disability and Wellbeing Network group gives our colleagues the chance to have their voices heard and be involved in organisational discussions and decision-making to improve equality and health and wellbeing outcomes. Peer support is available for colleagues who have similar personal or work-related experiences, with a safe space to discuss concerns.

Our dedicated Accessible Information Standards project worker does incredible work with services to ensure that information is accessible to all, including easy read documents and bespoke training packages for colleagues with additional needs such as a learning difference or autism. Our Colleague Health and Wellbeing Guide gives details of the resources on offer.

We are involved with Supported Employment schemes, working with external agencies to support work placements from education for young people with special/additional needs and Workfit placements for people with Down's Syndrome.

## Laura's story

I have worked in the HR team at CHCP for 11 years and it's been a very positive experience. I have Arthrogryposis Multiplex Congenita, a very rare multiple bone disorder (this means fixed joints); I have a curvature of the spine, I cannot bend my arms or legs, my hands are fixed and turned

upwards, I am unable to lift my arms up and I am unable to walk long distances, so I am in a wheelchair for the majority of the time. I have lovely work colleagues who support me fully not only personally, but professionally. I'm continuously encouraged to put new ideas forward and implement new processes that affect the team and the organisation as a whole. I work with many different teams internally and externally and I always feel valued as an employee and colleague. I love my job and the team I work with and it definitely gives me a sense of purpose.

I have been encouraged and given the confidence to gain qualifications which has resulted in my role developing enormously



over the years and with the support I have been given I am able to embrace change and develop myself even further. The support within my role ensures I am able to respond quickly to change in an organisation which is changing constantly. CHCP have always been very supportive in terms of any equipment needed to do my role, such as Bluetooth headsets to answer the telephone,

a special scanner to transfer my documents into electronic format and I have my own printer under my desk for ease. I also have a PA, funded by Access to Work and supported by CHCP, who comes to my place of work three times a day to help with anything I need.

The vast majority of my colleagues who are out in the community are completely unaware of

my disability - and I love this; why should my disability define me? It certainly does not define me within an organisation where I am part of a great team and work as an equal. Ultimately my role makes me financially independent and able to live a full and active life. I hope my presence demonstrates a diverse workforce which is fully supported, inclusive, contributing and confident.