

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, Knowsley and St Helens. CHCP is a Disability Confident Employer, working towards becoming a Disability Confident Leader. Our Supporting Disability and Wellbeing Staff Network group gives colleagues the chance to be involved in discussions and decision-making to improve equality, health and wellbeing.

Peer support is available for colleagues who have similar experiences, with a safe space to discuss concerns. We are proud to be an inclusive organisation and to have reached number 9 in the National Centre for Diversity Top 100 Most Inclusive Workplaces Index 2021. Our EDI Vision, The Principles of FREDIE is embedded throughout the company, promoting these values to our workforce and future colleagues <https://youtu.be/5l4TclETnds>

We collaborate with external organisations to support people with a disability into work and are supporting five young people through the Project Search Employability Programme, giving them skills to help them into paid employment.

Stuart's story

"I did general admin and bookkeeping as a volunteer for a charity called 'Danny's Dream', whose aim is to take people with disabilities out into the community.

During the seven years I was there, the company went from strength to strength, growing so big, so fast, that we needed infrastructure support from a bigger organisation. But because we had merged with a larger company my role diminished and I left with a heavy heart.

I became disillusioned with volunteering and no prospect of paid employment at the end of it. I thought "I'll be a volunteer and that will be that". But after a few years of gaming every day and having no reason to get out of bed, I told myself, "There must be more to life than this!".

I gave volunteering another chance with CHCP's Volunteer Hub, hoping it might turn into a paid role. I volunteered for three years, helping at various events. As a wheelchair user with cerebral palsy, which limits my physical ability, and having a slight stammer, these events were quite eye-opening and gave me even more appreciation of CHCP's attitude to disability awareness and usefulness.

Coming out of the pandemic, I saw a job advert for an administration assistant with the EDI team, applied for and got the job. Without going into detail, we ended up having to get a new kitchen floor as I was so overwhelmed with emotion at the thought of having paid employment.

I have been in my role for three months and I can truly say it has been the best time of my life, as I never thought I would be in paid employment. I have found the general admin side of my role okay as I was already competent with the main office programmes. Note and minute taking has been an

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extremely steep learning curve, but with the support of my manager and the great in-house training courses, I have been able to develop my skills.

I would like to say a big thank you to all my colleagues in the office; being financially independent is great, but I have gained much more from the office chat and I have grown as a person; they have welcomed me into the HR team. I look forward to working with them and within CHCP for a long time to come.”