

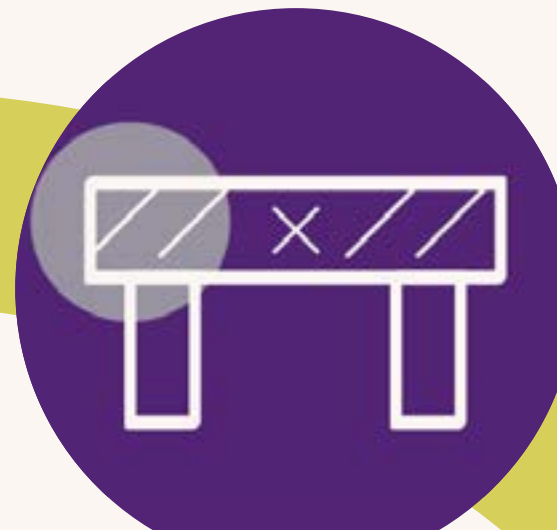


## Theory of Change

### Our problem

We are people with lived experience of disability, neurodivergence, mental health conditions, d/Deaf or loss of hearing. It's 2024, and we are still being disabled by barriers to employment.

Despite training opportunities for us and the help of organisations, schemes, programmes, reviews, government initiatives and good will, the problem is ongoing.



### Our mission

To help disabled people to overcome the barriers they face, we want to:

- Support people looking for work
- Work with a diverse group of people from different organisations

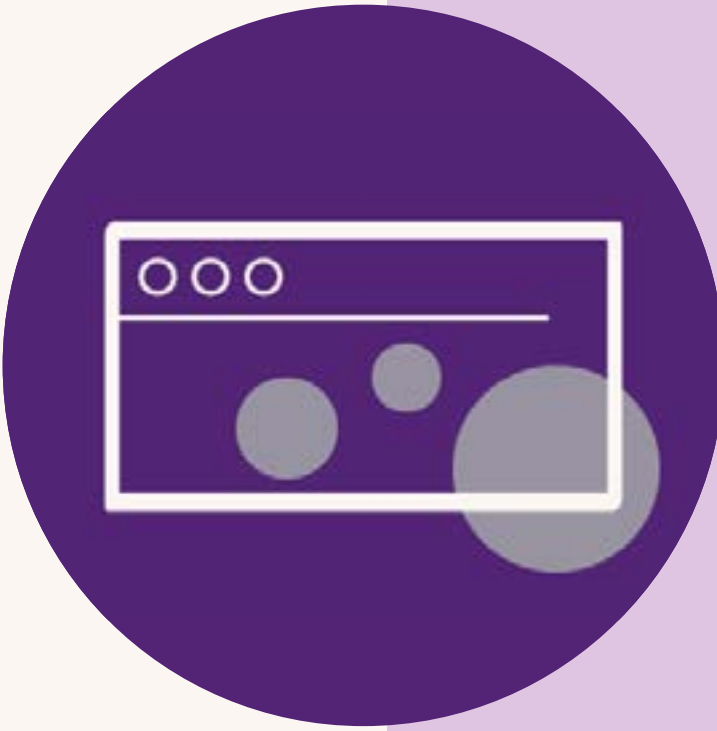
Whether barriers disabled people face are intentional or unintentional we will work together to support employment to become equitable.



### Joining our pilot scheme

We will create multiple opportunities to access our pilot scheme including:

- The Active Inclusion website
- Workshops and "Unconference" events
- Networking
- Development meetings and one-to-one meetings
- Social media activity



### Steps to creating change

We are planning a range of change-making activities:

- Hosting coproduction workshops and meetings
- Developing strategic and sustainable partnerships
- Collaborating with service providers to identify 'real gaps'
- Providing a safe place to adapt, create and support each other



### Person-centred employment

- Empower us to be advocates for equity in employment
- Coproduce an organisation/ programme model (CIC etc)
- Create person-centred employment and development opportunities
- Create an accredited person-centred Ways of Working model



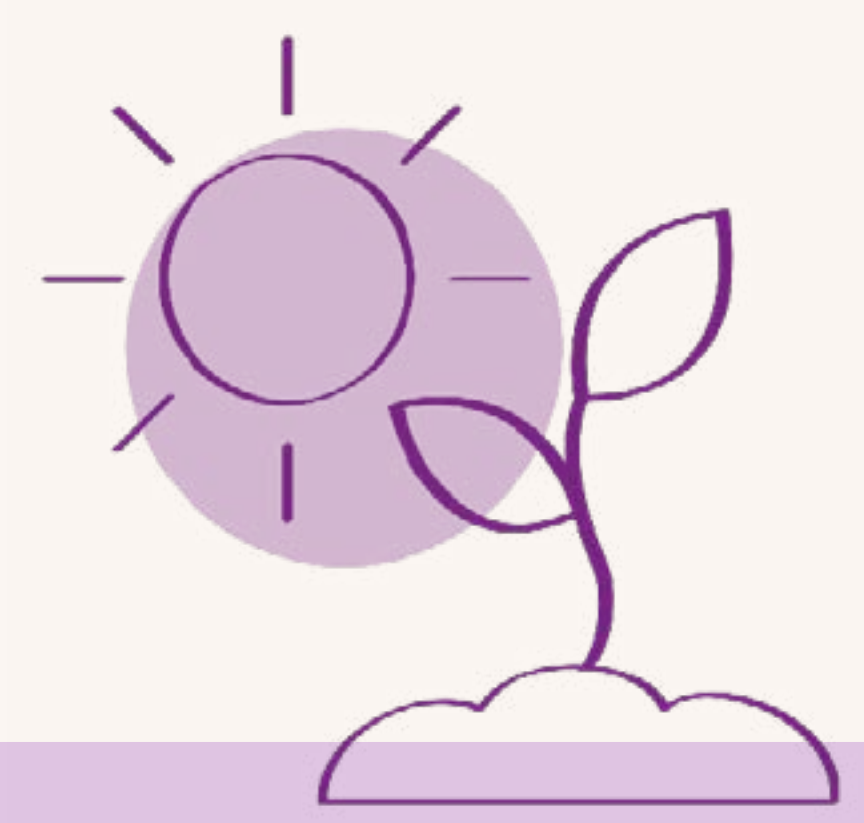
### Creating wider benefits

The person-centred models and/or programmes created are shared in networks and conferences.

- Employers actively demonstrate change, not just ticking boxes
- Person-centred approach is valued and embedded to support us to flourish
- We stay in jobs when we get them and silent quitting reduces
- Start to grow the Disability Confident Employer Scheme, a UK Government Initiative
- Tribunal cases and grievances in organisations decrease

## Our long-term goals

2024 onwards



### 1 Definition of Active Inclusion: Equity in Employment

We know that people are happy in work where they are respected, supported to flourish and are looked after above and beyond. We want a definition of Active Inclusion that reflects this: a definition that isn't just a virtue-signalling tick box, or an external or internal comms KPI, but is human HR that really reflects equity in employment.

### 2 Empowerment

We are all different people, with different tools required in order for work to be equitable for us. We want to be able to help people to work with each other to flourish, and differences to be valued and respected. We want a safe environment so everyone is empowered to ask for the tools they need, without stigma, judgement or justification.

### 3 Ways of Working

We want to facilitate a culture in others of challenging assumptions and perceptions on recruitment and retention of us in employment. We want to help others understand the bigger picture of our colleagues' and peers' lives and to be in tune with those, to provide safety and support. We want reflection of actions and perceptions of what a job role is and to create bespoke and crafted roles. We want to develop a way of working that is equitable for all.

### 4 Communication tools in business budgets

We want to be valued for our skills and our attitude. We want to be part of everyday business, not an 'other' or an 'extra budget' required to pay for tools. We want everyone's communication tools to be included in operational plans and everyday business so that no one is ever excluded. We want equity for all, not just us – that's not equity.