



Employers of between 51 and 250 staff 2012 Winner MPH Accessible Media Ltd

MPH was founded in 2000 and equality, diversity and inclusion have been at their core ever since. They are committed to providing an inclusive ethos and environment, valuing and respecting diversity while ensuring equality of opportunity for all in every aspect of their services and workforce.

Monitoring of their staff is paramount to ensure they are given the best opportunities and resources in order to progress and support their clients. Over the years the staff base has grown to 90 staff and approximately 30% of the workforce have a registered disability or health problem, with the Managing Director himself being registered blind.

Through their proactive approach to monitoring they found that 50% of their workforce are disabled, 2.3% are BME and 70% of management are women. It has enabled them to fully understand the barriers that certain groups have to contend with when facing employment, training and increasing skills. For example, women have been positively

supported in progressing to become managers within the company.

MPH is committed to striving for tangible and continuous improvement in equality and diversity performance and will always be of paramount importance to the company. They have comprehensive policies, and have taken positive action to engage people with disabilities and provide a workforce which supports employees in reaching their full potential.

MPH felt it was important to establish an Equality and Diversity group to enable the company to continue to develop their equal opportunity policy and to ensure that equality remains at the top of their agenda. The group consists of the MD, members of the senior management team and their HR department. The Equality and Diversity group have responsibility for ensuring that equality and diversity is upheld throughout MPH including equal access to training, promotion, recruitment and support.

The company holds Positive About Disability standard and ensures that all information is offered in alternative and



equality north east

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NORTH EAST EQUALITY



accessible formats such as Braille, Audio and 14 point text and British Sign Language (BSL). On-going support is offered enable employees to interact with their colleagues. For example, this could be offering a BSL interpreter to accompany a member of staff to a meeting. Facilities for carers are offered to enable staff to work from home should the need arise and employees who request a change to hours for personal circumstances are treated sympathetically and on an individual basis.

On commencing employment with MPH all employees undertake in house training course on disability awareness as part of their on-going staff development. All employees have a basic level of equality training and all managers undertake an Accredited Disability Awareness Level 1 course.

Equality, diversity and inclusion have been at the core of MPH since its creation in 2000. This is reflected in their mission statement, which seeks to redress many inequalities that people with disabilities may face. They continue to invest in their people through a range of development routes and they clearly recognise the benefits for employees, their business and the wider market place.

For more information about the North East Equality Awards, please visit our website, www.equality-ne.co.uk/awards or contact Equality North East on 0191 426 4399 or email info@equality-ne.co.uk.

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fairer future...**



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