

Organisations Supporting Disabled People into Employment 2014 Winners ~ Evermor Solutions Ltd

Evermor Solutions was set up in 2012 to provide comprehensive support for people who want to study at Higher Education level and have a life changing or permanent injury, long term physical or mental health condition or disability.

They strongly believe in giving opportunities to people with a disability and giving back to the community. Their aim is to create new pathways and opportunities for individuals with a disability by breaking down barriers.

Evermor recognises the benefits of a diverse workforce as they bring new insights and a clearer understanding of their students' complex needs which in turn improves their service and the student experience. With 45% of the Evermor workforce having a mental health problem or disability, they are putting their words into action. They ensure that enhanced support is offered to disabled candidates applying for a position and that all staff have disability training on a regular basis. They also offer an 'open door' policy for

staff and students and also support and advice packages. These packages have been developed with reasonable adjustment and flexible working in mind.

Evermor continue to develop ways to ensure that all staff with disabilities are fully included in communication, training and development exercises.



Elisa Ricci, Evermor, winners of Educational & Training Organisations of up to 50 Staff with Joy Brindle T&W Fire & Rescue Service, category sponsors.



equality north east

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NORTH EAST EQUALITY



Evermor keep their staff up to date with new legislation, policies and procedures and CPD. All of their staff have gained a Level 2 Equality & Diversity Qualification along with training in First Aid and Safeguarding.

Over the past 12 months they were able to offer an apprenticeship to a young person who has Asperger's Syndrome. They have adapted certain methods of working practice and have monitored it on a regular basis and feel it is key when employing someone with a disability that they are flexible and are able to adapt a task, job content and provide flexible working hours.

The changes Evermor can see in this individual were nothing short of amazing. His confidence has grown, his ability to communicate has also improved with staff and students, as well as strangers. He is now able to go to open days and give a small talk on his experiences and what it means to have been given an opportunity like he has.

Evermor hope that they are able to give more apprenticeship opportunities to people with a disability in the future and are very proud to have created not only a company which prides itself on providing education and equal opportunities but which also allows both students and staff to be an integral part of. They are striving to build Evermor so that these opportunities can be open to others and so that more lives can be changed in such a positive way.

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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