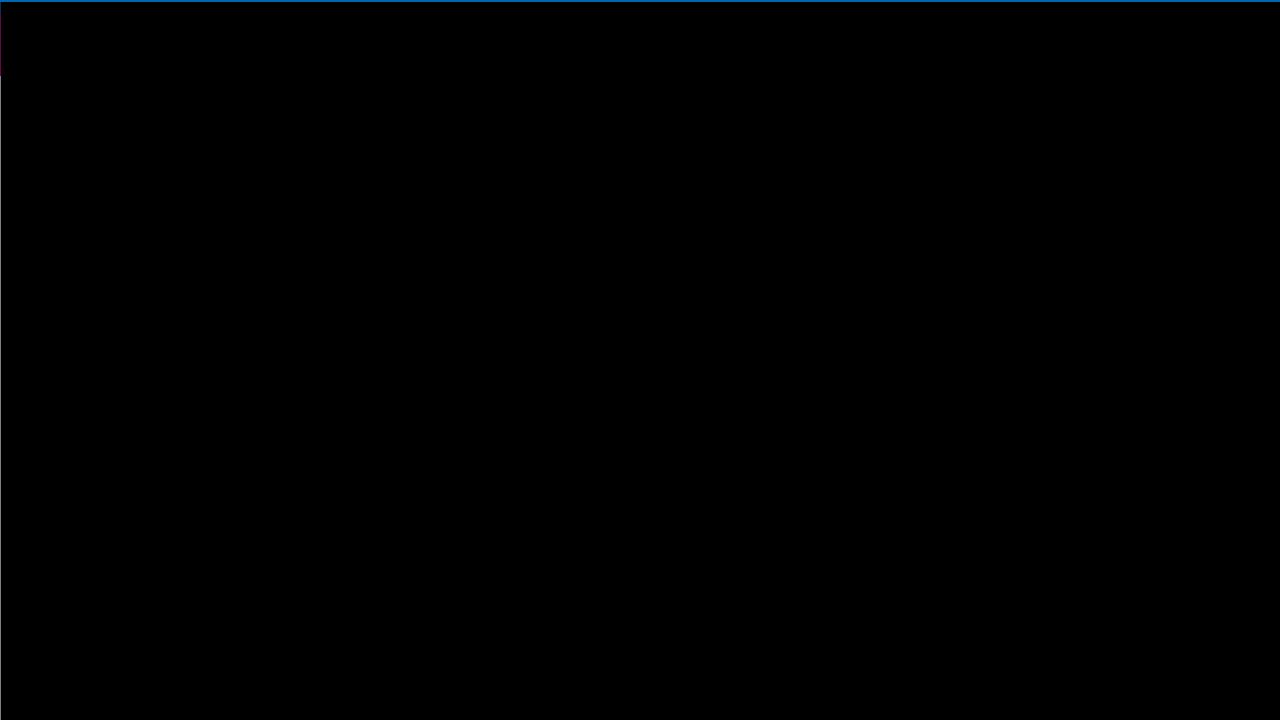
QUEST Conference 2019

Promoting Inclusive Employment Practices Hilary Farmiloe, Aspire











Industry Guidelines.

Disabled people & Employing

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Aspire

Workforce Agenda

Sport England Workforce Strategy

Building a more diverse workforce with inclusive values and behaviours.

Quest GPlus10 (Active Communities)

The organisation employs disabled people in all areas, and as course/programme leaders, and actively encourages progression to senior management roles.

Quest GPlus37 (Facility)

The organisation confidently and successfully recruits disabled people into a wide range of roles and actively encourages progression to senior positions. CIMSPA

Guidelines to be embedded into professional standards



Apply the social model of disability



- 1. What is disabling this person?
- 2. How can we fix it?



Applying for leisure courses/jobs?

What might disable someone? How can we fix it?

- 1. Role models/influencers
- 2. Work Experience
- 3. Easily available information: content & adjustments
- 4. Advertising channels & materials
- 5. Recruitment process



Attract the best talent!

Police force 'discriminated against white heterosexual male'

O 22 February 2019 Cheshire HEADQUARTERS Cheshire Police is to review the employment tribunal findings

A police force which rejected a "well prepared" potential recruit because he is a white, heterosexual male has been found guilty of discrimination.

