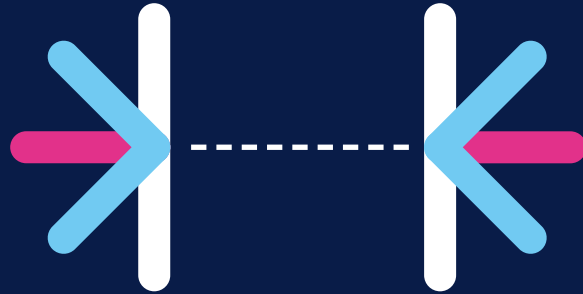


An Employers Guide to Working with Apt



What is Apt Glasgow?



Apt Glasgow is an initiative, funded by Glasgow City Council, the Scottish Government and the UK Government, on a mission to reduce the Disability Employment Gap in the local area.

A partnership of organisations, led by the Scottish Union of Supported Employment (SUSE), are working together to deliver training, services and consultancy to employers in Glasgow.

Apt is the name of the project. Our purpose is to work with employers in Glasgow and help you to be better at attracting, recruiting and retaining disabled people and those with long-term health conditions.

Disabled people and people with long-term health conditions are at the centre of everything we do at Apt. By including people with lived experience in all aspects of the project we inform practice, add credibility and create opportunities.

The SUSE Experience Network is our lived experience group. They work with us to develop projects, deliver training and help employers to become more inclusive.

**Glasgow
Futures**



Scottish Government
Riaghaltas na h-Alba
gov.scot



Funded by
UK Government

Why should you get involved?

There are many reasons!



01 Support

You will be supported throughout the process and beyond.

02 Retention

Many people develop a disability or long-term condition during their working life. By supporting your current workforce, you retain the skills and expertise that you already have and improve morale and wellbeing. Making simple adjustments can make a huge difference that benefits all employees.

03 Recruitment

By ensuring that your recruitment processes are accessible and inclusive it opens up a large talent pool that you may have otherwise missed. Employees want to work for organisations whose cultures align with their values.

04 Fully Funded

Apt are offering a bespoke action plan providing the specialist training and consultancy your business requires, all fully funded.

05 Government Initiative

The Scottish Government have set a target of halving the Disability Employment Gap by 2038. You can play your part.

06 Development

This is an opportunity to develop your knowledge and access a network of Equality, Diversity, and Inclusion leaders, where best practice can be shared.

07 Corporate Social Responsibility

By developing and investing in your current workforce you improve your company image and employee engagement, and you also develop your company culture and attract new clients or investors.

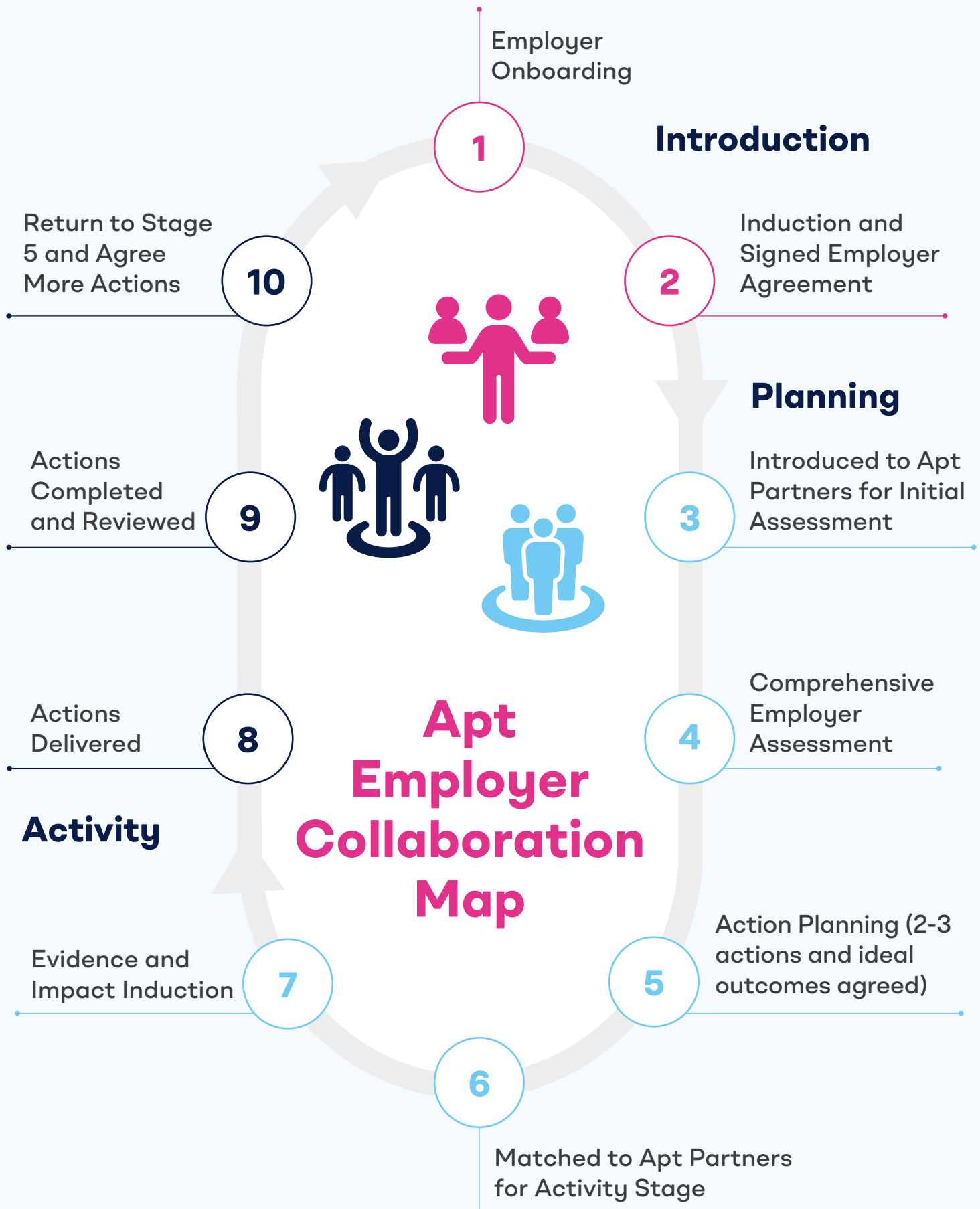
How do we work together?

We work with our partners to deliver advice, support and training. Apt's partners have vast experience in providing expert support for employers.



This is a tailored process and is led by you and your business requirements. After a comprehensive assessment, where we work together to identify gaps in knowledge, expertise or processes, we then agree your action plan. You will be able to choose from our catalogue of services to decide what best fits your organisation and which partner you would like to work with.

We then move to the Activity stage, when 2-3 of the actions will be delivered to a defined timescale. We'll work with you to agree how we will measure, review and evaluate the outcomes of our activities. At the end of that process we can go back to your action plan and agree the next set of actions to deliver if you are ready to do so. This collaborative style of working is designed to be a flexible process, to suit your organisation.





What can you expect?

- Fully funded advice, support and training
- Consultation and expert input from people with lived experience
- Collaborative approach with Apt and our partners based on mutual trust, confidentiality and professionalism
- Bespoke action plan and recommendations specific to your business needs
- Guidance and materials to help you address any gaps in knowledge and expertise
- Choice of services and training options
- Recognition for your achievements, e.g. the SUSE Inclusive Workplace Award.

Examples of Training

- Digital Accessibility and Accessible Communication
- Disability Awareness
- Mental Health in the Workplace - A Guide for Managers
- Neurodiversity Awareness
- Disability Confident
- Reasonable Adjustments
- Hybrid Working
- Rethinking Recruitment

What is your role?

Overall, it is a commitment and enthusiasm to take the next step to developing and diversifying your workforce.

Provide dedicated staff member(s) who we can work with to lead on Equality, Diversity and Inclusion (EDI)

.....

Fulfil the agreed number of employees taking part in training

.....

Complete evaluations and provide helpful feedback for on-going learning and sustainability

.....

Join an employers' network for EDI support and learning and share best practice

.....

Take part in blogs/vlogs/good news stories for the Apt website and social media

.....

Promote Apt in your workplace and your wider network.

Ongoing Development

We are continually developing, learning and improving our support and services. We require your feedback, knowledge and expertise to help us to achieve this.

Our ambition is for SUSE to be a centre of excellence for providers, policy makers, disabled people and employers across Scotland.

By working with us you can play a major role in transforming workplaces and the opportunities available to disabled people who want to work and play a full role in our community.

Time Scale

We estimate the 10-stage process will take approximately 35 weeks to complete at a pace that works for you and your business.



What our partners say...

We have already worked with 67 partners and 300 employers across Scotland, training approx. 2000 employees since the creation of Apt.



I joined Apt to be part of changing the narrative in relation to employment for disabled people.

Your Options Understood



We are excited to be part of Apt and have the opportunity to collaborate with employers in Scotland and work together on the shared vision of making sure workplaces are as inclusive as possible for disabled employees.

ENABLE Works



Joining Apt made absolute sense for us, we are delighted to be able to make a contribution to reducing the disability employment gap.

Unity



The training session was good, the trainer was fantastic and a lot of content was covered.

Glenmorangie



The training session was very useful and really well presented. I got a lot from it.

RNIB

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