



CONNECT TO WORK

Funded by **UK Government**

EMPLOYER SUPPORT GUIDE

Supporting Employers to Build Inclusive Sustainable Workplaces

Connect to Work offers practical, **specialist support** to help employers **create inclusive environments** and successfully **support employees** with health conditions, disabilities or additional needs. Our approach is **collaborative, tailored** and focused on real workplace outcomes. Our services offer everything from recruitment to retention programmes and much more.

EMPLOYER BENEFITS

By joining the Connect to Work programme, you'll gain the support and confidence to build a more inclusive workforce while accessing a range of practical benefits:

- Wider talent pool
- Increased innovation and productivity
- Improved retention and morale
- Enhanced reputation
- Free resources and ongoing support
- Greater workforce understanding
- Fair and accessible recruitment
- Support to become Disability Confident

SCAN ME



Supporting you and your employees

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Devon
County Council

working with
TORBAY
COUNCIL

Connect to Work supports employers across Torbay to build inclusive, confident and sustainable workplaces.

We know that attracting and retaining the right people can be challenging. That's why we offer practical, tailored support to help you remove barriers, support your workforce and create opportunities for people who may otherwise be excluded from employment.

Our approach is simple. We work alongside you to understand your business and provide straightforward advice that makes a real difference. This partnership approach helps create better job matches, stronger teams and long-term success for both employers and employees.

What we can support you with:

Understanding Disability and Inclusion

We help you build confidence in supporting a diverse workforce by:

- Removing barriers in the workplace
- Increasing awareness of visible and non-visible disabilities
- Challenging common myths and stereotypes
- Creating a culture where everyone feels valued and included



Disability Confident Employer Framework

We can guide you through becoming a more inclusive employer by:

- Explaining the Disability Confident scheme
- Helping you understand each level
- Highlighting the benefits for your organisation
- Supporting your progression through the framework

Inclusive Recruitment

We support you to make your recruitment processes more accessible and effective:

- Writing inclusive and welcoming job descriptions
- Creating accessible application processes
- Making appropriate interview adjustments
- Removing unnecessary barriers in recruitment practices

Reasonable Adjustments

We provide clear, practical guidance on workplace adjustments, including:

- Understanding what reasonable adjustments are
- Exploring real examples that work in practice
- Supporting conversations with employees
- Advice on funding, including Access to Work

Supporting Employees into the workplace

We help you create a supportive environment where employees can thrive:

- Building an inclusive workplace culture
- Supporting mental health and wellbeing
- Improving manager confidence and communication
- Supporting staff retention and career development (*See our staff retention offer*)

Are you looking to recruit?

You might be missing out on a wider talent pool!

Through Connect to Work, we support a wide range of **job seekers** who are **ready and motivated to work**. This includes individuals with disabilities, health conditions or other barriers to employment, as well as those looking to rebuild confidence, gain experience or take their next step into sustainable work.

By embracing inclusive recruitment, you open the door to this diverse talent pool, helping individuals thrive while strengthening your workforce with dedicated and capable employees.

Inclusive recruitment

Creating an inclusive recruitment process helps you attract a wider range of talent and ensures every candidate has a fair opportunity to succeed. Small changes can make a big difference in removing barriers and helping people show their true potential.

HOW YOU CAN MAKE YOUR RECRUITMENT MORE INCLUSIVE:

Write inclusive job descriptions

- Use clear, straightforward language and focus on essential skills rather than unnecessary requirements. Avoid jargon and consider whether each requirement is truly needed for the role.

Create accessible application processes

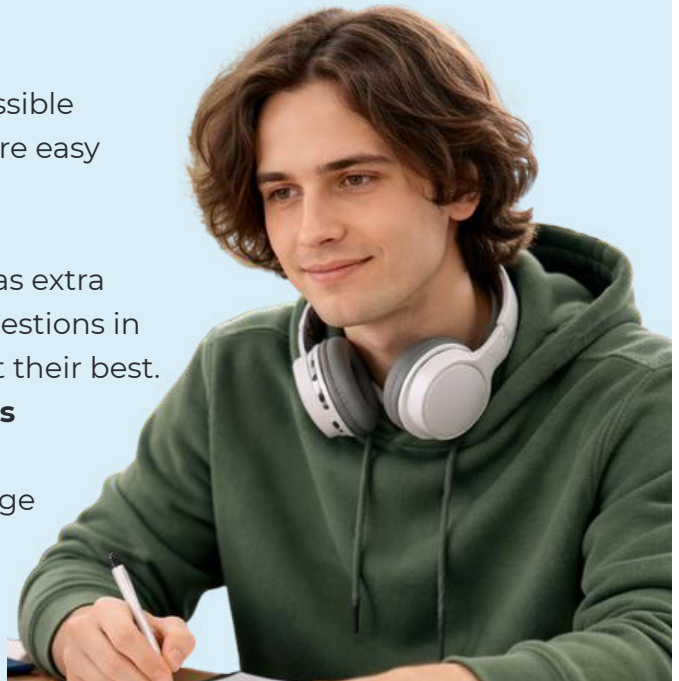
- Offer different ways to apply where possible and ensure your application systems are easy to use and accessible for everyone.

Make interview adjustments

- Provide reasonable adjustments such as extra time, alternative formats or sharing questions in advance to help candidates perform at their best.

Remove barriers in recruitment practices

- Review your processes to identify and remove anything that may disadvantage certain groups, ensuring a fair and supportive experience for all applicants.



Get in touch with our Employment Engagement Mentor to find out more



Employer Engagement Mentor:



Email:



Phone:

Working with us

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A partnership that delivers

When you partner with Connect to Work, you gain a dedicated team working alongside you to support your business and your workforce.

Our Employment Specialists take the time to understand your organisation and provide tailored, practical support that fits your workplace. From recruitment through to in-work support, we work with you to create solutions that are realistic, effective and sustainable.

- We help you identify opportunities within your organisation
- We match individuals to roles based on their strengths and preferences
- We support both employer and employee to build strong working relationships
- We provide ongoing advice, guidance and practical solutions as needs change

This joined-up way of working ensures that support is consistent, responsive and focused on long-term success. It also means any challenges can be addressed early, with the right support in place to keep things on track. Our aim is to make inclusive employment feel straightforward, achievable and beneficial for your organisation.

Working with us helps you build a more inclusive, confident and resilient workforce.

Through our partnership, you can:

Retain valuable staff by supporting employees who may be at risk of leaving

Improve staff wellbeing and morale, creating a more positive and productive environment

Build confidence across your teams so managers feel equipped to support a diverse workforce

Access a wider talent pool by removing barriers in recruitment

Beyond these immediate benefits, our approach supports long-term success. Employees feel more supported to stay and develop in their roles, while employers benefit from improved retention, reduced recruitment costs and stronger team performance. Ultimately, we are here to help you create opportunities, support your people and build a workplace where everyone can succeed.

Get in touch with our Employment Engagement Mentor to find out more



Employer Engagement Mentor:



Email:



Phone: