

# Removing Barriers Project - Becoming a Disability Confident EMPLOYER: Impact Story - Brewhouse & Kitchen

“We want to create a culture in which those that may be currently fearful about disclosing any issues they may have, will feel confident in being more open, knowing they work for a company that embraces all cultures, diversities, disabilities and learning difficulties”



## At a Glance..

- Comprises 22 'Brewpubs' with 4 in Dorset
- Employs around 500 team members

## Highlights..

- Brewhouse & Kitchen signed up as a member of the Government's Disability Confident scheme at COMMITTED level.
- The company was awarded the prize for 'Best Apprenticeship Strategy' in the Springboard Awards 2023
- Achieved Disability Confident EMPLOYER status - December 2022



## What's next?

***“We will continue to grow. Level 3 would be great, but more importantly it's about sustaining what we've already achieved and doing the right thing for our colleagues and guests. We'll continue to offer as many opportunities as we can and inspire other employers to become disability confident.”***

## Company background

Brewhouse & Kitchen comprises 22 "Brewpubs". Locations range from Bristol to Chelmsford, Chester to Cardiff, with four located in Dorset. The company was founded in 2013 with the premise of inspiring and immersing their guests in 'all things beer'. Each brewpub has a microbrewery onsite, each with its own unique brewer, beers and recipes - making each Brewhouse & Kitchen slightly different to the next.

## Outcomes

Michelle explained that Brewhouse & Kitchen have always believed in the power of diversity and inclusion. Being a Disability Confident Employer reinforces our commitment to creating an environment that welcomes individuals from all walks of life, including people with a disability. We understand that embracing disability and neurodiversity enriches our workplace culture and enhances the experiences of our guests. We are committed to continuous improvement and ensuring that everyone feels valued and respected at Brewhouse & Kitchen.

***“We've simplified our recruitment process. We have a question that asks applicants: “Why do you want to work for Brewhouse & Kitchen?” We've made that a video or a text option so that people have a choice. We've become more approachable, people don't have to submit a CV. There isn't a one-size-fits-all ”***

Brewhouse & Kitchen are signatories of the BBPA (British Beer and Pub Association) Open to All Charter (a set of commitments for the organisations within the sector to sign up to, in order to enact real, long-term change on diversity and inclusion) and then looked at ways in which they could deliver that.

**MICHELLE TILLER, PEOPLE PARTNER**