

# Removing Barriers Project - Becoming a Disability Confident EMPLOYER: Impact story - Julia's House

“We were already very conscious of our responsibility to be a fair & equitable organisation for our employees - hence many of our staff complete courses as mandatory to ensure we're fully aware of what disability looks like & how people may wish to be treated. So, joining the scheme was an extension of that.”



## At a Glance..

- A registered charity, Julia's House is primarily dependent on donations & fundraising.
- Only 4% of all its funds come via the government.
- 14 retail stores within Dorset and Wiltshire form an intrinsic part of its fundraising.
- Employs around 230 people who work in a variety of roles

## Highlights..

- Julia's House signed up as a member of the government's disability confident scheme at the end of 2022.
- Has over 500 volunteers
- Achieved **disability confident EMPLOYER** status - August 2023



## What's next?

“Part of Level 3 is to be a LEADER & to influence others. In order for us to attract the support that we do from our stakeholders - it's essential that we operate in a certain way. For many of our supporters & trusts, knowing that we are an organisation that promotes equality, equity & inclusivity is an absolute must before they would even consider giving us any money.”

## Company background

Julia's House is a local children's hospice, looking after the most seriously ill children in Wiltshire and Dorset. These children need 24 hour care for their complex and often rare medical conditions, which puts a huge amount of pressure on their families. Their conditions are often incurable and many are sadly not expected to live beyond early adulthood.

Our dedicated team of nurses, carers, therapists, family support workers and hospice doctors provide a lifeline of care. We offer clinical, emotional and practical support and essential respite breaks to give exhausted families time out from round-the-clock care, helping to prevent them from reaching breaking point.

Each family we support can tailor the care they receive in whichever way suits them best. Crucially, Julia's House supports the whole family and not just the seriously ill child - we're there for parents, siblings, grandparents.

## Outcomes

Based on the care Julia's House provides as an organisation, they have to be very aware of & open to looking at equality & diversity. They support every child as an individual, developing a carefully tailored and unique care programme for each child and their family. All staff want to enable the children they support to make the very most out of life. That ethos has naturally spilled over when it comes to the wellbeing of their staff. There are always areas that can be improved upon & this is where the Disability Confident scheme has solidified the focus & helped Julia's House see that there is more that they can still work on.

**“The scheme has formalised a lot of what we were doing. It's triggered thought & focused our attention more on how we should move forward.**

**It's been a real benefit. I've enjoyed the group meetings & feel I've learnt from the other participants in the scheme & from those who have spoken at the sessions. ”**

MIKE BARTLETT: DEPUTY CEO