

Removing Barriers Project - Becoming a Disability Confident EMPLOYER: Impact story - Kimcell



“As a business we pride ourselves on doing things differently. When we moved to one of the offices in the Dorset Innovation Park in Wool, West Dorset, one of our ideals was to provide job opportunities in the high-tech sector to the local community.”

Company background

Kimcell is a technological company, whose various entities provide and manage hosting services to local businesses and government bodies; specialises in web development and offers consulting services to the security sector.

Outcomes

Joining the Disability Confident scheme was the first step to making that commitment to learn and change. Kimcell are only on the first rung, but have set their sights on climbing through the ranks. They want to be better and want to influence others – so collectively they can make a bigger impact on the whole community.

Gordon knew he had to take a different approach and show how accessible they were, embrace and reach out to a wider scope. That was the only way he felt they were going to thrive in an economy with so many restrictions.

"The first change I made was when we had vacancies at our office in Wool. Rather than simply post a job vacancy in the traditional way on the usual platforms using text, I tried to show how accessible the office was and that we would make reasonable adjustments where needed. I decided to create a video adding closed captions"

What's next?

“Ideally the final aim is to become a disability confident LEADER – but there is so much to do in order to get there.

Already the fact that we're talking about it publicly will hopefully encourage others to do so too. That is one of the expectations of a disability confident LEADER.

If what we do works, then I can talk about it to other local businesses and present it to Dorset Chamber or Silicon South, telling them what worked and what didn't and influencing best practises.”

GORDON FONG: KIMCELL/X-NET: DIRECTOR FOR SUSTAINABILITY AND SOCIAL VALUE



kimcell

At a Glance..

- Headquarters are based at Dorset Innovation Park, an Enterprise Zone near Wool, Dorset
- Currently employs a team of 28 full-time staff and works with over 30 consultants.
- Gordon Fong, is already an influential member within Dorset's business community.

Highlights..

- Kimcell signed up as a member of the government's disability confident scheme at the end of 2022.
- Opened doors to 2 young neurodivergent adults
- Achieved disability confident EMPLOYER status - September 2023

