



Removing Barriers Project - Becoming a Disability Confident EMPLOYER: Impact Story - Parvalux

“To be that first manufacturer within the area to sign up and have this type of accreditation. Manufacturing isn’t always adapted to accommodate people who may have additional needs. So this was an opportunity for us to lead the way and make the change. To be the Leader and help others get there too. Since we’ve been doing this we’ve become quite passionate about it.”



At a Glance..

- Acquired in 2018 by Swiss motor manufacturer Maxon, a member of The Valuable 500
- Employs 207 staff members – 99% full time and 28% are female

Highlights..

- Parvalux signed up as a member of the government’s disability confident scheme at the end of 2022.
- Opened doors to 3 young students from Bournemouth & Poole College
- Achieved disability confident EMPLOYER status - June 2023



“Once we reach disability confident LEADER status (level 3) our plan is to showcase what we do to other manufacturers in Dorset.”

“At networking events and conferences we’ll be sure to talk about what we’ve put in place and our experience so that we can influence others to follow suit.”

ELLEE WILLIAMS - HR MANAGER

Company background

The UK’s largest manufacturer of fractional horsepower, geared, electric motors. Supplying to OEMs (Original Equipment Manufacturers) worldwide in markets including Industrial Automation, Material Handling and Building Automation.

Parvalux drives are found in hundreds of applications, including healthcare, leisure, mobility, transport and a diverse range of industrial applications.

Parvalux Electric Motors was first established in 1947 by Mr L Clark in London where he provided motor rewinds and repairs. The business relocated to Bournemouth in 1957 where it started designing and manufacturing complete gear-motor units for industrial applications.

In May/June 2023 it relocated to its new purpose built headquarters within Bournemouth.

Outcomes

Ellee highlighted the simple changes they have made already (April 2023) including looking at changing recruitment processes. They display the disability confident logo across the site and introduced it to staff – this encouraged a number of people to ‘speak up’. She described how they’ve felt more confident to come & tell us about their personal situation where as they haven’t done so in the past. ‘We’ve seen the difference just by being open about it. And given employees a voice.’

“The ultimate goal is to be an accessible employer where everyone gets a fair shot at each role and that when they are with us they feel as comfortable as everyone else would because they have the right support and tools around them.”

She further explained that some of the adaptations that have been requested to make have been quite minor. ‘A member of staff came to us and told us he had Asperger Syndrome. He hadn’t disclosed this to us before & revealed to us that he found the radio quite triggering so now there is also a quiet work zone’. Ellee also added that, they’ve provided numerous break out areas for employees during their breaks. Some people may not want to sit in a crowded area during their breaks so there are quiet rooms. In the canteen there are facilities for staff to heat up their own food should they wish. Multipurpose rooms – for quiet, for prayer, for breast feeding and reflection.’