

# Removing Barriers Project - Becoming a Disability Confident LEADER: Impact story - The CRUMBS Project

What makes The CRUMBS Project an interesting participant in the Removing Barriers Project is that not only do 50% of its employees have one form of disability or another, but its purpose & goal is to help people with a diverse range of learning and physical disabilities.



## At a Glance..

- Since launching in 1997, CRUMBS has supported **720 trainees**
- Employs **13** staff members – five full time and eight part time
- At any one time, can have up to **25** trainees

## Highlights..

- 'Springboard Awards for Excellence 2023' winner in both the 'Diversity, Equality and Inclusion' and 'Disability Confidence' award categories.
- Achieved **disability confident LEADER** status - February 2023



## What's next?

*"As part of our new status as LEADER, we must be seen – and we want to be seen – to support, inspire and influence our suppliers to look at their own workforce.*

*Because our goal is ultimately to support our own trainees to enter the workplace, it's in our interest to be looking at what other suitable employers are out there for them to join."*

URSULA BOARDMAN, HEAD OF CENTRE

## Company background

The CRUMBS Project is a charitable foundation dedicated to supporting disadvantaged adults by providing learning and development programmes which enable them to develop a wide range of professional and life skills, increasing their confidence and self-esteem and to prepare for employment and independent living.

Support is given to adults with learning disabilities, mental health issues, stabilised addictions, or brain injuries to learn employment and life skills through professionally recognised training in food production & service, housekeeping or administration and provide opportunities for trainees to achieve Institute of Hospitality endorsed awards.

## Outcomes

CRUMBS works with 25 trainees at one time, each on a two-year, full training programme. The aim is to prepare them to enter the workforce. This could be at the 18-month mark or two years. Based on the individual trainee's confidence and strengths, CRUMBS will start introducing them to suitable work experience or voluntary work that will expand and broaden their skills within a real working environment.

**CRUMBS is unique in that the practices it employs for its own staff can filter down to help make the working environment more accessible and inclusive for its trainees.**

Lee Whalley, Head of Operations explains "The restaurant Rick Stein, Sandbanks has employed one of our trainees and we're encouraging them to progress through the Disability Confident scheme."

Marsham Court Hotel in Bournemouth, have visited & looked at what we're doing. We really hope to build up a **working partnership** with them – they **need new staff** and we **need placements** for our trainees. So it will **benefit both parties.**

A lot of **companies** are interested in becoming **Disability Confident**. It's not that they don't want to. They just **need** to be **educated**. They don't know how to behave. How do I behave with that person? Can I afford to make the adjustments – for example working with a buddy? We can show them just what can be done. And I'd like to **influence** how **recruitment must be changed."**