

# Equals Training CIC

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# Equals Training CIC

- New social firm based in Haringey, North London
- Run and led by disabled people
- Initial funding and strategic backing from Haringey Council, Economic Regeneration

# Vision

- To remove barriers to mainstream employment
- To assist disabled people in negotiating barriers to mainstream employment
- To create alternatives to mainstream opportunities where mainstream routes are not possible or not the preferred option

# How do we do this?

- High quality disability equality training
- Tailoring to mental health and addiction settings
- Promotion of the social model of disability across the board
- DDA compliancy training, group facilitation, capacity building and consultation services
- Areas of specialism and current focus:
  - Mental health
  - Addiction
  - Dual diagnosis
- As we expand we will employ more people and offer high quality volunteering placements

# Who will we train?

- Disabled people
- Mental health service users
- Mental health professionals
- Other health and social services professionals
- Mainstream employment providers including Job Centre Plus
- Employers

# Income: Direct trading

- Local Authorities – social services and economic regeneration
- Mental Health and Primary Care Trusts
- Third sector providers particularly mental health
- Employment providers and agencies
- Employers
- Addiction and dual diagnosis services

# Income: grants

- Charitable trusts
- Corporate social responsibility funds
- Regeneration agencies – eg LDA
- Private philanthropy

# Challenges

- Considerable resistance to cultural change in mental health and elsewhere
- Insistence on the medical model especially in the NHS
- Prejudice against user-led initiatives in mental health
- Paternalism
- Inefficiency, lack of vision, focus and political will in the public sector

# Dealing with the challenges

- Time to engage with our markets
- Excellent links and allies locally to get us started
- Current high priority and intense focus on mental health, employment and social inclusion
- Excellence of product
- Large market gaps.