



ACTIVE PLUS

VETERANS INSPIRING PEOPLE

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EMPLOYER RECOGNITION SCHEME
SILVER AWARD WINNER 2019
PROUDLY SUPPORTING THOSE WHO SERVE.



Inclusive, Sustainable and effective workforce

RECYCLE
REUSE
REDUCE



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Equal Opportunities and Inclusivity

Equal opportunity is a state of fairness in which job applicants are treated similarly, unhampered by artificial barriers or prejudices or preferences.



An inclusive workplace is one that values individual differences in the workforce, and makes them feel welcome and accepted



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Recycle

Generate relationships with support organisations

Understand and maximise skills, knowledge, experience and how these can contribute to the business

Embrace and encourage an ethos that focuses on what people **can do**, not what they can't do

Make offers inclusive and individual capability focused



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Reuse

Understand and embrace individual skills, experience, capabilities and aspirations

Make reasonable adjustments

Match people to roles, value their contribution and make them part of the team

Provide support, training and opportunities to continue to develop



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Reduce

Reliance and frequency for third party support

Staff sickness and absenteeism

GP appointments

Support required from the benefits system

Unconscious bias within the workforce

Staff turnover, thus enabling a sustainable and effective workforce



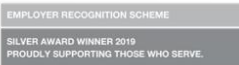
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Created a pathway for wounded, injured and sick military veterans to become a viable resource for Active Plus and future employers

Enabled people to develop and regain self-worth, confidence and recognition of their ability and potential in spite of medical conditions

Provided inspirational role models for other people, businesses and organisations highlighting inclusivity as a powerful force for change



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Who Dares Works

BBO Project funded by the National Lottery Community Fund and the European Social Fund and led by Active Plus.

Started in 2017 with a second phase funding until December 2021.

Partnership of 19 organisations working together to help individuals who are 18 or over and living in West Cornwall and the Isles of Scilly to reconnect with job search, education & training and employment.

Active Plus course (6 weeks) has been designed to build confidence, motivation and self-belief to enable participants to move forward.

Wrap around support – Mentors, a range of Specialist Support, Work-Related Activities, Work Ready Training, Community Clubs, Coproduction



Cross Cutting Themes

Equal Opportunities and Gender Equality – target groups, equality and diversity

Sustainable Development – (focus on) Environmental Sustainability

Capture and report a plethora of environmental sustainable actions such as:

- Car sharing miles
- kg of paper recycled
- Using the environment to build wellbeing and resilience
- Supporting blue-gym and green-gym activities - beach cleans, activities outside - improving physical and mental wellbeing
- Developing and using local supply chains and local sourcing of goods and services



Rebuild SW - The Who Dares Builds course give participants the opportunity to try out the construction industry as a possible pathway. Rebuild rejuvenates community buildings allowing participants to gain an insight of construction, landscaping and groundworks to get site ready including support to pursue a CSCS Card for future employment.

Bosarven Farm, St Just





Whole Again Communities (WAC) - Soup, Seeds and Sawdust helping participants to gain new skills in three important areas; cookery, gardening and working in the repair café, learning basic skills to enable the participant to repair items.

Participants learn how to cook healthy meals from scratch, on a budget and take part in gardening to support wellbeing and skills.



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Q & A



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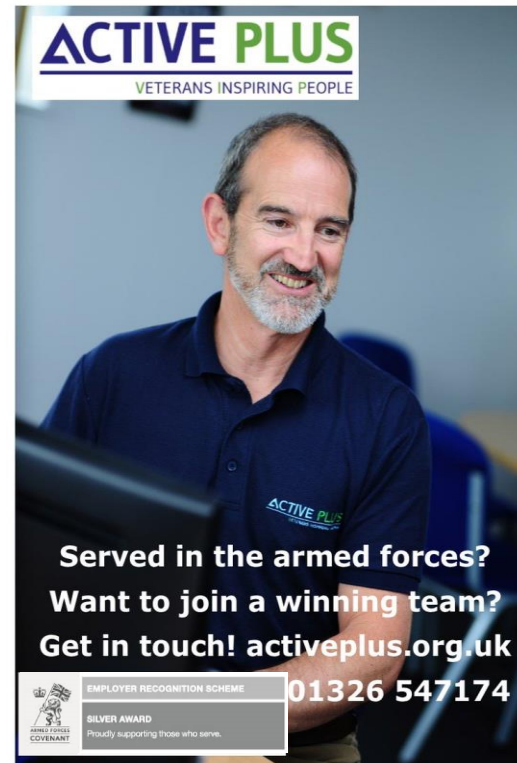


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