



ecd p as an Employer

ecd p is a bold and ambitious organisation regularly described as one which continuously punches above its weight and holds its own. We are proud of that description and think it accurately reflects who we are.

We run a wide range of services and award winning projects which directly impact on the lives of disabled people, and we're gaining recognition across Essex - and nationally - for the ways in which we make a difference to disabled lives.

With an ambitious strategy in place, we're now developing new products and services to increase the ways in which we can benefit disabled people.

Working for ecd p

To support this, we are proactively looking to recruit and retain talented individuals who are committed to improving the lives of disabled people. We place great emphasis on our values and look for people who are ambitious and want to develop their career while making a strong contribution to **ecd p's** sustainable growth.

Could this be you?

- Do you have a disability and are able to combine your personal lived experience with the talent and skills we need?
- Do you have experience of working, living or supporting a disabled person and the drive and ambition to make a difference?
- Or do you simply have the skills and a real appetite to understand why supporting disabled people is so important?

Our ambitions are achievable because of our greatest asset: our staff. We trust in our staff and invest in their development, and we do this with a clear understanding of the commercial world in which we operate.

We are looking for individuals who are thirsty to learn and to develop their career, 'can-do' people who are willing to go the extra mile.

In return we offer an attractive remuneration package including:

- Competitive salary
- 25 days basic annual leave, plus bank holidays (pro rata for part time employees)
- Up to an extra 5 days annual leave – based on length of service
- Training and development to support and develop you
- Subscription to a Health Cash Plan
- Access to a Childcare voucher scheme
- Annual Personal Appraisal / Development review

Our organisation is steeped in the values of putting disabled people at the heart of everything we do, and empowering disabled people to have independence, choice, flexibility and control.

If this sounds like the right environment for you, please see the website for new vacancies <http://www.ecdp.org.uk/ecdp-job-vacancy-listings> or send your CV to Gemma Dobson, HR Advisor at hr@ecdp.co.uk

Our Vision, Mission and Values

Our vision

Enhancing the everyday lives of disabled people in Essex and beyond

Our mission

ecdp is an organisation run by and for disabled people. We empower disabled people to have independence, choice, flexibility and control. We do this by:

- Actively involving and engaging with disabled people
- Delivering a range of high quality services, projects and programmes
- Working in partnership with a range of stakeholders in the public, private and voluntary sectors
- Shaping and influencing strategy, policy and practice
- Creating a professional, effective and efficient organisation that can and does deliver.

Values

Our values underpin everything we do and shape our behaviour, both as an organisation and as individuals working within **ecd**p. We are:

- **Inclusive:** We include anyone who has rights under the Equality Act 2010 within our definition of 'disabled people'. This includes anyone with a physical and/or sensory impairment, mental health condition, learning disability or long-term health condition (such as HIV/AIDS or cancer). We also recognise anyone who declares them self to be a disabled person.
- **Expert:** As an organisation run by and for disabled people, we have a unique and insightful perspective. Our history and work provides us with a depth of knowledge on the inequalities faced by disabled people in Essex. We use this knowledge to add value to our own work and that of the public, private and voluntary sectors in order to effect change for disabled people.
- **Innovative:** We are adaptable, embrace change and try new ways of doing things. We work in an imaginative and flexible way, seeking feedback to help us innovate.
- **Responsive:** We listen to the needs of and work in partnership with disabled people and our stakeholders. We respond in a timely manner and in a way that is enabling, supportive and professional.

What underpins and informs everything we do is the social model of disability. Furthermore, we will not accept discrimination in our work on grounds of disability, race, age, sexual orientation, gender or religion and will challenge it if it occurs, at an individual or organisational level. We aim to positively promote equality on these grounds.

For further information about the work of **ecd**p go to:

<http://www.ecdp.org.uk/what-we-do>