

# RIDI 2015 Winner Overall Candidate Experience Category

**ridi** Recruitment  
Industry  
Disability  
Initiative

**Leonard  
Cheshire  
Disability**

Leonard Cheshire Disability (LCD) is the UK's leading charity supporting disabled people. LCD believes that disabled people should have the opportunity and support to live independently, contribute economically and participate fully in society. We place our candidates' values and experiences at the heart of our charity, aiming to provide guidance for all, in the delivery of employment practices.

The support we provide goes far beyond providing social care.

We deliver innovative services to help disabled people find and remain in employment, provision of information to help build confidence, continuous advice and guidance, and access to computers and adapted IT equipment to help break down societal barriers.

To further support our aim of diversity and inclusiveness, in conjunction with Vanilla Ventures we launched the Change100 programme in 2013 with the goal of changing the employment landscape for disabled students and graduates.

Change100 aims to address the under-representation of disabled people in the workplace and kick-start the careers of a growing population of talented disabled students by matching promising young disabled talent to paid internship placements within prestigious companies.

Launched at DWP's Disability Employment Conference in July 2013, the programme was piloted over the summer of 2014 with impressive results for both interns and employers. The programme has since expanded significantly for 2015, working closely with partner employers to help them become more disability confident and recognise the untapped talent pool of disabled graduates. This year we are working with employers including Barclays, BBC, Taylor Wimpey, SAB Miller and Thomson Reuters.