

Job Pack



We want Wales
to be the best
country in the world
for people with a
learning disability
to live, learn
and work

Learning Disability Wales,
41 Lambourne Crescent,
Cardiff Business Park,
Llanishen,
Cardiff CF14 5GG
Phone: 029 2068 1160



Message from our Chief Executive Officer

Thank you for your interest in our two new posts available at Learning Disability Wales.

Our fundamental commitment is to support people with a learning disability and/or autism to lead valued lives.



We do this in many ways, including and especially:

- listening to and learning from our members
- lobbying and contributing to policy
- disseminating best practice
- project innovation in partnership with others.

Our current priority areas outlined in our strategy are:

- Education
- Health
- Employment

We hope you are interested in joining our small, strong and mutually supportive staff team who are committed to making a difference.

We look forward to receiving your application.

**Zoe Richards, Chief Executive Officer,
Learning Disability Wales
Uses pronouns she/her**

About Learning Disability Wales

Learning Disability Wales was created in 1983. We are a national charity, recognised as the combined voice of learning disability in Wales, bringing together people with a learning disability themselves, family carers and third sector providers.

We work in partnership with a wide range of public authorities, agencies and other non-governmental organisations.

We want Wales to be the best country in the world for people with a learning disability to live, learn and work

Our Values

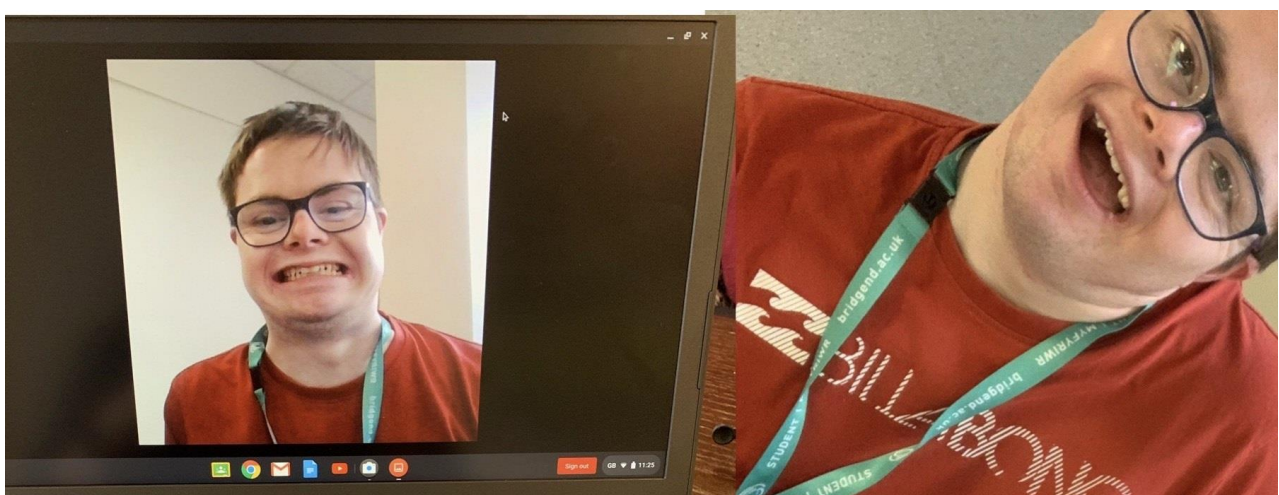
Our values are based on a belief that we are all born with equal rights We believe that as a child, young person or adult with a learning disability you have a right to:

- Be valued and respected
- Have a meaningful life
- Be able to learn, develop and have access to meaningful education and training throughout life
- Be seen, heard, included and have a voice
- Be in control of your life
- Have friendships, relationships and a social life
- Work
- Be a contributing citizen.

These values are underpinned by the UN Convention and Declaration on the Rights of the Child and the UN Convention on the Rights of Persons with Disabilities.

Our aims support our vision of Wales becoming the best country in the world for people with a learning disability to live, learn and work . We want:

- An inclusive education system that people with a learning disability feel part of.
- A workforce that includes people with a learning disability.
- A society that includes, values and respects people with a learning disability.
- Laws, policy and practice that are co-produced by people with a learning disability.
- People with a learning disability have a voice and contribute to issues that affect them.



Our projects, project partners and funders

21st Century People

The 21st Century People project, funded by Welsh Government, celebrates people with a learning disability as creators, contributors and citizens of Wales and challenge the idea that people with a learning disability are only users of services and/or dependants on others.

The project will deliver 4 themes:

- 21st Century Families
- 21st Century Voices
- Healthy 21st Century People
- Living in the 21st Century

Together with our existing networks and partners, mainstream organisations and change-makers both within and outside of the world of disability – we will work to make Wales the best country in the world for people with a learning disability to live, learn and work.

Engage to Change

Engage to Change works with 800 employers to help 1,000 young people aged 16-24 with a learning disability and/or autism to develop their employment skills through paid work placements. To deliver the project across Wales we are working in partnership with - Agoriad Cyf , All Wales People First, Cardiff University and ELITE Supported Employment Agency.

Engage to Change is funded by The National Lottery Community Fund in partnership with Welsh Government.

Gig Buddies

Gig Buddies is a befriending scheme that matches people with a learning disability and/or autism with volunteers who share the same interests, so they can go to gigs and events together.

We have projects in both North and South Wales funded by First Choice Housing Association and the North Wales Transformation Fund.

Easy Read Wales

Easy Read Wales is self-funded and has been helping people put information into Easy Read for people with a learning disability for 17 years. This includes documents, websites, consultations, policies, guides, posters, videos and leaflets. We also help others develop Easy Read skills by providing our free guide 'Clear and Easy' and offering 2 levels of training courses on making information accessible.

More recently we have ensured that people with a learning disability have up to date and accessible information about Covid-19.



An important part of our work is connecting through the Learning Disability Consortium. Learning Disability Wales coordinate the Consortium to ensure a strong voice that is representative of stakeholders is acknowledged within Wales.

Consortium members are:

- All Wales Parents and Carers Forum
- All Wales People First
- Cymorth Cymru
- Downs Syndrome Association
- Learning Disability Wales
- MENCAP Cymru

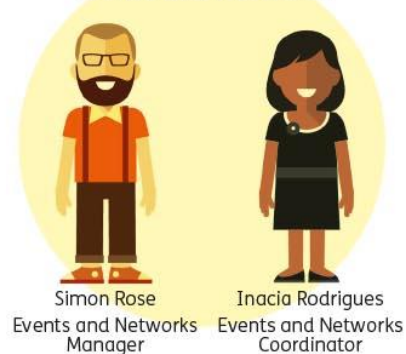


Our staff team

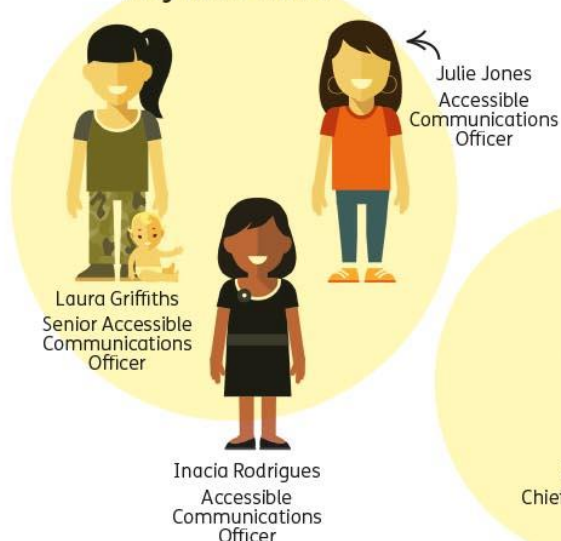
Communications



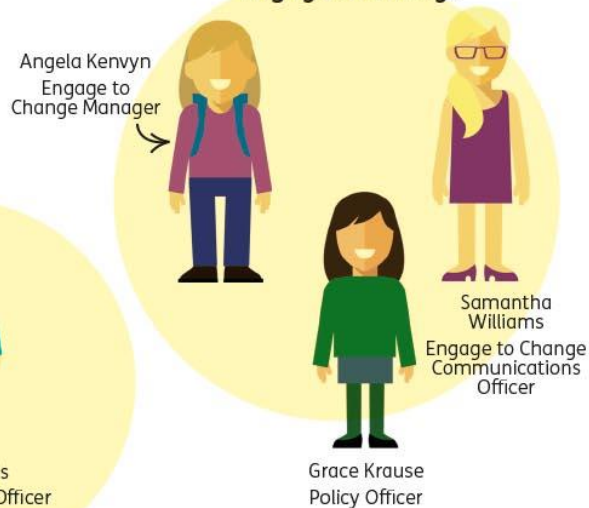
Events and Networks



Easy Read Wales

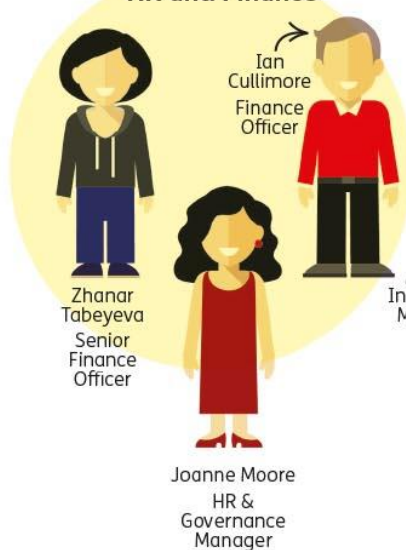


Engage to Change



Zoe Richards
Chief Executive Officer

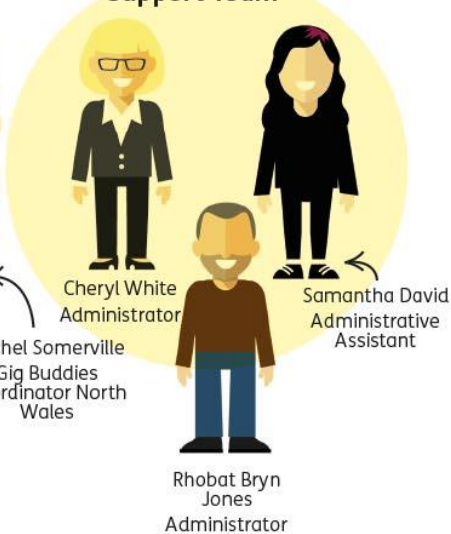
HR and Finance



Projects



Support Team



What LDW offers you

We are an organisation that strives to ensure our culture, policies and practice reflect that we continue to work towards being a fair, equal and inclusive employer.

Employee Wellbeing: Learning Disability Wales aims to support employees balance work and family life. We offer a number of family friendly policies and flexible working practices to promote this.

Workplace culture: LDW's team are committed and passionate about the work we do. All staff are valued and supported in their work. You will have regular support and direction from your manager so you can do your job well and develop your skills.

Annual Leave: We have a generous annual leave entitlement of 25 days annual leave plus statutory bank holidays. An additional days annual leave is accrued for each year of service up to a maximum of 28 days per annum.

Pension: Learning Disability Wales operates a group pension scheme with Scottish Widows. We will contribute 7.5% as long as you contribute a minimum of 0.5% or more if you wish.

Probationary period: We will support you with a full induction. Your probationary period is 3 months.

Equipment: Appropriate equipment will be provided for business use so that you can work flexibly.

Testimonials

What some of our team members have to say about working at Learning Disability Wales:

“I feel proud to be working for an organisation with such strong values that is making a positive difference to people’s lives. I love working with such a supportive, talented and passionate group of people.”

“I like working for Learning Disability Wales because we have a team here that treats each other with support and kindness. I have also found LDW a really great employer when it comes to concrete support about things like taking care of my mental health, reasonable adjustments and generally creating a working environment that fits individual worker’s needs.”

“I would definitely say the supportive and passionate team comes across really strongly. And the sense that everyone is committed to doing what they’re doing and genuinely working towards making a difference.”

“Learning Disability Wales values its employees, and I am proud to be an integral part of ensuring our culture, policies and working practice reflect that we continue to work towards being a fair, equal and inclusive employer.”

How to apply

You can find the application pack on our website at www.ldw.org.uk.

Please email your completed application to: enquiries@ldw.org.uk. Label the subject of your email as 'Recruitment'.

This is our preferred method of applying.

If you prefer to post your application, then please send to:

Recruitment Human Resources & Governance Manager
Learning Disability Wales
41 Lambourne Crescent
Llanishen
Cardiff
CF14 5GG

If you would like to discuss the positions in more detail please email Zoe Richards, CEO, Learning Disability Wales: zoe.richards@ldw.org.uk.

Learning Disability Wales is an equal opportunities employer and is committed to promoting equality and diversity throughout Wales.

We welcome candidates from across Wales and from under-represented groups including women, Black, Asian and Minority Ethnic (BAME) communities and people with relevant lived experience.

We guarantee an interview to disabled candidates who meet the essential criteria.