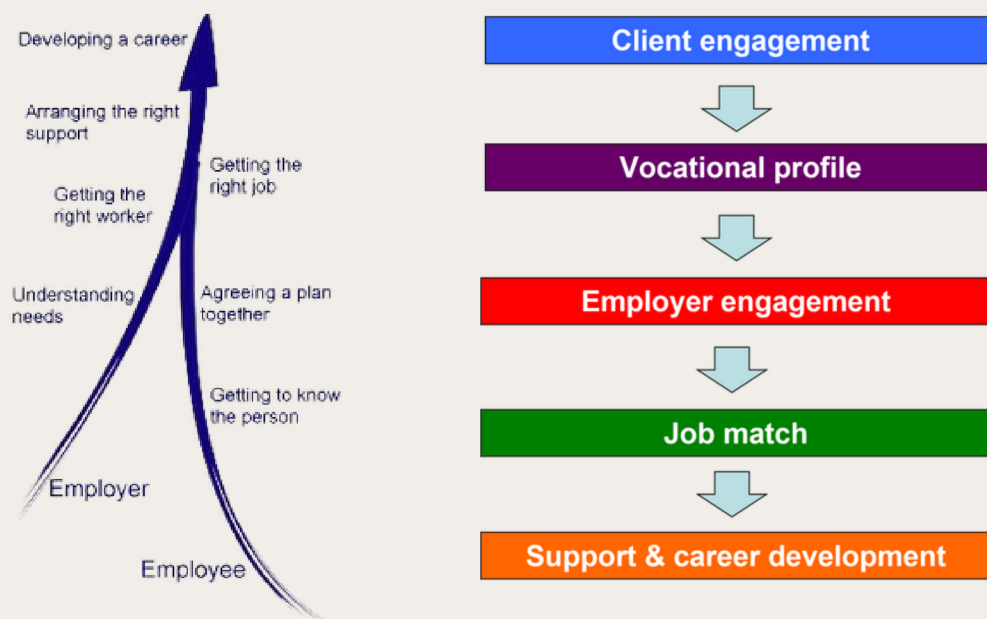


# STRATEGIC PLAN 2024-2027



# Foreword

Having a good quality career is recognised as one of the fundamentals to accessing a good quality of life, yet, for so many the disability employment gap continues to grow. With only 4.8% of people with a learning disability, 9% of people with autism and 15% of people with a severe and enduring mental health condition, known to adult social care, accessing paid employment, it is time to move beyond hashtags and ensure the evidence base is widely understood.



The British Association for Supported Employment is the leading voice that represents the Supported Employment sector, who across the UK are changing lives, by supporting individuals and employers to embed inclusive recruitment practices into the heart of workforce planning. Through collaboration and strong partnership working, we strive for a world where, Disabled, Neurodivergent, Disadvantaged people and employers can flourish.

Supported Employment is the evidenced model to support disabled, neurodivergent and disadvantaged people into good quality careers and we aim to ensure that this model is embedded into provision and employment programs, to reduce the disability employment gap.

BASE on behalf of its members, and every disabled and neurodivergent and disadvantaged person who wants to work, we will work across Government to advocate and promote the evidenced based model to address the Disability Employment Gap and widening inequalities.

This strategic plan aims to bring to life the vision BASE and our partners have around how we aim to work towards a world where everyone can have access to the right job, the right support and business feel disability confident in action.

**Laura Davis,**  
**Chief Executive Base**

## Message from Julia Green, BASE Chair

A huge part of our BASE ambition is to introduce a strategy that reflects and represents our vision, keeps us accountable and underpins our values. Employment is for all, and we understand both the privilege and responsibility in our agenda, vision and actions. This strategy sets out our areas of focus over the next 3 years and details our intentions to support more opportunity for Disabled, Neurodivergent and Disadvantaged people. Raising aspirations and quality in the sector, ensuring there is both choice and chance are just some of our commitments to our members and the people they support. We strive to champion and embrace difference and diversity and ensure that everybody who wants to work, has the right opportunity to do so.

## BASE Trustees



Julia Green



Matt Britt



Alex Seddon



Robert Elston



Alistair Kerr



Petra Kennedy



David Stenning



Mel Walls



Ramsay Taylor



Dean Atkinson



Lee Corless



Shona Howes



Neryssa Charman



Joanne Spurgeon



## BASE staff team



Laura Davis



Nerise  
Oldfield-Thompson



Gillian Parker



David-Aidan  
Palmer



Liz Mellor



Lily Beyer

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## Vision and mission

Our vision is to remove barriers to employment, raising both aspirations and quality to ensure our mission, that **Employment is for All**.

We will achieve this by championing that every disabled, neurodivergent and disadvantaged person across the UK should have access to the right support, through a highly trained workforce, to access good quality careers. Driving high ambition across the sector, to ensure people are matched into roles that work to their strengths and passions. Where employers are not only signed up to be Disability Confident but are also equipped with the right support, to become Disability Confident in Action and matching them to local supported employment services to achieve this.

Develop an environment that enables a mixed economy of provision, through from education into adulthood, that includes, rich study programmes, Supported Internships, Inclusive Apprenticeships, part time work, full time work, self-employment, and social enterprises, all with the Supported Employment model at the heart, to drive up employment outcomes.

Regardless of where people live, they should be able to access these high ambition models, all of whom have the Supported Employment model, at the heart of delivery

We aim to embed quality throughout the sector, through promotion and raising awareness of the Supported Employment Quality Assessment Framework and the Supported Internship Quality Assessment Framework, as the evidence shows model fidelity improves not only outcomes but experience for all partners.



# Mission

Creating an embedded culture of employment for all, by removing barriers, raising aspirations, beliefs and opportunities. Driving quality in the sector and focussing funding on models of support that we know work.

## Our values

### **Humans at the Heart**

BASE represents the rich and diverse voices of our Supported Employment community, all of whom advocate and promote the aspirations, strengths, and talents of the people and employers they support. BASE is committed to ensuring that Disabled, Neurodivergent and Disadvantaged people remain at the heart of all our work.

### **Raising Ambition and Aspiration**

BASE is committed to promoting high ambition and aspiration, by promoting the Supported Employment Model, empowering a collective community voice, and celebrating the power of difference. Taking every opportunity to promote the huge talent pool of individuals, all motivated to be part of the UK workforce development plans.

### **Partnerships to success**

BASE is committed to building strong relationships with Partners to amplify the voice of the sector and to draw upon a strength-based approach to engagement. We will work with a range of partners focused on good employment for all and ensuring that Business is valued as an equal partner when addressing the Disability Employment Gap. BASE will provide opportunities to bring together our members, connect organisations, connect employers, and JOIN the Dots through partnership working. This will be driven by becoming an invaluable resource to businesses, commissioners, evaluators, and providers. Promoting robust and reliable evidencing methods; to enable practical evaluation which improves traditional approaches to addressing the disability employment gap.

### **Quality is the key**

Quality needs to be embedded at the core of Supported Employment to ensure career outcomes for Disabled, Neurodivergent, and Disadvantaged people to flourish. BASE will continue to promote the Supported Employment Quality Framework throughout the sector, to empower, individuals, commissioners, parents/carers, and Employers to have confidence in the Supported Employment Sector.

# The journey so far

BASE has been the leading voice for the Supported Employment sector for over 18 years, providing a unified voice across government, which has made huge progress made during this time. BASE has led on the workforce development within the sector, through our **KEY** partner Inclusive Trading CIC and developed the Supported Employment Quality Framework.

With the increasing Disability Employment Gap and increased numbers of people who are experiencing long term health conditions, the need for a Values Based Supported Employment Model approach, has never been needed more greatly. With greater investment in staffing and Infrastructure, strategic partnerships and endless passion, BASE is ready to see our mission of Employment for All becomes a reality.

## Strategic Partnerships



## A message from our strategic partner Rangam

The collaboration between BASE and Rangam is founded on Rangam's considerable expertise in collaborating with employers to establish accessible career opportunities within the Supported Employment model framework. This model places a high value on employers as equal partners. Within this structure, Rangam plays a pivotal role in facilitating the connection between locally supported employment providers and employers who are enthusiastic about creating accessible opportunities.

This partnership aims to create greater workplace inclusion, with a specific focus on narrowing the disability employment gap. The objective is to achieve this by implementing inclusive recruitment practices that align with both the business needs of employers and the employment aspirations of autistic, disabled, and neurodivergent job seekers throughout the United Kingdom. Through this collaborative effort, BASE and Rangam aspire to contribute significantly to creating a more inclusive and diverse employment landscape in the UK.

# The future : our Strategic Plan

BASE plans to work across and in partnership with Government to promote the model we know works, sharing our expertise.

## How will we achieve this?

- Aim 1** We will ensure humans are at the heart by leading with compassion, proactively engaging with, and sharing our member organisations experiences. We will take every opportunity to empower the voices of others and to collaborate with the key voices and partners in the area of employment for all.
- Aim 2** We will nurture our strategic partnerships for the benefit of our members and the people they represent and the wider Supported Employment community.
- Aim 3** We will actively encourage a data driven approach to evaluating Supported Employment. Enabling strategists and commissioners to draw strong correlations between applying our model and success
- Aim 4** We will clearly articulate the Supported Employment Model and the values that underpin our community, into a language that all can engage with
- Aim 5** We will invest in Research partnerships, to strengthen the voice of our Supported Employment Community. Advocating that evaluation not only includes quantifying the impact of employment for individuals, but the positive outcomes for their support network and the ripple effect for communities.
- Aim 6** We will expand, utilise, and promote the business case for a diverse workforce, removing outdated views of tokenism around inclusive employment
- Aim 7** We will continue to invest in ways to bring the Supported Employment Sector community of practice together
- Aim 8** We will promote our offer to support as consultants throughout programmes, not just as reviewers, but by providing real-world advice on issues with delivery. Offering practical solutions developed through lived experience and expert knowledge
- Aim 9** We will work with our strategic partner Rangam to bring Business and community together promoting Disability Confidence in Action.
- Aim 10** We will continue to campaign with others, until EVERYONE that wants to work, has the right support to access good quality careers



## Summary

BASE has set out a strategic plan to drive forward the Supported Employment sector for the benefit of disabled, neurodivergent, and disadvantaged people.

BASE is committed to driving change across society to ensure that 'Employment is for All', leading with a strong vision and values-based approach, so that every disabled, neurodivergent, and disadvantaged person has access to the Supported Employment Model.

BASE will be outward looking and work in partnership to promote and elevate the voices of partners that shares our vision and values.

BASE will work on behalf of our members, the sector, and most importantly disabled and neurodivergent people, promoting communities of practice, promoting cultures of inclusion and compassion.

We look forward to continuing to work collectively for the change that we know is possible.

**March 2024**