



astriid

Experts by experience in long-term health conditions at work

# Astriid Partnerships

Working together to provide inclusivity and sustainability in the workforce for candidates with long-term health conditions.

**Empowering Talent, Transforming Workplaces.**



@astriidcharity

Astriid Charity Registration Number:  
1176645 Registered in England & Wales.

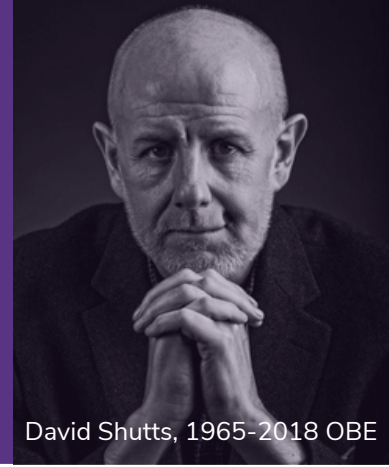


[www.astriid.org](http://www.astriid.org)

“

Cancer may have robbed me of energy and a chunk of body weight, but it hasn't invalidated my professionalism or ambition.

”



David Shutts, 1965-2018 OBE

## Background

In 2017, David Shutts OBE—an accomplished Royal Navy officer and regional business director faced a life-altering diagnosis: stage four kidney cancer. Overnight, a man who had led, inspired, and delivered at the highest levels found himself locked out of the working world. David wished to continue working and still had a wealth of valuable skills he could offer. However, he struggled to find any flexible, inclusive roles that would fit alongside his treatment and condition management.

His experience - shared by thousands across the UK - sparked a powerful idea. In 2018, David founded Astriid, a charity built on one core belief: **people living with long-term health conditions deserve access to meaningful work.**

## The Reality So Many Face

Today, millions of people in the UK live with long-term health conditions, many of which can be categorised as energy limiting conditions. People with rich professional histories, deep expertise, and meaningful ambition. Many of these individuals are actively seeking employment, but they face numerous barriers:

- Lack of accessible support
- Rigid job structures that leave no space for fluctuation or flexibility
- A lack of understanding from employers and colleagues
- Fear of stigma or discrimination
- Recruitment processes that unintentionally exclude them from the start

## That's Where Astriid Comes In...

We are experts by experience in long-term health conditions at work, and have first-hand knowledge of the barriers faced by the community we support. By combining our expertise with our one-of-a-kind research findings, we create support sessions and resources for individuals seeking work and deliver training for employers and businesses who are ready to improve accessibility and inclusion in their workforce.



# Powerful Partnerships. Real Impact.

“The passion and commitment from everyone at Astriid is obvious from the first conversation. For us, we strive to help others, and working in partnership with Astriid has allowed us to deliver our services and training to a bigger, and different, audience than we would usually work with.”

Tracey Salisbury - Director of HR Prime and CV Prime

## The most impactful partnerships are built on shared values and vision.

When your business partners with Astriid, you join a community committed to inclusion, accessibility and opportunity. We work closely with businesses to design partnerships that are not only impactful, but also aligned with each organisation's values, strengths, and objectives.

Our approach is collaborative and flexible. We listen, learn, and tailor opportunities so that your team's skills, time, and resources are used where they can make the biggest difference. Whether it's volunteering, sponsoring services, or co-creating innovative solutions, we ensure the partnership delivers real value to both your organisation and the individuals we support.

### So, what could this look like?

**When your team volunteers with Astriid**, they offer more than time - they offer trust. By utilising their skills and facilitate our candidate support, they will be helping people rebuild confidence and rediscover their worth. Every conversation, every CV reviewed, every piece of career advice or webinar delivered becomes a turning point in someone's journey.

**Your sponsorship turns ideas into action.** It helps us scale our reach, develop tailored programs, increase our events, and deliver lasting support where it's needed most. Every pound, every hour, every resource brings individuals closer to meaningful employment

**By lending time and expertise to co-create new services with us**, your business helps design a better future - one that is accessible, inclusive, and human. Your insights become the building blocks of something bigger than policy or process - they become the foundations to possibility.



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# Partnerships and Training

## Astriid + Business: The future of accessible and inclusive workforces.

### With Astriid Training, you're not just learning - you're leading.

You are investing in more than just a training session:

- You're investing in a **culture of belonging**.
- You're investing in a **future where everyone gets a fair chance to thrive**.
- You're investing in a workforce that **reflects the diversity of your customers, your community, and the world around you**.

### Did you know that...

- 92% of people living with long-term health conditions believe they have skills an employer would value if a suitable job were available?
- 89% are seeking an introduction to employers who understand long-term conditions?
- 75% seek out jobs that specifically mention flexibility over working hours and location in the job advert?

Findings from Astriid's research report on [Making employment work for people with long-term conditions 2023](#)

We bring together **lived experience, deep expertise, and practical solutions** to help organisations become more inclusive, accessible, and future-ready.

### What Makes Astriid Training Different

- **Led By Experts With Lived Experience** - Our training is delivered by our team who live with long-term health conditions, and have faced numerous barriers to employment. That means every session is authentic, human, and grounded in real insight with lived-experience examples.
- **Built For Action, Not Just Awareness** - We go beyond education to focus on implementation. Your team will leave with next steps, a deeper understanding, and a renewed sense of responsibility.
- **Designed For Your Whole Organisation** - Whether you're in HR, management, leadership or team operations, our training is adaptable, relevant, and impactful at every level of your business.



# Partnerships and Training

“The personal aspects shared by the trainer made the situation feel safe, seeing someone being vulnerable helps an openness within communication.”

-Employee of NHS Blood and Transplant Service  
Supporting people with long-term health conditions at work

## Elevate Your Workforce Through Astriid Training

Our training sessions cover four key areas:

- **Accessible job design and job adverts** - Including the benefits of flexible working and how this effectively opens your organisation up to a wider talent pool, key phrases to incorporate, and examples of inclusive language and writing descriptions that welcome people with long-term health conditions to apply
- **Inclusive interviews** - Including how to create accessibility before and during the interview process, how to respond when a candidate discloses health related information, and examples of inclusive pre-onboarding and onboarding procedures
- **Supporting people with long-term health conditions at work** - Including how to facilitate open communication and confident conversations about health, and examples of workplace adjustments that can support employees' physical and emotional wellbeing
- **Inclusive language** - Including the importance of using inclusive language and how to take the lead from individuals, and how our language use can debunk unhelpful or inaccurate stereotypes and take a more empowering stance instead.

All of our Astriid training sessions are delivered remotely via teams or zoom, and include time for group discussion and Q and A's. We work with you to build a package of training that suits your financial budgets.

## Most training ends when the session does. Astriid's doesn't.

As part of our training packages, we offer a long-term partnership. Like any meaningful change, it takes time, commitment, and collaboration. **That's why we don't just deliver training - we work with you**, helping your business grow into a truly inclusive, and accessible place to work.



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# Partnership Spotlight

## Bain and Gray

BAIN AND GRAY

Boutique Secretarial and PA Recruitment Agency **Bain and Gray** have been keen supporters of Astriid for several years. Senior Consultant Julia was led to the charity by a family member who has lived with a chronic illness for several years, and had been supported by Astriid through career coaching, CV feedback, and accessible writing opportunities.

### Ambitious Fundraisers

Bain and Gray's team have proved themselves to be incredible fundraisers – raising over **£4000 for Astriid in the last twelve months alone**. They also score bonus points for some creative initiatives, including a **team rounders match** and more recently, **an impressive 50km 'ultra-challenge'** which they completed as a group.

“As a collective, we loved the Ultra Challenge. Beyond the challenge of the actual walk, the whole experience was great for team bonding. The night before the walk we stayed in Henley and went out for a team meal. The day of the challenge, we had beautiful weather and everyone got across the finish line in their goal time.”

– Julia Gough-Allen, Senior Consultant

### Expert Mentoring

However, Bain and Gray's support spans far beyond only the financial side of things. They are true experts in their field, and have generously shared their knowledge with our candidates to support them in their career development. This year, they have provided detailed, one-to-one feedback on CVs for six of our candidates, including tips for writing a cover letter and the best way to structure a job search.

“We love supporting Astriid – it's been a very genuine and exciting partnership. We have been able to see exactly how we have supported the charity and a handful of candidates which is very motivating.”

As a team, we all feel really strongly about supporting Astriid as a whole. Working in recruitment we recognise the challenges that people face whilst trying to look for a job and it's been rewarding being able to help wherever we can.”



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# However You Choose to Partner with Astriid - We Will Build It Together

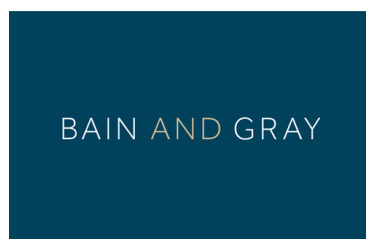
At Astriid, we know that each organisation is unique, with its own culture and strategic goals. That's why our partnerships are **flexible, bespoke, and collaborative**. However you choose to partner with us, we will work with you to design a strategy that aligns with your business priorities. We will make sure your time, investment, and values translate into measurable impact.

## Let's start the conversation!

Whether you're brimming with ideas or not quite sure where to start, we're here to help. Let's have a conversation and explore how we can make a meaningful difference - together!

Contact Kat from our Business Development Team:

[Kat.gower@astriid.org](mailto:Kat.gower@astriid.org)



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