



**This is to certify that**

**AS Design Cumbria Ltd  
DCS021493  
is Disability Confident Committed**

**Period of award: 28/02/2020 to 24/02/2023**

**Issue date: 28/02/2020**

**As a Disability Confident Committed Employer we have committed to:**

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term healthcondition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Find out more about Disability Confident at:

**[www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)**



**#DisabilityConfident**