



Introducing the 'Support & Aspiration' East Cheshire Cluster Group to Employers.....

***'Working together to achieve
success for disabled clients.'***

Who we are.....



The Cheshire East 'Support & Aspiration' Cluster group is made up of a range of providers who work with clients from 14+ with disabilities.

We want to source good quality work experience and job opportunities with local employers.

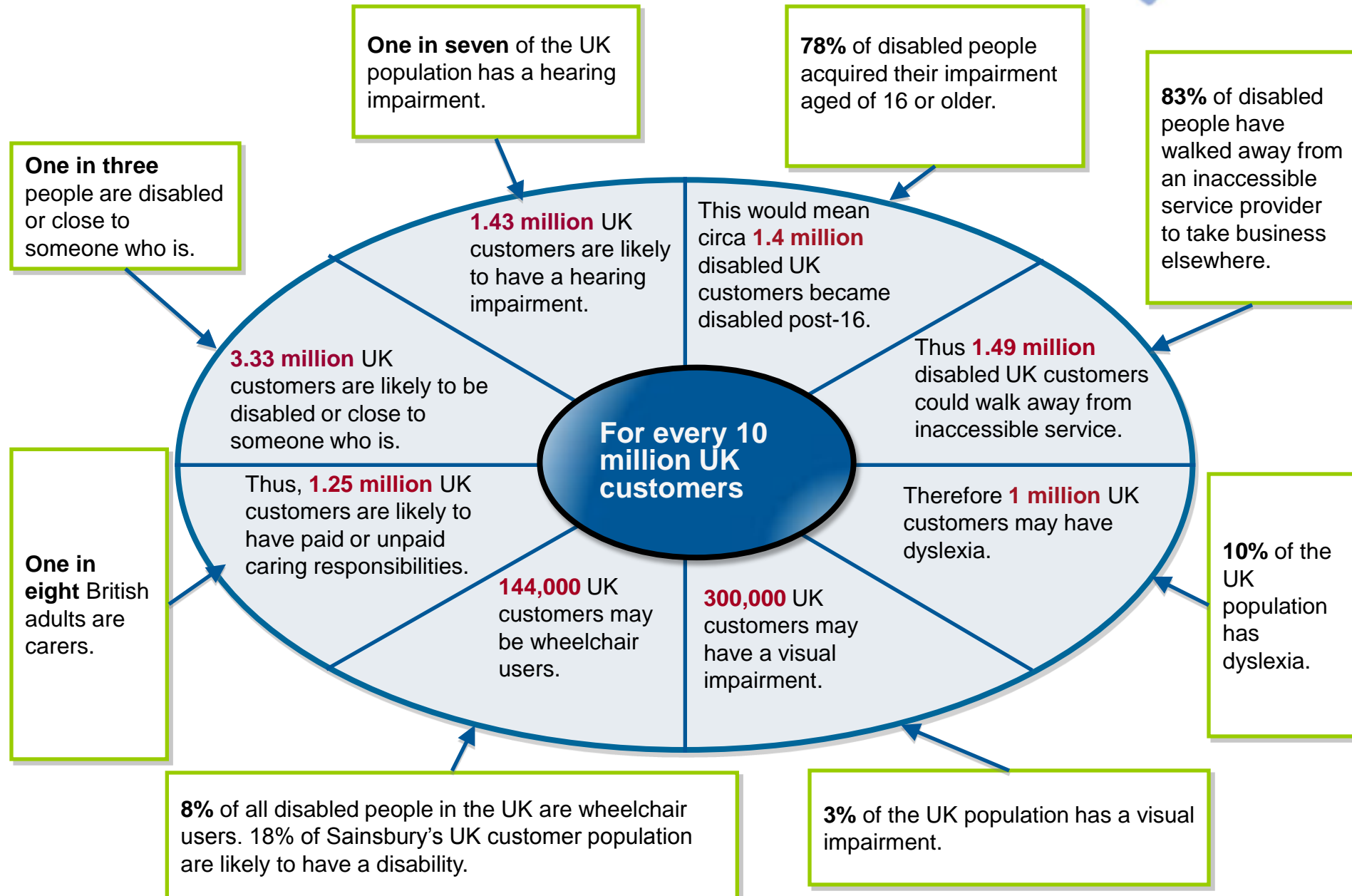


Our aims today.....

- ✓ to actively seek employer engagement;
- ✓ to introduce employers to our clients and show you their potential in the workplace;
- ✓ to build a long term and positive relationship with employers across East Cheshire;
- ✓ to inform employers about the support we provide for disabled clients and you, their employers;
- ✓ to present our employer pack.



The national picture.....

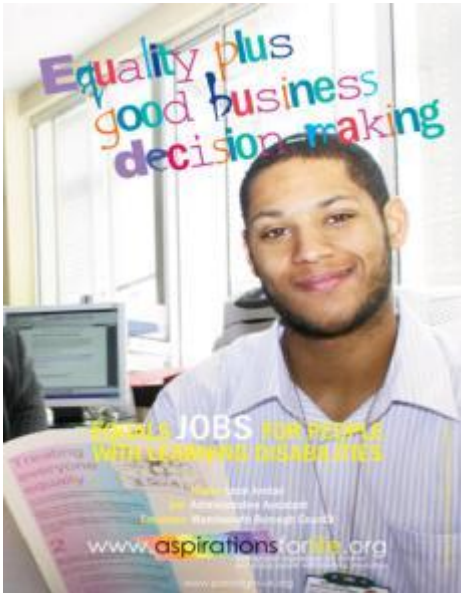


We will provide for you

- ✓ A support worker for every client who comes to work for you.
- ✓ Close and regular liaison with every employer to provide advice & support to ensure maximum benefit for everyone involved in the workplace.
- ✓ A smooth transition for our clients into the working world.



The support worker will



- ✓ set up the work placement directly with you;
- ✓ carry out all health & safety and risk assessments;
- ✓ write a detailed job description;
- ✓ find a mentor in the workplace;
- ✓ organise visits on site;
- ✓ set objectives for success work e.g. timekeeping, travel plans, use of equipment;
- ✓ provide support for client and customer as long as required.



The Support Placement Officer at Total People Ltd.....

'A Placement Officer needs to be an exceptional multi-tasker and always go that extra mile in supporting employers and trainees'

Julie Barnes, Placement Officer, Total People Ltd. April 2013.



It is particularly important to ensure that employers who take on learners with additional needs or disabilities have my full support and guidance and are safe in the knowledge that their Placement Officer is only a phone call away!

In setting up work placements I spend time with employers ensuring total compliance with Health and Safety (H&S) rules and regulations as the safety of the learner is my number 1 priority, full H&S vets are undertaken and I work with the employer on risk assessments which take into account any learning difficulties, disability or medical/health conditions the learner may have.

We discuss any prohibitions or restrictions that may apply to the learner and any control measures that need putting in place.

When the learner is in placement I telephone and visit more frequently to ensure that the learner is safe, supported and progressing well - and also that the employer is happy with the service and support provided to them. Anything that needs addressing or anything that I can do to help - I always make sure that I do!

Meet Sam.....

Sam, aged 22, is a positive and personable young man who enjoys meeting new people and learning new things. He is partially sighted he has cataracts on both eyes leaving him with only peripheral vision. His physical disabilities mean that he struggles to stand for long periods and that he can only lift very light objects.

Sam has an opportunity as a kitchen assistant in a high quality elderly care home. He is fully supported by a Personal Assistant who helps with his personal needs as well as acting as an onsite job trainer. Sam has the responsibility to ensure that the tables are cleaned stocked with condiments. To enable Sam to develop catering skills and tackle more complex tasks the manager has provided scales with an audible readout, and a Dictaphone loaded with instructions, so that Sam can access information at a rate that suits him. Given the support from his PA and the cooperation offered by the kitchen staff Sam has been able to develop a greatly improved level of social interaction alongside a range of practical skills once thought beyond his capabilities.



Introducing Ryan

Ryan Dooley is a delightful young man, extremely capable, very polite and is on the autistic spectrum. Ryan gained City and Guilds Entry Level 2 in Hospitality and Catering group and a Diplomain Employability and Personal Development Entry Level 3.



Ryan began a work placement at a local community cafe at St John's Church in Hartford. His role was general assistant, involving setting up for busy lunch service, recording the number of covers served, food service and cleaning down after the lunch service. Ryan excelled within the role and was a great asset to the small team of volunteers.

Ryan was also placed at Nunsmere Hall Hotel in Oakmere, a top class four star country house hotel, as a kitchen porter. Ryan drew on experience gained at college and excelled. He exhibited exemplary commitment to the role and in return his confidence, self esteem and personal development were undeniable. Ryan was thrilled to become part of a team and be invited to 'staff do's' He was awarded Employee of the Year by his fellow employees. Ryan progressed into a paid position in the kitchen porter role.



"Ryan is a real asset to our kitchen team. All the staff love having him around he is a credit to us and to Petty Pool College".
Mark Huntley General Manager of Nunsmere Hall Hotel

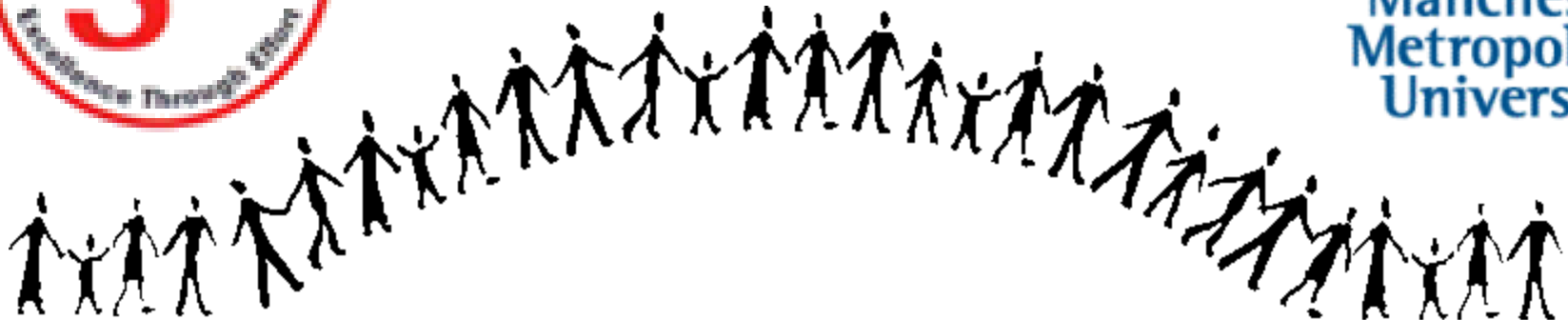
‘Bridging the Gap.....

Springfield School & Manchester Metropolitan University.

Students from Springfield School spent four days on a work placement- supported as required by a teaching assistant who is based permanently on the site. The fifth day is spent undertaking a range of other work - life skills, travel training, Food Hygiene & Work Place Safety awards.



Manchester
Metropolitan
University



— B R I D G I N G • T H E • G A P —

‘Bridging the Gap

Dave’s story.....



Dave has severe to moderate learning difficulties and occasional behaviour problems usually caused by stress – fear of the unknown, inability to do or understand a task, or embarrassment.

He arrived at Springfield from mainstream school as a very angry, insecure young man with no self confidence, who frequently expressed the opinions that he was ‘stupid’, ‘a waste of space’, ‘a failure’ and ‘likely to end up in prison’.

He made great strides at Springfield but although his self confidence improved and his anger reduced he still had little expectation for his future.

He was determined that he did not want to go to college – he wanted to work.



'Bridging the Gap

Dave's work placement

Dave chose to be placed in the Facilities Management department at Manchester Metropolitan university.

From day one he has taken to it like a duck to water. He works with a team of men who treat him like one of the lads.

He lifts and carries, has learnt to do minor repairs and often has to be ordered away from his task to have his lunch.

Dave is now completely at home on the site - he knows where all the buildings are and can independently go wherever he needs to.

He is also trusted to deliver messages, keys and smaller equipment around the site independently.

He also enjoys playing darts with the team during their tea break. He travels to other university sites in the van to complete tasks and has now genuinely become an invaluable member of the team.



Dave's future

'Bridging the Gap

At his Annual Statement Review at the university Dave's manager attended and gave him a glowing report.

Dave, usually very reluctant to speak in (or even attend) meetings talked for 15 minutes about what he enjoyed and felt he had achieved on the project. He then said very clearly and without prompting that for the future he would like to continue to work at the university because he felt useful and enjoyed being an adult.

The team had all expressed a desire to keep him on when his year finishes. He was asked to continue to work throughout the school summer holiday and offered a voluntary placement from the following September. His school is also looking into paid apprenticeships which may also be an option for his future due to his successful work placement.



Your Employer pack



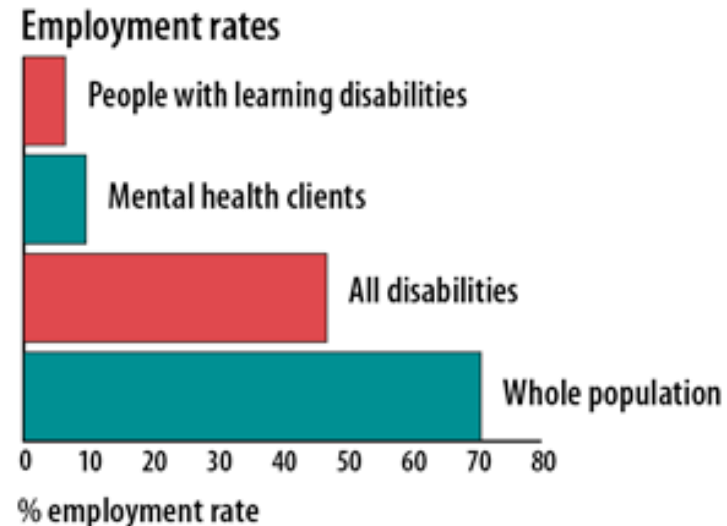
Exemplars of documentation to support employees and employers

National Documents

- ✓ 'Handbook for Employers' produced by the Joseph Rowntree Foundation
www.jrf.org.uk/publications/employing-people-with-learning-disabilities-handbook-employers
- ✓ 'Top tips for small employers' produced by The Disability Rights Commission
www.equalityhumanrights.com/uploaded_files/Employers/top_tips_for_small_employers_emp5.pdf
- ✓ 'UK Customer profile' produced by the Employers Forum on Disability
<http://businessdisabilityforum.org.uk/our-offer/advice/publications/factsheets>
- ✓ . Flyers and updated information from REMPLOY Web: www.remploy.co.uk
- ✓ Employers- 'Practical Guide to the law and best practice for employers'
www.equalityhumanrights.com/uploaded_files/Employers/a_practical_guide_to_the_law_and_best_practice_for_employers_emp14.pdf
- ✓ . Employer Engagement - Natspec
www.natspec.org.uk/fileadmin/.../employer_engagement.ppt

Documents produced by East Cheshire

- ✓ Placement Information documentation - Cheshire East Council
- ✓ 'Myth Busting' case study - East Cheshire Supported Employment
- ✓ 'Bridging the Gap' Project case study - Springfield School



Over to you.....

What are the benefits for your organisation?

What are your concerns?

What questions have you for us?

What are our next steps for working together?



Contact details for further discussions.....

| Organisation | | Contact details |
|---|---|--|
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