



# Nurturing Diversity

## Creating a Team

**GOOD WORK  
PLEDGE** ✓

NORTH  
OF TYNE

COMBINED  
AUTHORITY

# Kerry Robinson

*Percy Hedley Foundation*

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**“Strength lies in differences,  
not in similarities”**

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*Stephen Covey*

# Today's Schedule

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♥ 10:00 Registration and refreshments

♥ 10:30 Kerry Robinson (PHF) "opening remarks and welcome"

♥ 10:45 Michael Kerr (PHF) and Jacob Leisy "Experience in Action" Tyne and Wear Archives and Museums

♥ 11:00 Angie Stewart "Getting Employment Right makes Life Complete"

♥ 11:30 Refreshment break

♥ 11:45 DWP Tony Stewart "Supporting Employers and Employees"

♥ 12:00 Callum George Chamber of Commerce "The Voice of Business"

♥ 12:15 Ellie "Free to be Me – Diversity +"

♥ 12:45 Kerry Robinson "Closing remarks and thank you"

♥ 13:00 End

## Only 5.1% of people with a learning disability known to local authorities in the UK are employed

Over **1 million** people are receiving SEN support in UK schools

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65% of people with a learning disability in the UK want to work

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There are 1.5 million people with a learning disability in the UK.  
About **900,000** are of working age

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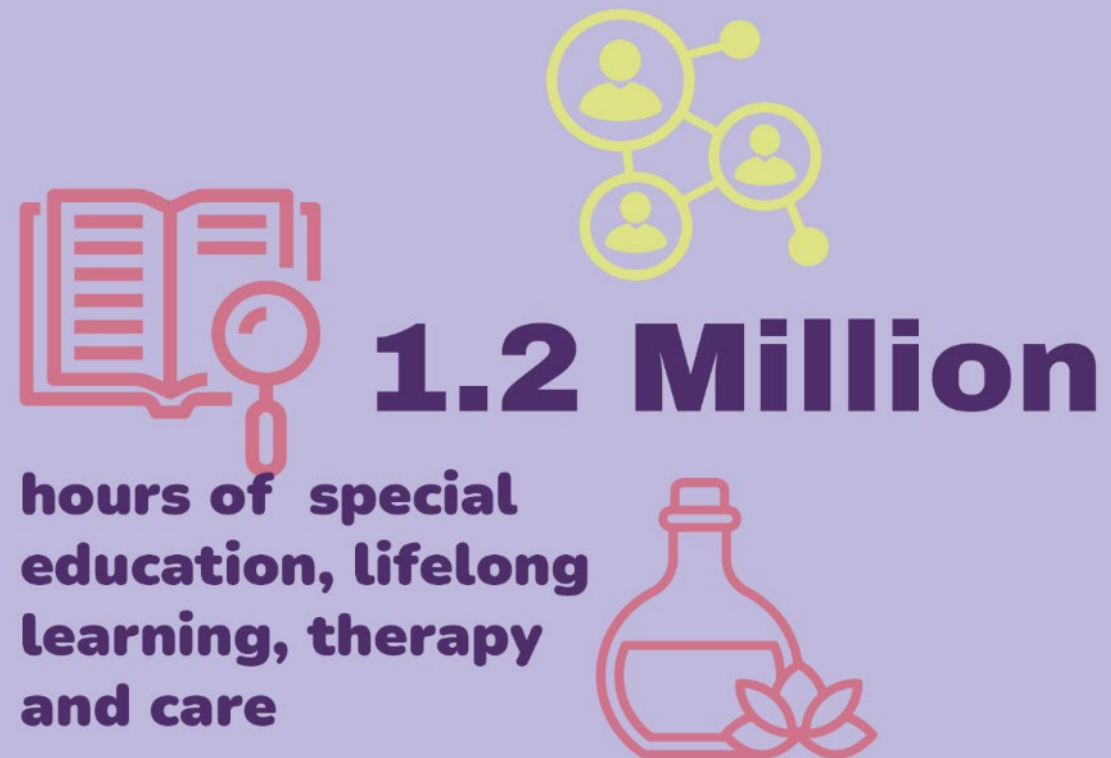
Around **350,000** have an EHC (Education, Health and Care) plan (37% more than 5 years ago)

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The UK has over **1.4 million** unfilled vacancies

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# Our Impact



# Hedleys Beyond

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## Our Objective

To deliver a distinct and consistent employability offer known as Hedleys Beyond to all our students and members, encouraging engagement with a range of development activities





Percy Hedley  
FOUNDATION

# Nurturing Diversity

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# Jacob and Michael

*Tyne and Wear Archives and Museums*

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[Henderson College] let us know in advance, what he needed from us as well. which was really helpful. It helped us as we could match the looks to his style and size even.



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# Angie Stewart

*Disability North*

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# Getting Employment Right Makes Life Complete



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



# A bit about me!

# What does employment bring to a disabled person?

**Confidence**

**Ability to avoid isolation**

**Financial stability**

**Skills and self development**

**Contribution and self worth**



# How does **employing** disabled people impact on the world?

**Diversity**

**Economy**

**Positivity for future generations**



# What needs to happen for employment to feel right?



## Aspirations

**Be encouraged to follow your dreams**



## Courage

**Every day is a school day. We all learn from our mistakes**



## Connection

**Have an opportunity to connect with the right people who believe you can!**



## Inclusion

**Grab every opportunity and live life your way**

# In 2023 why are there barriers?



**Fear from organisations**

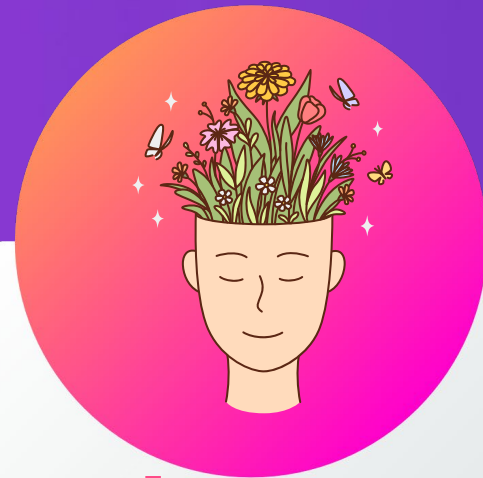


**Fear from disabled people**

# Meet Shani...



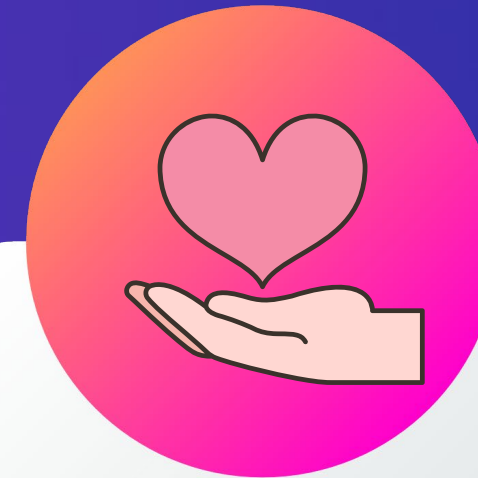
# How do we build resilience?



**Change beliefs & embed from childhood**



**Share your story and change the narrative**



**Use & develop schemes like ATW**



**Expect inclusion & if it doesn't happen be a loud, bold and supportive community**

**“Don't ever make  
decisions based on fear.  
Make decisions based  
on hope and possibility.  
Make decisions based  
on what should happen.  
Not what shouldn't”**

**Michelle Obama**



# Thank You

Any Questions?



**Phone**

**0191 2804080**

**Email**

**[angiestewart@disabilitynorth.org.uk](mailto:angiestewart@disabilitynorth.org.uk)**





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# Tony Stewart

*Newcastle City Jobcentre*

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**Disability Confident**

**Health Adjustment Passport**

**Access To Work**



## What is the Disability Confident Scheme and how can it help?

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they **attract**, **recruit**, **retain** and **develop** disabled people and those with long term health conditions.

Disability Confident organisations play a leading role in changing attitudes for the better. They're changing behaviour and cultures in their own businesses, networks and communities, and reaping the benefits of inclusive recruitment practices.

With the government having already recently hit its target set in 2017 to get more than 1 million more disabled people in work by 2027, the scheme remains key to decreasing the disability employment gap.



# Disability Confident

The DC scheme was developed by employers and disabled people's representatives to make it rigorous but easily accessible – particularly for smaller businesses.

There are 3 levels which are designed to support businesses on their Disability Confident journey.

The 3 levels are:

- Disability Confident Committed (Level 1)
- Disability Confident Employer (Level 2)
- Disability Confident Leader (Level 3)

Each level must be completed before the employer moves onto the next stage.



# Disability Confident



To be recognised as Disability Confident Committed, employers must agree to the Disability Confident commitments and identify at least one action that they'll carry out to make a difference for disabled people.

The commitments are:

- inclusive and accessible recruitment
- communicating vacancies
- offering an interview to disabled people
- providing reasonable adjustments
- supporting existing employees

The activities include (the business must identify at least one):

- work experience
- work trials
- paid employment
- apprenticeships
- job shadowing
- traineeships
- internships
- student placements
- sector-based work academy placements

[How to sign up to the Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/how-to-sign-up-to-the-disability-confident-employer-scheme)

[Sign up to become Disability Confident Committed \(dwp.gov.uk\)](https://www.dwp.gov.uk/sign-up-to-become-disability-confident-committed)

[Disability Confident. Customer Leaflet \(dwp.gov.uk\)](https://www.dwp.gov.uk/disability-confident-customer-leaflet)

[Myth Busting.pdf \(dwp.gov.uk\)](https://www.dwp.gov.uk/myth-busting-pdf)

[Disability Confident scheme – YouTube](https://www.youtube.com/watch?v=...)



## Search 'Find a Job' website for Disability Confident vacancies

The Find a job service offers a simple way for jobseekers to look for work and for employers to post job adverts.

Use Find a job to search and apply for full time or part-time jobs in England, Scotland and Wales using our online service

You can search for jobs without an account, **but you may need to create an account to apply for some of the jobs.**

Creating a free account will let you set up email alerts, upload your CV and review your applications through the service.

[Find a job \(dwp.gov.uk\)](https://dwp.gov.uk)



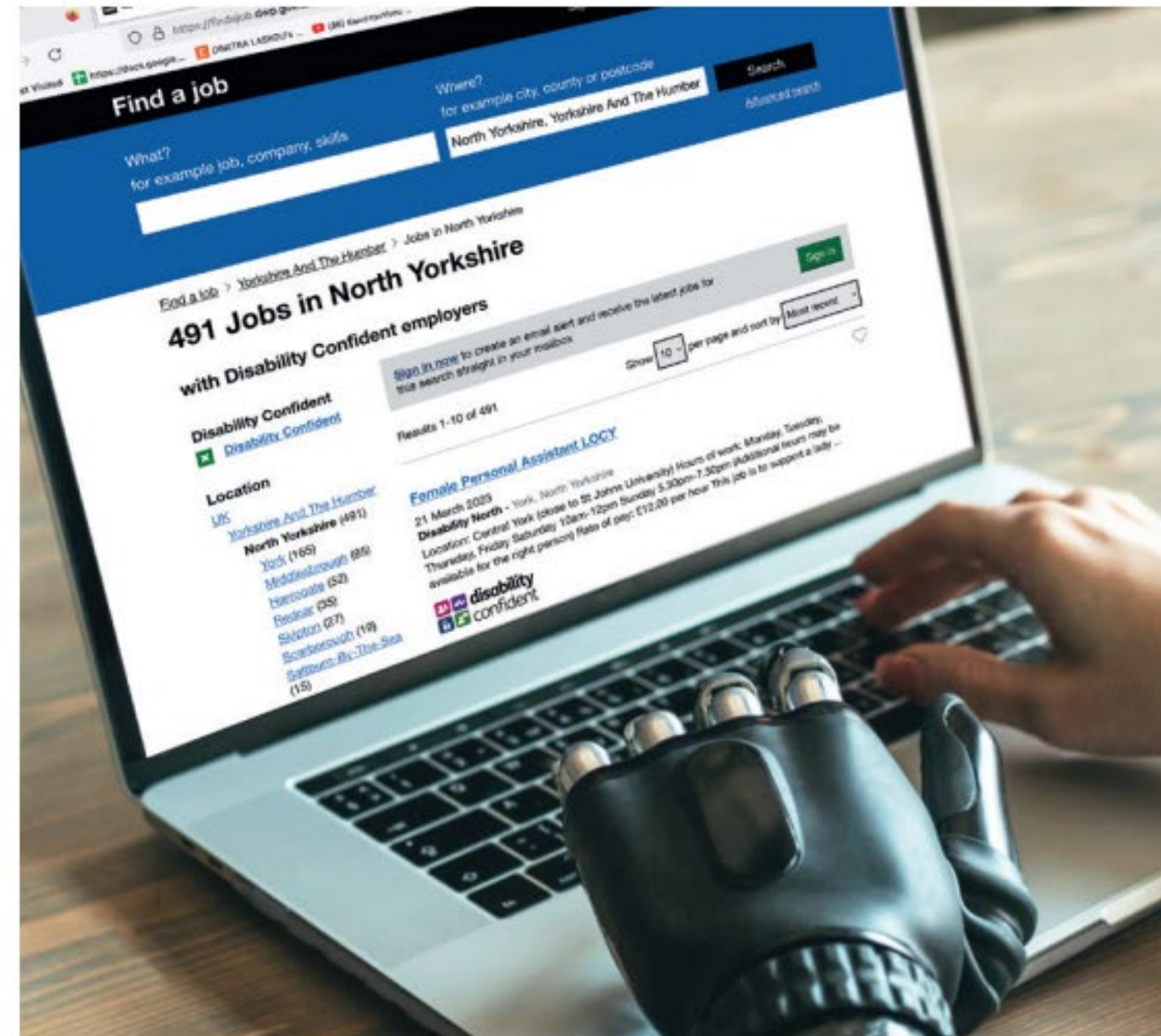
## Steps to search jobs available in the UK

[www.findajob.dwp.gov.uk](https://www.findajob.dwp.gov.uk)

Underneath the Find a job banner at the top of the page, you'll see **'What?'** and **'Where?'** search boxes in the centre of the page.

Enter text in the **'What'** and in the **'Where'** boxes then click the search button, you will see all job vacancies in your chosen area.

Click on the **Disability Confident** filter on the left hand side of the page to see vacancies with Disability Confident employers.'





## **Positive disclosure of your health or disability to an Employer**

You do not need to tell a prospective employer about your disability or condition and by law, they are not allowed to ask you about it, except in some very limited circumstances. An employer can only put things in place to support you, using the information you give them. However, if you do not disclose anything at all, they may not be able to put anything in place to make the application and interview process easier, and in turn, give you the best chance of success.



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# The Health Adjustment Passport

Please use the below links to access the Health Adjustment Passport:

[Health Adjustment Passport - GOV.UK  
\(www.gov.uk\)](https://www.gov.uk/health-adjustment-passport)

Health Adjustment Passport completion notes:

[Health Adjustment Passport: completion notes - GOV.UK \(www.gov.uk\)](https://www.gov.uk/health-adjustment-passport-completion-notes)



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## Access to Work Health Adjustment Passport

The passport can help the claimant by supporting:

- **Employer conversations** by enabling the claimant to have an informed conversation with an employer about their disability and raise the possibility of in-work support; and
- **Completing the Access to Work application** helping reduce the need for an Access to Work assessment or repeated assessments where the individual's needs remain the same, enabling adjustments to be put in place quicker.



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# Access to Work Health Adjustment Passport

Access to work (ATW) is a discretionary grant that provides support for people with a disability or health condition to move into or retain employment.

## What support can access a to work provide?

ATW can provide funding for extra disability related costs of working that are in excess of the standard reasonable adjustment that an employer is expected to provide under the equality act.

The grant can provide tailored support to meet the needs of the individual up to **£66,000** per person per year. This is subject to uprating annually, please refer to [Access to Work: factsheet for customers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/access-to-work-factsheet-for-customers) for latest grant cap.



# Access to Work Health Adjustment Passport

## The support can include:

- **Communication support at interviews**
  - An interpreter or other support at a job interview if claimant has difficulty communicating.
- **Travel to/in work**
  - Money towards any extra travel costs to, within and from work if claimant cannot use available public transport, or if they need help to adapt their vehicle.
- **Workplace assessments**
  - Assessment to evaluate needs, may not be needed if needs are already identified.



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# Access to Work Health Adjustment Passport

## Specialist aids and equipment

- Ergonomic chairs and desks.
- JAWS - Developed for computer users who are blind which prevents them from seeing screen content or navigating with a mouse. JAWS provides speech and Braille output for the most popular computer applications on your PC.
- Dragon - Dragon eliminates barriers by letting you interact with your computer by voice. It turns your spoken thoughts into text and your voice commands into action so you don't have to worry about the mechanics of typing and spelling.



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## **Access to Work Health Adjustment Passport**

- Zoom text - Magnifier/Reader enlarges and enhances everything on your computer screen, echoes your typing and essential program activity, and automatically reads documents, web pages, email –
- TextHelp Read&Write - Reads words, passages, or whole documents aloud with easy-to-follow dual colour highlighting.

### **Support Worker or Job Coach**

- A person who gives specialised support to learn and keep a job.



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## Access to Work Health Adjustment Passport

- An Access to Work Mental Health Support Service for people who are absent from work or experiencing difficulties with their wellbeing. [Check you're eligible](#)

and then apply directly to either

<https://able-futures.co.uk/individuals>

<https://atw.maximusuk.co.uk/>



# Access to Work - Eligibility

## Who can get help?

To be eligible for Access to Work, people can apply who:

- Have a disability or health condition that affects their ability to work
- Mean they have to pay work-related costs e.g. specialist equipment/travel costs
- Are aged 16 or over
- Are in or about to start paid work in England, Scotland or Wales

## Work

One of the following must apply:

- Have a paid job
- Be self-employed
- Have a job interview
- About to start a job or work trial
- Starting work experience

# How to apply

- Customers can check their eligibility online using the Access to Work gov.uk information page
- You can apply for Access to Work online or by phone;

[Access to Work: get support if you have a disability or health condition: What Access to Work is - GOV.UK \(www.gov.uk\)](#)

Telephone: 0800 121 7479

Textphone: 0800 121 7579

[Relay UK](#) (if you cannot hear or speak on the phone): 18001 then 0800 121 7479

British Sign Language (BSL) [video relay service](#) if you're on a computer - find out how to [use the service on mobile or tablet](#)

Monday to Friday, 9am to 5pm

[Find out about call charges](#)



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**Thank you for taking part...**

**Any Questions?**

*Shaping Our Services Together*



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# Callum George

*North East Chamber of Commerce*

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# **Welcoming Wellbeing in Business**

Why caring for your employees- and being an inclusive employer- is important

**Making a  
business case for  
wellbeing &  
inclusivity: what  
do the numbers  
tell us?**

**1 in 5**

People aged 16-64 are 'economically inactive'

**Out of that, just over 1  
in 4**

Are inactive due to long term ill health.

**Because of this, only  
42%**

Of businesses are working at full capacity, with the majority expressing difficulties with recruitment in our Quarterly Economic Survey.

**Despite this, only 16%**

Of employers have specific initiatives or workplace adjustments to employ disabled people (the most likely being public sector or charities).

# Benefits of inclusivity & wellbeing

- **Enhance your talent pool.** Tap into a job market of people who are eager to work and contribute to an effective work environment
- **Retain staff for longer.** Support staff so that lack of accessibility doesn't prevent them from working.
- **Reduce staff absence.** Work with employees to understand their
- **Champion diversity.** We know from speaking to members there's a huge appetite to hire people from all backgrounds from businesses in the region, but many aren't aware of the support available to achieve this.

# Approaching wellbeing & inclusivity

- **Holistic approach-** Businesses have to recognise that approaches to inclusivity aren't fixed with singular approaches to accessibility or wellbeing.
- **Don't be afraid to learn-** Utilise external expertise where necessary, with the goal of continuously improving your own approach to an inclusive workplace.
- **Understand people's needs-** this goes beyond the physical adjustments that might be put in place
- **Overarching message: don't stop at policy changes, make cultural changes too.**

# What we're doing as a Chamber

- Policy engagement via the Chamber network around occupational health
- Working with providers of employment support to highlight opportunities such as Access to Work
- Campaigned on behalf of our members for further employment support
- Feeding into the British Chamber of Commerce's new Workplace Equity Commission

# Get in touch

Callum George

Policy Adviser

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# Ellie Lowther

*Free to be me – Diversity +*

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# Wrapping up

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Thank you to all our speakers

Some key takeaways ...

# The Mayor's Equalities Assembly on Inclusive Workforces

**JAMIE  
DRISCOLL**  
~~~~~  
NORTH OF TYNE  
**MAYOR**



**Employer event - chaired by  
Baroness Grey-Thompson**



**Thursday 19th October 2023**

# Thank you

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Hold the date

Wednesday 28<sup>th</sup> February 2024 – Beyond Network

Joining the World of Work