

Supported Business Steering Group

Session 2

**CLOSING THE DISABILITY
EMPLOYMENT GAP**



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CLARITY & CO
we don't see disability, we see workability



Haven Products
Working in People. Changing Perspectives.



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- ▶ WITHIN EXISTING SUPPORTED BUSINESSES
- ▶ BY GROWING THE SECTOR

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- ▶ A VIABLE FINANCIAL MODEL
 - ▶ What creates financial viability?
- ▶ A QUALITY PROVISION
 - ▶ What does 'good' look like?

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DWP

DWP EESG PoC Objectives

- ▶ Support for the employee
- ▶ Business viability
- ▶ Value for money

DWP TESG Progression Payments

- ▶ £1000

DWP Quality Criteria

- ▶ Capability to facilitate employment of disabled people (above reasonable adjustments)
- ▶ On-going commitment to supporting disabled people
- ▶ High level of inclusion of disabled people



The Social Enterprise Disability Employment Mark (SEDEM) The Local Authority Disability Employment Mark (LADDEM)

- Evidences your credentials as an exemplar employer of disabled people
- Built on experience and evidence of Social Enterprise Mark and Disability Confident
- Provides assurance on the supportive environment for disabled employees



- Specialist supportive environment which encourages development and progression
- Clear social objectives
- Effective Business Model
- 50% of employees with a disability
- 50% income from trading
- 51% profits to primary objectives
- Disability Confident

SEDEM/LADEM Criteria

SEDEM & LADEM

- Tested/piloted with 10 supported businesses



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Watford
Workshop
Disabled people
achieving great results



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yateley
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The perception of Supported Businesses

'The Sayce Report' of 2011 categorised Remploy Factories as Supported Businesses and Sheltered Workshops as similar but where 'proper wages' are not available.

How do we change this?



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- ▶ What does good look like
- ▶ How to achieve financial viability
- ▶ How to change perception



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▶ **FEEDBACK**