

base

british association for supported employment

 #baseconf

base-uk.org/conference

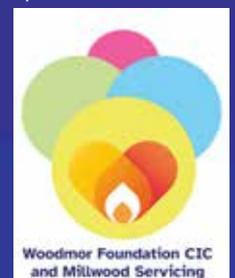


Annual Conference

9th-10th November 2021

Jurys Inn, Brighton Waterfront

Principal conference sponsor



Brochure sponsor



Venue Information

Parking

The Lanes car park is situated just underneath the hotel. There are 2 entrances, one off Black Lyon Street and one directly at the front. The car park is on a first-arrive first-serve basis therefore spaces cannot be reserved in advance. The hotel lifts are situated on level -2 and -4. A ticket will be provided at the entrance through the machine.

Please keep the ticket and present it at the Front Desk at your check out time or if you need to leave the car park. Residents receive a discounted rate of £22.00 for 24 hours.

Smoking

Jurys Inn is a no smoking venue so smoking and vaping is only allowed outside.

Fire procedures

We are not expecting a fire drill. If the alarm sounds please follow the emergency exit signs to the assembly points at the front of the hotel.

Internet

Complimentary internet is available throughout the venue.

The venue is very compact and easy to navigate with all workshop rooms being adjacent to each other. The main conference takes place in the Renaissance Suite, located in the basement of the hotel, and the catering and exhibition areas will be in the Atrium.

Workshops no 1:
Renaissance Suite
(Max capacity 200)

Workshops no 2:
Noblesse
(Max capacity 80)

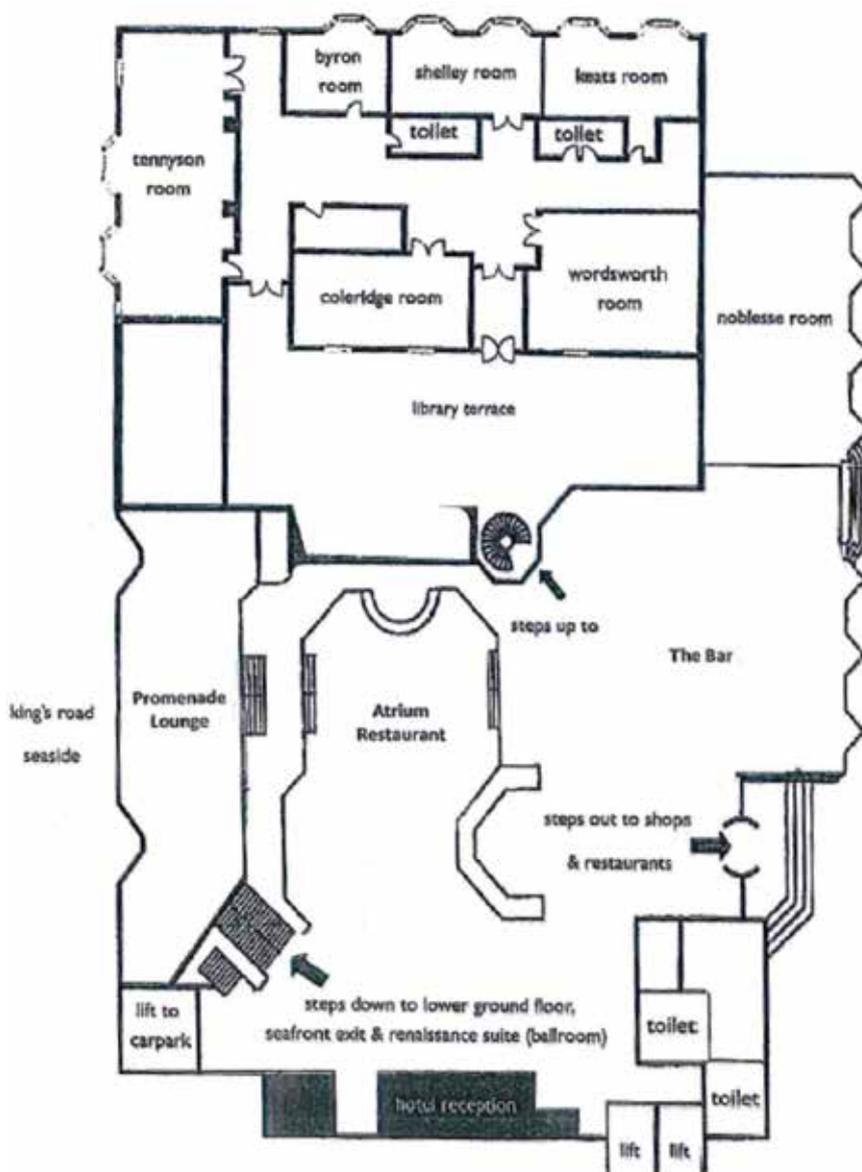
Workshops no 3:
Tennyson
(Max capacity 60)

Workshops no 4:
Keats & Shelley
(Max capacity 50)

Workshops no 5:
Wordsworth
(Max capacity 40)

JURYS INN

Brighton



Welcome

Welcome to our 2021 BASE conference. It's great to see so many people back together after the turmoil of the last 20 months. We recognise how difficult life has been for disabled people and for supporting services. The impact of Covid and Brexit on the labour market has been profound and we're currently seeing enormous skills shortages across the country. What better time to promote the untapped potential of disabled jobseekers?

We've a very full programme for you again with 12 speakers and 20 workshops on offer. We've tried to cover the spectrum of activity but there's a focus this year on support for young people and hearing the employer perspective.

It's been a busy year for BASE. Our membership is higher than ever and there's increasing demand for our accredited and unaccredited training. There's been a huge amount of policy discussions leading to the publication of national strategies and reviews. We believe that we've influenced these discussions and policy is starting to move in the right direction. We continue to support the Department for Work and Pensions in preparing the Supported Employment Trailblazer and this is a huge opportunity for the sector.

We have some exciting announcements to make during the conference and these are all aimed at improving the quality of support that we can offer jobseekers and employers.

We hope you enjoy the conference dinner and presentation of our annual awards. It promises to be a lively evening and I'd like to congratulate all the award winners and nominees in advance for their dedication and passion. We'd like to welcome again the parent carer representatives who've joined us for the conference.

The conference is an opportunity to reflect on our work, discuss new ideas, swap best practice and get inspiration from others. I hope you enjoy the experience.

Huw Davies
Chief Executive

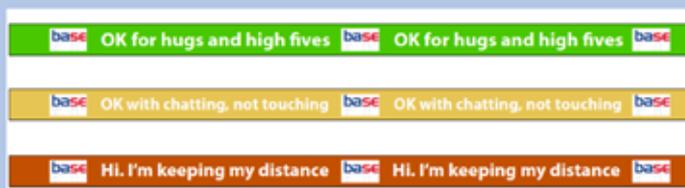
Covid precautions

We recognise the concerns about rising levels of Covid-19 across the country. We request that you take a lateral flow test on the day before the conference.

If you've tested positive – don't come to Brighton!
You can get a full refund of your delegate fees.

We have different coloured lanyards available to indicate your comfort levels with physical distancing.

We have limited the delegate numbers to help avoid overcrowding and face masks will be available, though not compulsory.



Programme

Tuesday, 9 November

- 9.50 Welcome: Julia Green (Chair, BASE)
- 10.00 Lee Corless (Diversity & Inclusion Lead, JP Morgan)
Steve Mills (Director of IT, DPD Group)
Matt Wood (Owner, Millwood Servicing Ltd)
Diane Lightfoot (CEO, Business Disability Forum)
The speakers will be followed by a short Q& A session
- 11.30 Break
- 11.55 Workshops: session A
- 1.00 Lunch
- 2.15 Tom Pollard (Independent Policy Expert)
Huw Davies (Chief Executive, BASE)
Bex Spencer (Associate Director, Social Finance)
- 3.15 Workshops: session B
- 4.20 Plenary and close
- 7.00 Conference Dinner and Awards evening

Wednesday, 10 November

- 10.00 Workshops: session C
- 11.00 Break
- 11.30 Hugh Pullinger (Head of Disability & Work Opportunities Division, DWP)
- 11.45 Debbie Bradford, Ian Milton & Anne Hartness (Access to Work, DWP)
The speakers will be followed by a short Q&A session
- 12.05 Launch of the Dr Mark Kilsby Research Fund
- 12.15 Lunch
- 1.30 Workshops: Session D
- 2.35 Patrick Agius (SEND Preparing for Adulthood, DfE)
Kate Nicholls OBE (CEO, UKHospitality)
Dr Steve Beyer (Senior Research Fellow, Cardiff University)
The speakers will be followed by a short Q& A session
- 3.40 Plenary and close

Speaker Biographies

Lee Corless

Senior Vice-President, Rangam Consultants Limited

Lee Corless is a senior executive working within the financial, technology and recruitment industry. Having been part of the leadership team building arguably the world's leading Autism at Work programs within one of the largest global investment corporations, Lee is now recognized as one of the world leaders in this field and is an accomplished, in demand, global speaker. As an autistic self-advocate diagnosed in adulthood, Lee supports the advancement of adapting the workplace to embrace neurodiversity and encourage autistic individuals to seek employment.



Current holder of the Outstanding Achievement by an Individual on the Autism Spectrum awarded by the National Autistic Society in the UK and recognised as a leader in the field of autism employment.

Diane Lightfoot @DianeLightfoot

Chief Executive Officer, Business Disability Forum

Diane Lightfoot is CEO of Business Disability Forum, a not-for-profit membership organisation that supports businesses to recruit and retain disabled employees and to serve disabled customers. Business Disability Forum's c.400 members now employ around 20% of the UK workforce and 8 million people worldwide. They range from FTSE 100 companies and central Government departments to technology, transport and construction companies, retailers, higher education providers and public services bodies.



Diane is Co-Chair of the Disability Charities Consortium, Chair of the Disabled Students' Stakeholder Group and a Commissioner for the Disability Commission, chaired by Lord Shinkwin and hosted by the Centre for Social Justice. She is also Chair of the Challenging Behaviour Foundation. Diane joined Business Disability Forum in February 2017 after moving from her former role as Director of Policy and Communications for United Response, a leading national disability charity. She is passionate about the role of good work in transforming people's lives.

Steve Mills

Director of IT, DPD Group

Steve Mills is the Director of IT for DPD UK and has held this position for over twenty years. Originally, he joined the company in 1992 as an Analyst/Programmer, he has performed a number of roles within IT becoming Director of IT at 38. Originally a 'brummie' he now lives in Stourbridge (West Midlands) and has enjoyed a successful career, exceeding everyone's expectations from those who knew him when he left school at 16. There is hope for everyone!



Steve's core responsibility is the Management and Strategic direction of all IT Services. He is part of the UK Senior Management Team reporting to the CEO and the DPD Group IT Committee. In 2018 he became the company's Ambassador for Inclusion, specifically for people with SEND. He founded the highly thought of DPD 'Inspire' programme and has helped DPD to become a Disability Confident Employer and member of the Valuable 500.

DPD Inspire connects schools, colleges, charities and SEND based organisations. Its principal objective is to offer those with SEND opportunities through work experience, internships and apprenticeships through to substantive employment. It's also about putting DPD at the centre of the community to support those institutions in a variety of different ways. Steve's ambition is to help other companies develop similar programmes.

Matthew Wood

CEO & Owner, Millwood Servicing Ltd

Matt is the owner and Chief Executive of Millwood Servicing Ltd - his 26 year-established fire-safety engineering company based in Wallington near Croydon. As a small to medium-sized enterprise (SME) Millwood, Matt and his 44 staff face many daily challenges as do their clients and suppliers alike and one of them is effective, cost-efficient and reliable recruitment of staff.



Matt discovered by accident the reality and rewards that came by employing and engaging with people with disabilities and, over the last two years, both Millwood & Matt have travelled on an extensive and thoroughly enjoyable journey of discovery in disability employability and now Matt spends half of his time sharing and showcasing the benefits of tapping into the untapped pool of talent out there in the disabled community.

Matt is a serial fundraiser, Adventure Racer, mental health ambassador and professional fire safety consultant with over 30 years of experience. He keeps honey bees (lots of them) and is a professional and seasoned public speaker.

Huw Davies @base_tweets

Chief Executive, BASE

Huw Davies has been the chief executive of the British Association for Supported Employment (BASE) since 2008. He previously chaired the association from its formation in 2006 and chaired one of its predecessor associations, AfSE, from 2002 to 2006. Huw is one of the Vice-Presidents of the European Union of Supported Employment.



Huw was previously the Regional Employment Team Coordinator for North West Care Services Improvement Partnership (CSIP). This strategic role supported the regional implementation of Government policy on mental health and employment.

From 1993 to 2008, he was manager of a local authority supported employment agency that provided employment support for disabled jobseekers, care leavers, recovering drug misusers, minority ethnic communities and job retention projects.

Tom Pollard @pollardtom

Independent Policy Expert

Tom is an independent policy expert with over ten years' experience working on social policy related to mental health. He spent six years in the Policy and Campaigns team at the charity Mind, where he covered issues including debt, access to justice and employment, but had a particular focus on benefits and back-to-work support. In 2016 he was asked to join the Department for Work and Pensions on secondment as their Senior Mental Health Policy Adviser, with a roving brief to work on relevant policy and delivery issues, including the Supported Employment proof of concept.



After 18 months in this role, Tom left DWP and spent two years training and practising as a Mental Health Social Worker. Alongside frontline work, he has continued to write extensively about benefits and employment support for people with mental health problems, and disabled people more widely. As an associate of the think tanks Demos and New Local, he has authored reports on the institutional problems he witnessed at DWP (2019) and the case for localising employment support for people facing complex disadvantage (2020).

Bex Spencer @BexSpencer_

Associate Director, Social Finance

Bex is an Associate Director within Social Finance's Health and Employment Team, passionate about increasing access to paid, fulfilling work for people with disabilities and health conditions. She recently led a review of supported employment delivery across Scotland and oversees Social Finance's portfolio of social investment into supported employment services. Prior to this, she was the National Programme Lead for IPS Grow, a programme providing operational support to double the number of individuals in the UK with severe mental health illness who have access to tailored employment support.



Bex was previously the National Project Manager to the Drive project, a pilot intervention designed to challenge the behaviour of perpetrators of domestic abuse, and is currently a trustee for SafeLives, a charity dedicated to ending domestic abuse for everyone and for good.

Hugh Pullinger

Head of Disability & Work Opportunities Division, DWP

Hugh Pullinger is Head of Disability and Work Opportunities Division at the Department for Work and Pensions. He is responsible for policy on specialist disability employment programmes (Work and Health Programme, Access to Work, Local Supported Employment) and the Disability Confident Campaign. Hugh was previously Head of the Office for Disability Issues and has worked on social policy and strategy development in a range of Government Departments including DWP, the Treasury, the Prime Minister's Strategy Unit and the Home Office.



Delivering supported employment across
Northamptonshire

as part of



**North
Northamptonshire
Council**



EADS
Employment And Disability Service

Delivering Supported Employment Since 1982



LEARNING

INDEPENDENCE

VOLUNTEERING

EMPLOYMENT

Contact our LIVE Team on **01604 362820** for more information about our new Independent Travel Training 'Train the Trainer' Workshop

INDI*trav*

Debbie Bradford, Ian Milton & Anne Hartness

Access to Work, DWP

Debbie Bradford has been the Access to Work (AtW) Policy Team Leader for nearly three years. She has developed a range of new policies to support AtW customers including the Blended Offer response to Covid, the Supported Business transitional employer support grant (TESG), AtW funding for supported internships and establishing 3 stakeholder-led AtW Stakeholder Forums in England, Scotland and Wales. She is currently working on pilots to test the Adjustments Passport and a proof of concept to those who have needs in excess of standard AtW and recognises employers who are willing to do more to open up employment opportunities for disabled people.



Debbie has worked in various disability related roles since 1990 and has delivered a variety of projects to support disabled people such as the creation of the Office for Disability Issues and the launch of Disability Confident.

Ian Milton has worked for the DWP for 15 years, the last 2.5 years within policy and 7 years within the area of Access to Work. He has collaborated with stakeholders, including disabled people, to introduce new offers of support such as the Blended Offer from Access to Work, introduced in Summer 2020. He is currently developing work that was announced in the National Disability Strategy.



This includes two pilots from Access to Work which will test whether:

- providing additional support for employers who are willing to do more and flex job roles for those who need more than standard Access to Work, can open up job opportunities for disabled people; and
- an Access to Work adjustments passport to help disabled people progress through education and move into employment, make available a passport for all young disabled students, including those receiving Disabled Students' Allowance (when they leave University) as well as armed forces service leavers, freelancers and contractors.

Patrick Agius

SEND Review Division, DfE

Patrick Agius has worked for the Department for Education for over 34 years. For more than 10 of those, he's worked in policy on special educational needs and disabilities – firstly in the mid-late 1990s. Most recently, he began working again in SEND in 2013, where he was initially involved in finalising the 2014 reforms and helping to draft the 2015 Code of Practice. A large part of his role since then has been working with a range of organisations supporting parent carers.



Conference Evaluation - please send us your thoughts!

We value your comments and ideas and they help us to plan future events

<https://www.surveymonkey.co.uk/r/baseconf21>



Kate Nicholls OBE @UKHospKate

Chief Executive Officer, UKHospitality

Kate Nicholls has been CEO of UKHospitality, the powerful voice representing the broad hospitality sector, since its inception in 2018, having previously worked as CEO and Strategic Affairs Director of the Association of Licenced Multiple Retailers (ALMR). In July 2021, she was appointed as the first Government Disability Ambassador for hospitality, promoting inclusivity.

Kate is Chair of the Tourism Alliance and co-Chair of the London Tourism Recovery Board, representing the needs of the wider tourism sector in discussions with Government and the Mayor of London. She sits on the Government's Tourism Industry Council and Events Industry Board, the London Food Board and has previously Chaired the London Night-time Commission. She is a Board member of London & Partners, Best Bar None, PASS and is a trustee at Hospitality Action.



Kate initially worked as a researcher in the House of Commons and European Parliament on food, employment and environmental policy before joining Whitbread to work in Strategic Affairs. She has extensive experience as a political and strategic communications consultant and is a graduate of Fitzwilliam College, Cambridge and Kings College London.

Dr Stephen Beyer @stephenBeyer7

Senior Research Fellow, Cardiff University

Steve is the Senior Research Fellow and Honorary Lead in Learning Disability Employment at the National Centre for Mental Health at Cardiff University. He has been the foremost UK researcher in the area of learning disability and employment for 30 years and has been involved in a number of policy and practice advisory groups for the Welsh and UK governments over this period.



He has published widely on supported employment and transition from school to adult life for people with learning disabilities. He has carried out national research studies for UK Government Departments on the job coach model of supported employment, employment of disabled people, and has worked on a number of European projects also. He is currently evaluating the Engage to Change Project, a Big Lottery Fund sponsored project to deliver paid placements and paid jobs to young people with a learning disability or Autistic Spectrum Conditions across Wales.

Big enough to be heard, small enough to care

We liaise with Government departments and are listened to but we're also accessible to our members; support, advice and guidance are only a phone call away.



Quality, quality, quality

BASE was instrumental in developing the National Occupational Standards and over 500 people have now enrolled on our Level 3 Practitioners Certificate. We can provide accredited, non-accredited & tailored training and members get a 20% discount on all non-accredited training.

Value for money

As a charitable organisation, we answer to our members not shareholders. All income goes back into supporting our members through our policy activities, website, social media, regional forums and networking events.

WoodMor Foundation CIC



Byran is our first Beekeeping Scholar at Camphill Wakefield. He has looked after his hives all summer and is now at the stage of selling his honey.



Gill is completing an Arctic challenge and has raised over £3,000 for base and WoodMor. She will be going to Sweden in Feb 2022.

Discover

We are a new Community Interest Company (CIC) and we believe that work should be an option for everyone. We offer employment initiatives aimed at marginalised groups.

We provide specific, tailor-made challenges to enhance employment opportunities. This concludes in us creating a video CV for the individual, a 'me movie' of their WoodMor journey which acts as a bolt-on to their CV.

Showcasing 6-12 months of valuable work experience to a future employer.

Win!

Buy a Raffle ticket and you could Win 2 VIP Tickets to any show at the O2 in 2022.

Visit us at our Stand.

Workshop

Join us at the WoodMor Workshop at 10 am on Weds the 10th.

Discover the secrets to 'Employ the Character, Teach the Skills', breaking down barriers together and meet our Camphill Wakefield participants.

You'll also receive a token of our appreciation once completed.



www.WoodMor.org

Level 3 Certificate for Supported Employment Practitioners

BASE delivers an accredited Level 3 Certificate for Supported Employment Practitioners and over 500 job coaches have now enrolled on the course.

The certificate course consists of 6 modules:

- Core values of Supported Employment
- Engaging Jobseekers in Supported Employment
- Working with job-seekers to identify and plan for Supported Employment
- Engaging employers in Supported Employment
- Job-matching and securing Supported Employment
- In-work support and career development for Supported Employment

We deliver 6 days of group training, or 8 sessions online, and learners must compile a portfolio of evidence to satisfy the assessment criteria. The full course specification is available to download on our website at <https://www.base-uk.org/cert>

"Having completed the level 3 diploma in supported employment, I have received the most amazing support, guidance and help from the tutors, Liz Mellor and Kathy Melling. The course is thorough, delivered very professionally and covers everything required for supported employment practitioners.

"I would have no hesitation in recommending BASE to anyone as I believe they are the best provider of these courses and my experience of having done this course is and always has been extremely positive."

Feedback from a certificate course participant

Supported Employment Techniques

We also deliver a popular 5-day unaccredited training course that delivers the underpinning knowledge from the certificate course. Successful completers can go on to take the certificate course at a reduced cost. You'll find details at www.base-uk.org/set

L2 Introduction to First Aid in Mental Health

This 2-day accredited qualification provides underpinning knowledge and understanding in relation to the principles of first aid for mental health

- recognising mental ill health in self and others,
- supporting mental wellbeing in the workplace,
- understanding how to promote a wellness culture in the workplace

Details at www.base-uk.org/level-2-introduction-first-aid-mental-health

Disability Awareness Training

BASE is able to provide disability awareness training for companies wishing to improve their recruitment and retention of disabled employees. The 2.5 hour workshop is delivered online and is aimed at site managers, HR professionals and line managers. You'll find more details at <https://www.base-uk.org/disability-awareness-training>

www.base-uk.org/training

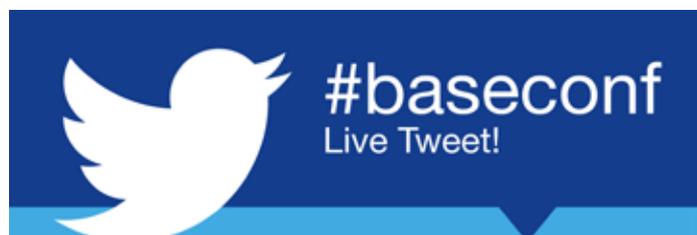
Workshop Programme

Parallel Session A / Tuesday: 11.55 – 12.30

A1	The DWP Supported Employment Trailblazer	
Huw Davies (BASE)	Renaissance	
<p>This workshop will discuss the DWP Supported Employment Trailblazer. The initiative was confirmed in the DWP Green Paper, Shaping Future Support, and the National Disability Strategy. It aims to support the employment ambitions of 1200 people with a learning disability and/or autism. The Trailblazer will cover England, Wales and Scotland and will be delivered through around 20 local authorities who can deliver using in-house and/or contracted local services.</p> <p>We anticipate that DWP will have commenced commercial procedures by the time of the conference so they will be unable to speak directly with delegates. We will bring you the latest information and will discuss the opportunities that the Trailblazer presents.</p>		
A2	Supported Internships: A collaborative approach	
Vikki Walters, Sarah Poultney (Gloucestershire County Council)	Noblesse	
<p>The workshop will offer an overview of how Supported Internships are embedded into Gloucestershire County Council's Inclusive Employment ambitions and interact with a range of providers to create pathways into sustainable employment for young people with SEND.</p> <p>The workshop will explore how collaborative working can help to improve the quality of outcomes for employers, young people families and carers and build the business case for Commissioners. Taking participants on a journey from identification of individuals through to the sustainable outcome we will identify who the key stakeholders are and how to engage with them and the importance of how the internships interact with other provision and services.</p> <p>The workshop will help delegates to;</p> <ul style="list-style-type: none"> • understand the model of personalised supported internships • identify how to present a business case to encourage local authorities to invest in supported internships and supported employment • Learn who the key partners are and how to work together to improve outcomes • How to integrate supported internships into a wider employment strategy/delivery model 		
A3	Assuring Quality in Supported Employment Services with the SEQF Kitemark	
Nerise Oldfield-Thompson (BASE), David Stenning (The Education People)	Tennyson	
<p>This workshop will outline the Supported Employment Quality Framework (SEQF) and how to gain the SEQF kitemark. It is now being recognised as a quality kitemark with the growing pressure from employers and commissioners for employment services to demonstrate their quality in an independent and transparent way. The workshop will be interactive and afford opportunities for delegates to think through how they could use the SEQF as part of continuous improvement within their services.</p> <p>Learning outcomes will include:</p> <ul style="list-style-type: none"> • Understanding the standards in the SEQF • Understanding the process of self-assessment • Understanding how the SEQF self-assessment can be used as part of an annual cycle of continuous improvement • Understanding of how following the SEQF can yield better outcomes for customers 		

A4	All Our Talents: Ambitious SEND Pathways into Employment for Hampshire's Disabled Young People	
Toni-Marie Leaf (Hampshire County Council)		Keats & Shelley
<p>Hampshire County Council's 'All Our Talents: SEND Employability Action Plan' sets out the current work and future plans for young people aged 16-24 with special educational needs or disabilities (SEND). It is our ambition to ensure that all young people have the aspiration, opportunity, and support to help them to live fulfilling and independent lives.</p> <p>This session will aim to explore how Hampshire has put this ambition into practice since February 2020, including:</p> <ul style="list-style-type: none"> • Outlining the Strategy, approach, and commitment of Hampshire to supporting SEND young people into employment. • An overview of the context in Hampshire • Moving 'All Our Talents' from Strategy to Action - the intention and set up of the SEND Employability model. • Exploring the Local Authorities' role in supporting employment engagement (our Employment and Skills Hub). • Exploring the tensions between educational priorities and supported employment principles. • Outcomes and learning to date from year one. <p>Delegates will gain:</p> <ul style="list-style-type: none"> • An understanding of an inclusive, consistent, and joined up approach to supporting SEND young people into employment that is built on best practice and recognises young people, employers, and Further Education (FE) colleges as equal partners. • Knowledge and understanding of a model that promotes inclusive practices across employers, FE colleges, and the Local Authority. • Awareness of the support that Local Authorities can provide to support FE's to implement this approach across a wide geographical area. • An understanding of the Local Authorities' role in engaging and supporting employers. 		

A5	Driving Quality Through Service Collaboration	
Janet Beauchamp (Enham Trust)		Wordsworth
<p>The workshop will focus on exploring building collaboration and professionalism in the sector via a mentoring/collaboration approach, promoting the use of attaining the SEQF as the SE equivalent of other industry standards and how collaboration with Kent has benefitted us both.</p> <p>We'll demonstrate how we've worked together, what we've both achieved and learned from it, and future plans from the collaboration. The workshop will also showcase the power of collaboration using the SEQF as the framework for that mentoring/collaborative relationship and how it's help us really understand what good looks like and how that's enabled us to plan from a base of good practice from the outset, ensuring that the employer is at the centre of our work as much as the clients we work with within our restructured service.</p> <p>Learning outcomes:</p> <ul style="list-style-type: none"> • How to develop a mentoring/collaborative relationship between service • The benefits of a mentoring/collaborative relationship on planning and performance • Using the SEQF as the framework to build a quality service 		



Workshop Programme

Parallel Session B / Tuesday: 15.15 – 16.15

B1	A Pledge for Change in the NHS	
Carmel McKeogh (DFN Project SEARCH)		Renaissance
<p>This workshop will focus on the commitment from the NHS to create real and lasting change in its workforce composition by partnering with DFN Project SEARCH to create 500 new internship opportunities across England. The aim is that at least 50% of the paid roles that the interns move into will be within the Healthcare Sector.</p> <p>These 500 new internships will add to the 500 DFN Project SEARCH internships that already exist in the NHS in England creating a significant and sustainable pathway for change at the point of transition from education to employment. You will hear about why this pledge for change is so important to the NHS, how the DFN Project SEARCH model and quality assurance process works, how partnerships are created and the crucial role of adult supported employment partners in the model.</p> <p>Delegates will leave with an understanding of:</p> <ul style="list-style-type: none"> • The NHS pledge for change and how internship programmes fit within that. • How the DFN Project SEARCH model works and why it works so well inside the NHS • How a DFN Project SEARCH partnership is formed • The importance of Adult Supported Employment Partners in the DFN Project SEARCH Model • Why the DFN project SEARCH model is sustainable 		

B2	Lessons from the Employ Autism Programme	
Catherine Leggett (Training Consultant)		Noblesse
<p>Only 21.7% of autistic individuals are in full or part-time employment, even though the vast majority want to work. Ambitious about Autism (AaA), a national charity for autistic children and young people, offer employability programmes to improve this statistic and employment outcomes for young autistic individuals, through paid internships.</p> <p>The Employ Autism programme provides funded training and resources for employability professionals working with autistic clients. The programme also provides funded training and resources to employers who offer paid experiences of work to autistic young people. Through connecting trained employers to trained professionals we will evaluate the impact of the programme on your autistic clients, participating employers as well as the impact on your capacity to support autistic clients into paid work.</p> <p>Delegates will take away:</p> <ul style="list-style-type: none"> • Knowledge of the key skills and talents that autistic people commonly demonstrate to employers, • Knowledge of some of the barriers and challenges that autistic people face in the workplace and while transitioning into work. • Structured discussion activities, to discover best practice strategies for increasing the recruitment, retention and progression of autistic people at work. • An introduction to AaA's employability programmes, Autism Exchange and Employ Autism and how to access paid opportunities of work for your clients. • An introduction to AaA's free employment resources, and how they can remove barriers and act as a bridge to employment for autistic individuals. 		

Visit www.employercallacademy.co.uk

B3	Facilitating and Implementing Working Interviews with Employers	
Mitch Mitchell (The Education People)		Tennyson
<p>“There is a difference between being able to do a job and being able to talk about doing a job.”</p> <p>When it comes to the world of recruitment and selection people with additional needs/disabilities can often be at a huge disadvantage. The world of work often functions on assumed knowledge and recruitment is no different. The process is often flawed and rests on candidate’s ability to populate an online application form and then at the interview stage talk abstractly about why they would be the best person for the role.</p> <p>At the application stage candidates have demonstrated IT skills, matching their own experiences to those in the job description and at the interview stage sales skills, these do not often equate to the competences needed to do a job and sometimes the person who was successful at interview isn’t the person you get in the workplace.</p> <p>This workshop is designed to give practitioners the basic skills, knowledge, and confidence to work with employers and support them to implement working interviews. Demonstrating the method works using case studies. From selling the concept, assisting them to identify practical tasks from job descriptions and guidance for implanting working interviews.</p> <p>By the end of this workshop, delegates will understand how to:</p> <ul style="list-style-type: none"> • Sell the concept positively to employers • Effectively demonstrate and promote the business case • Understand positive action • Identify key tasks in job descriptions • Implement working interviews as inclusive recruitment methods • Fully support the employer • Promote your success. 		
B4	Journey to Inclusive Employment through innovation, collaboration and coproduction of traditional day centre contracts	
Sue Wray, Andrea Smith (Essex Cares Limited)		Keats & Shelley
<p>This workshop will offer an overview of how Essex County Council and Essex Cares Limited worked together through collaboration and co-production to use existing day opportunities funding differently to innovate and re-direct the funding towards Inclusive Employment. Delegates will learn more about how these conversations started between commissioners and provider, the journey, bumps in the road, the outcomes, team delivery and takeaway practices.</p> <p>Delegates will take away learning on the following themes. Learning outcomes:</p> <ul style="list-style-type: none"> • Co-production and collaboration • Supported Employment core values • Realising potential • Engaging with employers • Vocational profiling • Understanding inclusive employment & employers 		



B5 Supported Businesses and Social Enterprises – What Next?

Martin Davies, Mel Walls, Will Gardner (Supported Business Steering Group)

Wordsworth

Our Workshop is here to update you on developments from the past two years (a challenging time indeed!) and to look at the great opportunities and support being developed for the future within Supported Businesses, Social Enterprises and wider employer sectors.

We have three main themes:

1. Distance travelled for Supported Businesses since last conference.
2. The challenges of operating in the post Covid world for Supported Businesses and Social Enterprises.
3. Proof of Concept – A wider more inclusive approach through Access to Work which should be of interest to all delegates.

This is a pro-active workshop, please be prepared to contribute as we are seeking to share best practice as we move into the post Covid restrictions trading environment together with new funding mechanisms.

We also need your feedback on what will make a difference to you and your business - how can we help?

Delegates can expect to learn about the many changes to the operating practices with the DWP Transitional Employment Support Grant (TESG) that have happened since the last conference.

We will look at sharing best practice as we return employees to employment, open up new opportunities and return to viable trading scenarios. Delegates will learn about and contribute to the latest developments in the Proof of Concept (PoC) for funding mechanisms (Access to Work plus) to replace TESG in April 2023, which may be available to all employers.

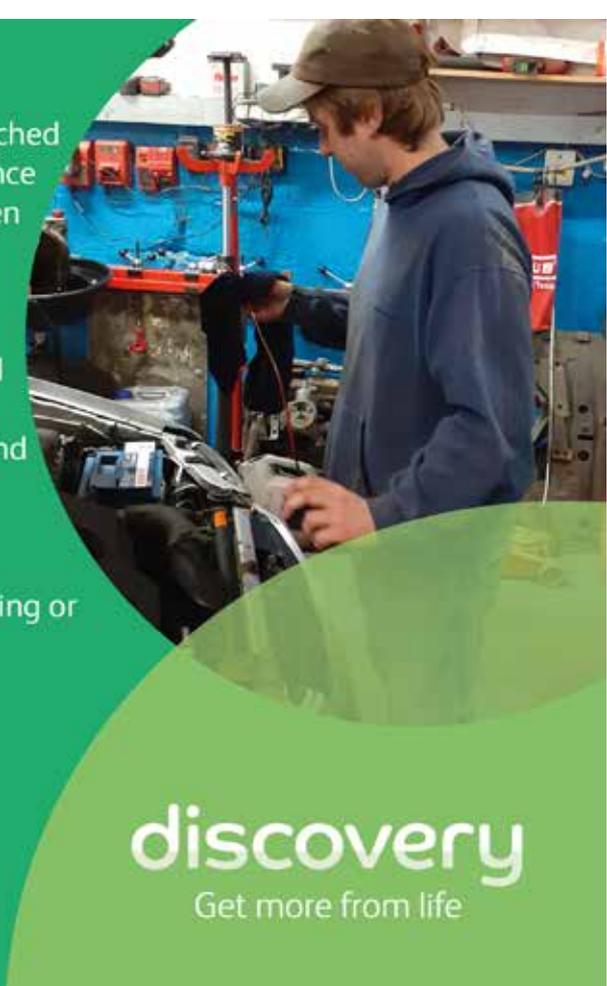
The Discovery Supported Employment team has coached more than **120 people into work** across Somerset since 2017 and during the last four months there have been **24 new starters**.

We're thrilled to be working with more than **170 employers** who are taking advantage of the talented pool of disabled candidates seeking work. These include McDonald's, Morrison's Distribution and The Range.

Contact us and we can see how we can support your business with disability confident training, job matching or with our telephone call back service.

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email: supported.employment@discovery-uk.org

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QUESTION?

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Audrey Bodman - Established Trainer and Coach
in Employer Engagement Techniques

Outshine Telephone Training & Resources

Email: audrey@outshinegroup.co.uk
Telephone: 01157 750125
Mobile: 0785 5213591
Linkedin: [linkedin.com/in/audreybodman](https://www.linkedin.com/in/audreybodman)



Workshop Programme

Parallel Session C / Wednesday 10.00 to 11.00

C1	How to create great first impressions over the phone
Audrey Bodman (Outshine Telephone Training & Resources)	Renaissance
<p>With the main objective being to make a difference, the phone plays an integral part when trying to build relationships.</p> <p>Whether your role is to gain more training or job outcomes with employers or motivate customers who join your programme, this workshop will leave you with ideas on how best to apply this to your organisation.</p> <p>This session covers both customer service and employer engagement tips and strategies.</p> <ul style="list-style-type: none">• Why 'great first impressions' matter.• What words and phrases work on the phone and why?• What words and phrases 'turn off' listeners and why?• Is there a danger of saying too much and, if so, what impressions does that leave?• What can be said to customers on 'welcome calls' to keep them motivated to attend a programme? <p>The workshop is delivered by Audrey Bodman, an established Telephone Trainer and Coach with over 25 years' experience delivering customer service, employer engagement and cold calling techniques within the sector. She is also a volunteer for a major charity delivering group sessions and 1:1 sessions for the unemployed on customer service and personal branding skills.</p> <p>By the end of the workshop attendees will:</p> <ul style="list-style-type: none">• Be able to recognise the right words and phrases to use when building both employer and customer relationships.• Understand how 'words, music and dance' – can have an impact on creating memorable first impressions.• Gain knowledge on why asking the right questions can demonstrate your interest in who you speak to and why.• Recognise the benefits of 'employer involvement' and what a difference this will make to the conversations you have.• We seek to develop this initiative	

Operations Manager (Inclusive Trading CIC)

Salary: £40k - £45k pro rata depending on experience

Post: Fixed term to 31 March 2023 initially. Extension subject to performance and funding

Hours: 22.5 hours worked flexibly across the week but open to negotiation

Location: Flexible



- Are you a dynamic, talented, multi-tasker with commercial expertise who can think outside the box?
- Are you committed to inclusion and passionate about the difference that quality training can make to effective service delivery?

We're recruiting an Operations Manager to lead and develop the work of Inclusive Trading CIC (the trading arm of BASE). It's an exciting opportunity for an innovative, self-starter to grow the commercial activity and income which funds BASE's work.

Closing date: 22 November

<https://www.base-uk.org/jobs/operations-manager>



C2	Future Choices for all: 16-24 career pathways	
Christina Earl, Andy Stowell (Surrey Choices)		Noblesse
<p>Future Choices was designed in collaboration with SEND Commissioners, Surrey Choices EmployAbility, families and young people to bridge the gap between college and work. It also addressed commissioners' concerns with young people repeating years at expensive education provision with no employment outcomes. Often returning with very limited employment skills or integration into their local communities.</p> <p>Families were keen to have a 5-day provision and young people wanted opportunities to make friends and gain confidence. The pilot year showed extreme promise and word of mouth recommendations doubled the referrals. When Lockdown hit the team continued to engage the young people in year 2 and kept high satisfaction ratings and outcomes.</p> <p>Future Choices combines 3 days flexible work experience, alongside one day health and wellbeing (need to be fit and have stamina to get a job) and one day addressing any barriers identified to work – this ranges from driving theory lessons to relationship building. For those who may struggle with 5-day provision (for example if they were education refusers), there are a number of pre ad hoc hours commissioned to support any areas of concern.</p> <p>For example, it could be 2 hours a week to meet for a walk to get them out of their bedroom and learn to control anxiety, whatever is needed to get them on their next step towards work. The expected outcomes from Future Choices are either, straight into paid work or job seeking, progress onto a Supported Internship or occasionally return to college for a specialist vocational course to support their desired outcome.</p> <p>Delegates will explore different types of provision for young learners with SEND who are not ready for supported internships or paid work. It is aimed particularly at those who have not been attending mainstream education or are struggling to progress in other educational provision. The expected outcomes are moving to supported internships, paid work, volunteering or possibly a specialist vocational course at college.</p>		

C3	Perinatal Mental Health Employment Support	
Francesca Prior, Sam O'Dell (Southampton Employment Support Team)		Tennyson
<p>This workshop will disseminate the employer recommendations for supporting people affected by perinatal mental health and how this can be achieved and the benefits of doing this. The workshop will also introduce the employment support model being offered, the approach to the project as well as introducing the website and the hub.</p> <p>Perinatal mental health is rarely discussed within the workplace and can be a real barrier for people supporting someone who is unwell or themselves. This leads onto “family friendly” approaches and the benefits of it for the employer, individual and the family.</p> <p>Learning outcomes:</p> <ul style="list-style-type: none"> • What is perinatal mental health? • How can Perinatal Health affect the family? • Understand how employers / Employment support professionals can support people affected by Perinatal mental health • Understand the research conducted and the recommendations • Be introduced to the suite of support for professionals, individuals and health care workers • Be introduced to the Employers and professionals Hub for the PATH website. 		

C4 Employ the Character – Teach the Skills

Matt Wood (WoodMor Foundation), Raph Taylor, Byran Johnson (Pennine Camphill) | Keats & Shelley

Employ the Character- Teach the skills: a simple but effective workshop to demonstrate the ethos behind our 15 year-successful strategy around employing people with disabilities, removing barriers and creating new and exciting routes to employment.

In this workshop, we showcase just one of our 12 programs that we have running presently at WoodMor (Millwood's own charitable foundation) – **Becoming a Beekeeper**. This year long program located at BASE member Camphill Wakefield, post-16 Specialist Provision in Wakefield, Yorkshire, is creatively designed to bring out not only the very best in people with disabilities but also to ensure that their employability attributes are fully showcased too.

Matt, Raph and Byran will take the participants on an interactive journey of discovery through the three simple stages in this program to highlight, fully explain and then prove that this approach really does work.

Attending delegates will gain valuable and exciting new initiatives, skills, terminology and confidence around the WoodMor way and, most importantly, will have the opportunity to further discuss their own barriers and boundaries when it comes to starting the journey of conversation with Employers around employing those with disabilities.

Participants of the workshop will also gain a small token gift of appreciation upon completion of the workshop - courtesy of Camphill's very own apiary which they can collect in person from the WoodMor stand after attending the workshop.

Delegates will gain an insight into the highly aspirational partnership journey that WoodMor and Camphill Wakefield are undertaking, which places students at the centre of the process, and where employability skills acquisition is gained through an innovative project.

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INTEGRATED COMMUNITY EQUIPMENT SERVICES



Medequip provide assistive living equipment as part of the Integrated Community Equipment Service, working in partnership with the NHS and local council social care teams across the UK.

We are proud to be a Disability Confident Employer, committed to adding social value in everything we do.

As an inclusive recruiter we work with supported employment agencies to increase the recruitment of disabled people and offer them opportunities which may include work experience, flexible recruitment, supported internships and apprenticeships.

We are committed in offering disability awareness workshops to our employees which covers:

- ✓ **An introduction to disability**
- ✓ **Recruitment & training**
- ✓ **Support techniques**
- ✓ **Health, safety & risk**
- ✓ **Inclusive cultures**
- ✓ **Finding local support**

giving
something
back



Medequip Assistive Technology
DCS026517. Issue date 06/10/2021



BASE AWARDS 2021

Medequip are proudly sponsoring the **David Grainger Award**. An award recognising an employee who has demonstrated outstanding progress in their job role.

www.medequip-uk.com

Get involved in the conversation, follow us on: @MedequipUK

C5	The long-term impact of COVID 19 on families of children and young people with SEND – and what we can do to support them	
Tina Emery (National Network of Parent Carer Forums)		Wordsworth
<p>COVID has been hard on everyone, but in particular for Children, young people and their families. We will talk about how hard it has been to families and give you a simple set of tools that can help develop co-production with those families that have been most affected.</p> <p>Delegates will learn how to do coproduction with families, using very simple tools to be able to deliver.</p>		

Parallel Session D / Wednesday: 13.30 – 14.30

D1	Supported Internship Quality Framework	
Elaine Dale (City College Norwich), Claire Cookson (DFN Foundation), Huw Davies (BASE)		Renaissance
<p>With significant work from the sector in the growth of supported internships and the imminent release of the updated guidance, the Department of Education (DfE) has tasked key experts with the development of a quality framework for supported internships.</p> <p>In this workshop you will hear from the Centres for Excellence in SEND, Project SEARCH and BASE about our approaches to the quality framework, and what research and data analysis tells us about high-quality transition to work programmes. There will be time to explore your experiences and take feedback to influence and shape the quality framework.</p> <p>By getting paid employment in real businesses, young people with learning differences and autism have the chance to become economically independent and make choices about their future.</p> <p>We will explore how high-quality transition to work support and training, within local communities, allows people to live happier, healthier, and fuller lives. We will explore the impact of consistency of provision and how we can share effective practice across our sector.</p>		

D2	Back to Basics - Engaging Employers and Job Analysis	
Holly Kelleher (HK Consults)		Noblesse
<p>This workshop puts you in the employer's shoes and gives an insight of an employer being engaged in the supported employment process. Understand the approaches which are most likely to get you the 'foot in the door' and how to create a job analysis which will best match the needs of your job seekers and the employers. This workshop is being delivered by a supported employment manager turned entrepreneur who owns an independent retail outlet in Northumberland.</p> <p>Delegates will get the opportunity to creatively think about job opportunities available and how to create a job analysis which ensures the employer's needs are met as a customer, and that the job match is correct for the job seeker.</p>		

D3	Best Practice in Supported Apprenticeships	
Claire Gardner (Dynamic Training)		Tennyson
<p>This session will discuss how you can create a supportive, inclusive model of apprenticeship delivery to meet individual needs – focusing on apprentices with learning disabilities.</p> <p>We will share best practice and stories from several services – supported employment, apprenticeship providers and employers, about how the world of apprenticeships can enable an individual to sustain employment because they are learning the specific skills and knowledge required on the job. How apprenticeships can open the doors to progression opportunities and becoming a valued member of the team.</p> <p>Delegates will understand the supported apprenticeship model by:</p> <ul style="list-style-type: none"> • Identification of the different learner referral routes into apprenticeships. • Discussion on the barriers and how they can be overcome. • Explanation of the funding and Incentives available. • An understanding of the supported model of delivery and key people involved. • Discussion on reasonable adjustments and apprenticeship flexibilities. 		

D4	You Don't Look Autistic!	
Claire Atkinson (Discovery)		Keats & Shelley
<p>Claire works full time as a Supported Employment Coordinator for Discovery in Somerset. She was diagnosed with Asperger's Syndrome at the age of 42.</p> <p>In this session Claire describes how she came to be diagnosed and the impact the diagnosis had on her personal and working life. She will explain how assumptions and stereotypes led people to start treating her differently and how some people struggled to accept the diagnosis.</p> <p>Claire will share her own 3-point classification system that helps her communicate how she is feeling and how it helps her to shine. Finally, she will show how by using the correct labels, people with autism can thrive and shine! WARNING – this session contains a large amount of humour.</p> <p>Learning for delegates:</p> <ul style="list-style-type: none"> • The autistic spectrum and the triad of impairments – what the books say versus what autistic people experience • The diagnostic process from the autistic person's point of view • Challenge the stereotypes • "You don't look autistic" and other things not to say! • Be brave! We don't bite! Come and have a conversation with us. • How to support someone with autism in the workplace 		

D5	Harnessing the power of social media for supported employment	
Gillian Parker (BASE)		Wordsworth
<p>Social media networking can be one of the most efficient ways to engage with employers & find job vacancies for your clients. It can also be a thief of time if you're unsure where to focus your attention. In this workshop, delegates will learn the most productive strategies to maintain an effective social media presence in as little as 30 minutes a day.</p> <p>By the end of this session delegates will be able to:</p> <ul style="list-style-type: none"> • Create a unique profile that stands out from the crowd • Find & make useful connections without premium add-ons • Craft & share posts which people engage with • Protect yours and your client's privacy 		

SEQF Supported Employment Quality Framework

The new Kite Mark for Supported Employment Services

Demonstrate the quality of your service to jobseekers and employers

Show your value to commissioners

Establish continual improvement processes to improve your outcomes and efficiency

"Kent Supported Employment would wholly recommend any supported employment company to undertake the SEQF audit. This framework has helped the service inform and embed best practice. Its value has been recognised by Commissioners as a benchmark for quality provision. There is no doubt it is a high standard to reach and demanding in terms of time and commitment but the results are priceless in evidencing a high quality, evolving service for our clients."

Kent Supported Employment



SEQF is a self-assessment of your service quality, built around the 5 stages of Supported Employment. It is independently audited by BASE to give a robust rating based on the audit score.

<https://www.base-uk.org/model-fidelity>

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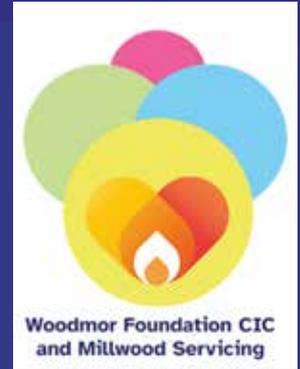
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BASE Annual Practice Awards

The BASE Practice Awards are presented at the conference dinner on the evening of the 9th November

The conference dinner is kindly sponsored by Brain in Hand

- **Team of the Year Award**
Sponsored by Discovery
- **Practitioner of the Year Award**
Sponsored by EADS
- **Best Employer Practice Award**
Sponsored by Millwood Services Ltd.
- **David Granger Award**
Sponsored by Medequip
- **Learner of the Year**
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Our congratulations to all the winners!



Our 2019 Winners

Delegates

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Claire Barnard	The Michael Tippett College Wigan Council BASE Discovery Brighton & Hove Supported Employment Team Brighton & Hove Supported Employment Team Downs Syndrome	Karen Edwards Robert Elston Charlotte Fairclough Nicola Fellows Sandra Fergus Hilary Fertig Moira Fisher	
Becki Bateson Association Janet Beauchamp Becky Beechen Sarah Benn Ruth Bennetts Rachel Benson Dr Stephen Beyer	Enham Trust Ways into Work The Education People Careers Hub Cornwall Aldingbourne Trust National Centre for Mental Health Ways into Work Brighton & Hove Supported Employment Team Outshine Telephone Training & Resources Discovery Realise Futures Right2Work Enham Trust Dept for Work and Pensions Little Gate Farm Ways into Work Vice-Chair, BASE Southampton Employment Support Team CareTrade Southdown Parchment Trust Brighton & Hove Supported Employment Team Ambitious About Autism National Autistic Society CareTrade CloS LEP North Northamptonshire Council DFN Foundation Cornwall Council Rangam Consultancy UK North Northamptonshire Council CareTrade The Education People Medequip Assistive Technology Ltd BASE Supported Business Steering Group Oxfordshire Employment Berkshire Healthcare NHS Trust Essex County Council Photographer CareTrade hft	Chloe Foran Carol Foster Nik Galanis Anna Gant Will Gardner David Gaughy	
Sandra Biggs Iain Birnie		Marie Gavin Andy Gibbs Pauline Gibson Angela Gillett Emma Gladdish Gil Goncalves Marlee Gordon Michelle Gracias Julia Green Elizabeth Halton Jenny Hanbury	
Audrey Bodman		Rebecca Harbord Kirstie Hardyman Sherri Harrison Anne Hartness	
Tatjana Bodman Neil Bowman Peter Bradbury Sarah Bradbury Debbie Bradford		Julia Hawkins Natalie Hawkins Louise Hayes John Henry	
Hannah Briars Esther Brienza Matt Britt Hollie Brown		Melanie Hercus	
Elvina Bunokaite Becky Burge Gary Burgess Carla Butler		Shona Howes Sarah Hutchings Carline Ikoroha Shelley Instone Alan Johnson Maria Johnson Rachel Jones Nushrat Kassam Molly Keal	
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Huw Davies Martin Davies			
Richard Davies-Monk Laura Davis			
Suzanne Davis Mick Dean Jemma Dear Bryony Dolby			

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Catherine Leggett	Ambitious About Autism	Francesco Rigolli	Careers Hub Cornwall
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Ian May	Ways into Work		Bournemouth
Linda McIntyre	Watford Workshop	Syranna Rose	CNWL
Moira McKay	Triangle PTE	Marilyn Ross	The Michael Tippett College
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Tina McKenzie	Essex County Council	Shabnam Shah	Surrey Choices
Carmel McKeogh	Project SEARCH	Mel Simmonds	Hidden Gem Services
Kathy Melling	BASE	Marina Slade	Brighton & Hove Supported
Liz Mellor	BASE		Employment Team
Simon Mercer	Brighton & Hove Supported	Andrea Smith	Essex Cares Ltd
	Employment Team	Helen Smith	Unity Works
Steve Mills	DPD Group	Joe Smith	The Michael Tippett College
Ian Milton	Dept for Work and	Jonathan Smith	Essex County Council
	Pensions	Matthew Snow	Phoenix College
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Stephanie Mullally	Hillingdon Autistic Care	Timothy Swenson	hft
	& Support	Karen Taylor	Linton School,
Theresa Mummery	Parchment Trust		Bournemouth
Kate Nicholls	OBE UKHospitality	Ramsay Taylor	BASE
Maria Nicholls	Discovery	Raph Taylor	Camphill Wakefield College
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	Support Team	Paul Turk	Southdown
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Oldfield-Thompson		Nikolaos Tzenas	The Michael Tippett College
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