



2023 Conference  
14-15 November  
Leicester

# DISABILITY CONFIDENCE



Principal Sponsor



Associate Sponsor

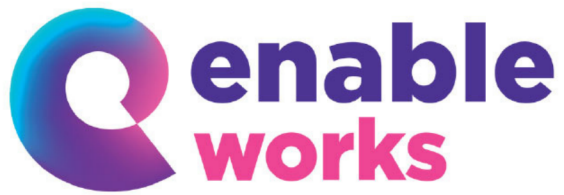


Brochure Sponsor

#BASE2023



Associate Sponsor



[www.enable.org.uk/enable-works](http://www.enable.org.uk/enable-works)

## Challenging perceptions, Unleashing potential

Industry leading employability specialists.

Supporting employers to create inclusive workplaces where people can thrive.



# Your Mission Is Too Important... To Do It Alone



Remember you are not alone in this! Our mission is to join forces with you in your quest to secure **meaningful employment** for job seekers. We achieve this by employing experienced recruiters and our dedicated team of disability experts. Partnering with Rangam provides job seekers with autism, neurodivergence, and disabilities unhindered access to their career potential, preserving your relationships and funding.

In essence, we tailor jobs to candidates, not the other way around.

Join forces with Rangam today and let's empower the workforce together!

Industry  
Affiliations



[www.sourceabled.co.uk](http://www.sourceabled.co.uk)



Fedcap proudly sponsors

## The BASE Conference and Exhibition 2023

Committed to improving people's economic wellbeing

Delivering personalised supported employment

Inspiring people to see good work as part of a healthy life



*inspiring confidence  
inspiring people*

[Fedcap.org.uk](http://Fedcap.org.uk)



## Day One - 14th November

## Programme Overview

<b>09:00 onwards</b>	Registration opens
<b>10.00 - 10.20</b>	Welcome - Kings Hall
<b>10.20 - 10.30</b>	Minister address
<b>10.30 - 11.40</b>	Keynotes - Kings Hall
<b>11.40 - 12.00</b>	Coffee Break - Queens Hall
<b>12.00 - 13.00</b>	Workshops A
<b>13.00 - 13.50</b>	Lunch
<b>13.50 - 15.00</b>	Keynotes - Kings Hall
<b>15.10 - 16.10</b>	Workshops B
<b>16.10 - 17.00</b>	Coffee & Facilitated Networking Zones - Queens Hall
<b>17.00 - 18.00</b>	Downtime and getting ready for the awards evening
<b>18.00 - 18.30</b>	Drinks on arrival and familiarise yourself with the table plan
<b>18.30 - 20.00</b>	Conference Dinner - Kings Hall
<b>20.00 - 21.30</b>	Award Presentation - Kings Hall
<b>21.15 - late</b>	Live Entertainment - Kings Hall

## Day Two - 15th November

<b>09.00 - 09.30</b>	Networking, Exhibitions, Refreshments - Queens Hall
<b>09.30 - 09.55</b>	Keynote - Kings Hall
<b>10.00 - 11.00</b>	Workshops C
<b>11.00 - 11.10</b>	Coffee Break - Queens Hall
<b>11.10 - 11.55</b>	Speakers - Kings Hall
<b>12.00 - 13.00</b>	Workshops D
<b>13.00 - 13.45</b>	Lunch, Market Place Exhibitions, Refreshments - Queens Hall
<b>13.50 - 14.10</b>	Speakers - Kings Hall
<b>14.15 - 15.15</b>	Workshops E
<b>15.20 - 15.25</b>	Video - Kings Hall
<b>15.25 - 15.35</b>	Plenary & Close - Kings Hall

BASE will be using the following rooms during the conference

**Kings Hall:** Main Conference Area & Conference Dinner

**Queens Hall:** Refreshments & Exhibition Area

**Workshop Rooms** • Alexandria • Empress • Charnwood  
• Kings Hall • Tudor

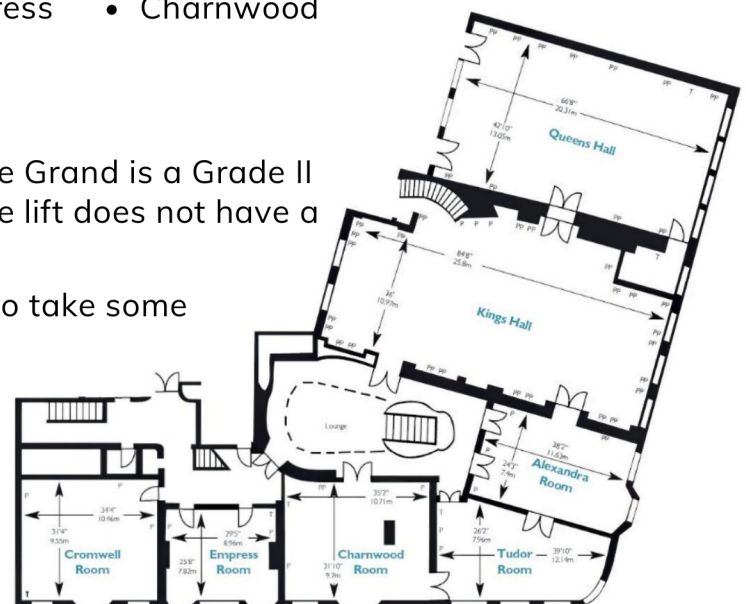
### Accessibility

The conference rooms are all on one floor, The Grand is a Grade II listed building, which unfortunately means the lift does not have a turning circle.

There is a quiet room for anyone who needs to take some time away.

Please contact the BASE reception (9- 4) if you need any support

You can ask questions via slido or message/phone us on 07435473435



## Welcome to the BASE conference



A warm welcome to all our delegates, from a variety of sectors. We are thrilled that you've been able to join us at the BASE conference 2023 in Leicester. We're delighted to once again, bring together, our growing community of providers, policy makers and employers who share our mission that **'employment must be for all'**.

Our focus this year is 'Disability Confidence in Action' which reflects our commitment in supporting conversations to move beyond hashtags and slogans to genuine inclusion, where individuals, business and communities can flourish.

By bringing together experts, thought leaders and visionaries from across business, academia, policy we aim to stimulate discussion about what works in inclusive recruitment: and importantly, people with lived experience will to engage in insightful discussion and share their invaluable knowledge of how inclusive recruitment really works and what disability confident within the workplace look like.

Our conference isn't just a chance to gain new insights; it's also a platform for forging connections, sparking creativity, and shaping the future of workforce recruitment.

Over the next two days you will have the opportunity to attend thought provoking sessions, engage in meaningful conversation and connect with fellow attendees, who share a passion and drive for positive change. By focusing on the model that works, the supported employment model, together we will find solutions, foster innovation, and make lasting impact.

Through increased partnership working, we continue to come together as a collective community, with strong values at the heart to work together to continue to build strong quality employment offer across the UK.

We welcome the employers joining or developing their inclusive recruitment journey, providing a safe space for everyone to learn and grow but also urge everyone to focus on the need to lead by example of consider, how you as an employer can further advance your own disability inclusive recruitment journey.

We hope that you leave the conference not only inspired but equipped to make a difference as individuals and a community making the UK Disability Confident in Action!

**Laura Davis & the BASE Team**

**Got a question about the conference?  
Want to join a Q & A session?  
Simply use Slido!  
Scan the QR code and you're good to go!**



**Not used Slido before? Don't worry we'll be having a trial run**

**10.00 - 10.20** **Welcome: Laura Davis, BASE CEO**  
**Julia Green, BASE NEC Chair**

**10.20 - 10.30** **Tom Pursglove, Minister of State for Disabled People,**  
**Health & Work**



Tom Pursglove was appointed Minister of State for Disabled People, Health and Work in October 2022. In this role, his responsibilities include: disability policy and cross-government responsibility for disabled people; oversight of the Disability Unit, and convenor of the Ministerial Disability Champions; work and health strategy; disability employment and much more.

Tom has been an MP continuously since May 2015 and is proud to represent the people of Corby and East Northamptonshire.

In his spare time, Tom enjoys the occasional game of charity cricket and is a keen runner, having run the London Marathon three times.

## **Keynotes: Disability Confidence Beyond the Hashtag**

**10.30 - 11.40**



### **Dr Kim Hoque**

Kim Hoque is Professor of Human Resource Management and Vice Dean (People and Culture) at King's Business School. He has researched and published widely in the human resource management, employment relations and equality, diversity and inclusion fields (particularly on disability).

In 2013 he co-founded the Disability@Work research group and in 2021 he co-founded the Disability Employment Charter, which has now been signed by approaching 140 organisations. He leads King's Business School's co-provision of the secretariat to the All-Party Parliamentary Group for Disability.

He has conducted consultancy work for NHS Scotland, the UK Commission for Employment and Skills, the Chartered Institute of Personnel and Development, and the Japan Institute of Labour Policy and Training, and has previously worked closely with the Royal College of Nursing and the Trades Union Congress. He was formerly a member of the Centre for Social Justice Disability Commission.



@base\_tweets



@base.uk



@base.uk



@base.org.uk



## Mo Kohealee

I've been paraplegic since the age of 6 weeks old, growing up in a wheelchair has always set challenges in front of me but I always overcome them! After searching for a Job/Career over many years I have found myself at Coca-Cola Europacific Partners (CCEP). I've always loved the brand Coca-Cola and I didn't think that one day I'd be working for them. It's a dream come true.

I started off as a Grocery Merchandiser, ensuring our retailers have everything they need to keep their customers happy. Now I'm currently completing an apprenticeship in health and safety looking to bring a new point of view and helping CCEP become a more accessible business.

I work with a passionate group of colleagues called the #JustBe Ambassador's, we're passionate about Inclusion and Diversity and where Everyone's welcome.



## Alex Perkins

Alex joined Amazon 6 years ago, and for the last 5 years has worked on making Amazon roles accessible for any group underrepresented in the job market. This includes Care Experienced young people, prison leavers and disabled job seekers across Europe.

In this role, he leads on creating strategies and initiatives that seek to increase the representation of disabled people. This has included overseeing the expansion of the Supported Internship program to over 10 sites in the UK in 2023, a growing partnership with the Down's Syndrome Association, and making Amazon roles accessible for associates who are Blind/Low Vision and Deaf/Hard of Hearing.



Alex blends his 10 years of recruitment and HR experience with a passion for inclusion; working with charities, partners and those with lived experience so create meaningful and impactful change.

## Q & A on Disability Confidence beyond the hashtag



**Join the discussion!**

**Scan the QR code**

**Search for #BASE2023 at [slido.com](https://www.slido.com)**

**Follow us on social media #BASE2023**

**Alexandria****Supported Employment throughout an employee's lifecycle**  
Vikki Walters

An interactive session looking at the evolution of Gloucestershire County Council's inclusive employment programmes and services.

The session will include how by developing partnerships with health, education and other employment provision, Gloucestershire's focus has moved from disability employment to inclusive employment by embedding the principles and actions of supported employment into their wider programmes and services, including the development of the Employment and Skills Hub, a front door to information, advice and support for any resident in Gloucestershire.

It will explore how linking with key county strategies and priorities Gloucestershire has built a business case that will assure growth and sustainability. It will also demonstrate the importance and the value of partnerships in creating a county-wide response to supporting people who have barriers to entering or re-entering the labour market and creating a legacy for future generations.

**Charnwood****Employment Law - understanding how the law can facilitate inclusive recruitment**  
Richard Elliot

In a rapidly evolving world, fostering diverse and inclusive workplaces is not just a corporate responsibility; it's a fundamental driver of success.

In this engaging workshop, participants will explore how to navigate the complexities of inclusive recruitment and how to understand the intricacies of UK employment law related to recruitment, with a focus on the Equality Act 2010. We'll delve into practical strategies for promoting diversity, preventing discrimination, and ensuring fair opportunities for all candidates. Topics covered will include creating inclusive job advertisements, implementing blind recruitment techniques, and providing reasonable adjustments for interviews.

In addition, we will address the significance of diversity monitoring, positive action, and the role of inclusive recruitment in enhancing the overall workplace culture. Attendees will leave with a comprehensive understanding of how inclusive recruitment practices can positively impact their organisations, as well as the tools and knowledge needed to implement these practices effectively.



@base\_tweets



@base.uk



@base.uk



@base.org.uk



**Empress****Self-Employment - A guide to supporting people to become their own boss**

Keith Bates, Kay Wightman, Joanne Stanton &amp; Jethro Picton

As more disabled people are exploring self-employment as a route to work, supported employment agencies are rightly keen to ensure their services are able to support this turn to enterprise.

However, with enterprise development frequently sitting outside of practitioner's experience, supporting someone to set up their own business can feel daunting. This workshop therefore goes back to basics to outline the steps required to set up as self-employed. In doing so it will answer questions like:

- How do we register as self employed
- What forms do I need?
- What else needs to be in place?
- Where can I get help?

As supported employment is all about ensuring we provide the right support to the right persona at the right time, we will also explore how Access to Work can be utilised to ensure that vital support can be sustained.

**Kings Hall****Future of Supported Employment - Funding and commissioning**

Julia Gault CBE, Deputy Director Universal Support Policy Team

Universal Support will increase the availability proven approaches to supported employment across England and Wales in 2024 and beyond. It will support people with disabilities, those with health conditions and people with additional barriers to employment, and seek to place them into sustained work. DWP expect to deliver Universal Support via grants to Level 3 and Level 2 devolution areas where they exist or clusters of upper tier local authorities elsewhere.

In 2023, DWP have expanded supported employment provision via a pioneer phase. This includes providing additional support for 25,000 economically inactive citizens through an expansion of the Work and Health Programme in England and Wales, as well as rolling out Individual Placement and Support in Primary Care (IPSPC) to 42 local authorities in England.

During this workshop, DWP will update on emerging aspects of Universal Support design including how the Pioneer services will inform Universal Support..

**Share your thoughts #BASE2023**

Tudor

## Same Principles, Different Approaches – Delivering Supported Internships that lead to paid employment

Linda Jordan, Zoe Macey,

In this workshop we will discuss the background to Supported Internships and the key principles that make for a successful programme. Supported Internships have been around for several years now, and many young people have moved into sustained paid employment. However, we know that many more young people want to work and so we need to learn from what works and grow the number of internship places in each local area.

Linda will talk about the different approaches and how they work and Zoe will share what is happening in Cheshire East and how they are delivering an innovative and successful Supported Internship model.

Lunch: 13.00 - 13.50, Queens Hall



At DPD, we want to ensure that everyone has the opportunity to flourish in their chosen career.

The DPD Inspire programme was set up to ensure young people with learning disabilities and/or autism are given the opportunities they deserve.

DPD is proud to offer supported **Work Experience, Internships, Apprenticeships** and **employment** to all.

Proud sponsors of the  
**BASE Supported Employment Awards 2023**



## Keynotes: The importance of data to illustrate the success story of inclusive recruitment



### Professor Adam Whitworth

Professor Adam Whitworth is an expert in the design and analysis of employment support interventions to support people to move into, stay in and progress in employment. He has particular expertise in issues around work-health, Supported Employment and IPS, quasi-market forms and effects, local integration, and policy analysis. He has published over 50 peer reviewed articles, book chapters and policy reports.

An applied scholar by nature, his work combines theoretical and empirical analysis and relates to key priorities and challenges amongst policy stakeholders and programmes. He has supported the design and mobilisation of large scale employment interventions in central and regional government in the UK context, including the world's largest IPS trial.



### Laura- Jane Rawlings

Laura-Jane (LJ) left school at 16 with poor GCSE grades, she had experience of being a free school meal student and being singled out because of it. Through her early career she worked in retail and sales, using each step to build her skills, experience and confidence.

Whilst working in recruitment Laura-Jane began to see that the barriers she faced were not unique to her and became a passionate advocate for young people transitioning between education and employment.

Spending time to better understand the structural issues of youth unemployment and the policy around the area, Laura-Jane founded Youth Employment UK in 2012.

Laura-Jane is a passionate campaigner for youth employment and the rights for all young people to access quality employment and have their voices heard on the issues that affect them. Laura-Jane believes that it is for all of us to create a youth friendly society so that young people can fulfil their potential.



Recognised as a leading youth employment expert Laura-Jane provides support, insight and expertise to many groups such as the All-Party Parliamentary Group for Youth Employment, she is the co-founder of the Youth Employment Group, and has supported a range of expert groups on issues of social mobility, employment and skills. Laura-Jane is also a Board Member of the Youth Futures Foundation, DIGIT and the Federation for Education Development, she also spent 8 years as a Secondary School Governor.

**Share your thoughts #BASE2023**



## Claire Cookson

Chief Executive Officer of DFN Project SEARCH, and DFN Foundation, Claire is an experienced senior leader and public speaker with an extensive background in education, innovative curriculum design and best practice supported employment. Formally a headteacher of a broad-spectrum special school, Claire now leads this fast growing dynamic charity that seeks to support best practice transition to employment for people with a learning disability and or autism, both nationally and internationally.

Experienced chair and board member, Claire is currently a Trustee of a specialist school with the primary responsibility for safeguarding. Claire also supports many national workstreams around evidence-based transition to employment provision.



## Join the Debate

Send us your questions via [slido.com](https://www.slido.com) #BASE2023  
Scan the QR code to take you straight to our event page  
Select Q & A for the importance of data

## Workshop B: 15.10 - 16.10

Alexandria

### Disability awareness and access - a real life perspective Michael Grimmatt

Michael is a Disability Inclusion Specialist by experience who supports businesses and councils to look at disability differently. Michael is a well-rounded practitioner with professional, academic and real-life experience of disability, who can balance inclusive strategic development with the practical implementation of measures that deliver change. Michael clearly highlights the barriers that exclude Disabled People from fully participating in our society, while understanding the nervousness many of us feel when talking about disability. Michael will share personal insight and practical guidance about how to make necessary change for the better, removing barriers so Disabled People are fully included within society.

#### Key areas of expertise:

Disability equality and inclusion

Support Planning

Personal Assistance

Direct Payments / Personal Health Budgets

Disability awareness

Disability confidence

The Social Model of disability

Co-production with Disabled People

Charnwood

**Employer engagement - investing in relationships**

Audrey Bodman

In the world of 'Supported Employment' building strong relationships with employers and partners is extremely important.

The art of cultivating, nurturing, and leveraging these relationships is a skill – a valuable investment in time that will yield returns if done correctly. Audrey Bodman will share 8 key tips and strategies you can implement to help build long lasting relationships.

Topics will include:

- What does 'investing in relationships' mean and why it's important.
- How to build trust and manage expectations.
- The benefits of looking at the bigger picture when interacting with employers
- Key points in the relationship where the phone can be used and why
- What part does customer service plays in building relationships?

Be ready for an interactive, informative, and fun workshop.



@base\_tweets



@base.uk



@base.uk



@base.org.uk



**Join the discussion!**

**Scan the QR code**

**Search for #BASE2023 at [slido.com](https://www.slido.com)**

**Follow us on social media #BASE2023**

Empress

**Local Supported employment trailblazer - A year on**

Nerise Oldfield-Thompson &amp; DWP Delivery and Engagement Team

Local Supported Employment Initiative – A Year on

This workshop is a closed workshop for the LSE contracts and providers to review where we are one year after contracts started. Within one year the LSE providers have had their first year Supported Employment Quality Framework Model Fidelity Audits and this is the first opportunity we have had to bring providers together physically in a room.

As part of the workshop BASE and DWP will work with you to:

- Discuss findings so far across the Model fidelity audits
- Share examples what is working and what is not working
- Share ideas of how continuous improvement can be implemented across the 5 stages of supported employment within the contract
- Share ideas of how we can form a community of practice
- Look at how DWP and BASE can support LSE providers moving forward and plan next steps of collaboration.

**Kings Hall****Inclusive Recruitment from the employer's perspective**  
Lee Corless, Sophie Robins

Join Lee Corless from Rangam and Sophie Robins from DPD to explore 'Inclusive Recruitment from the employer's perspective'

This session will provide an overview of best practices when working with employers to create inclusive employment opportunities. The key objectives of the session will be to provide participants with an overview of

- Best practices to create inclusive recruitment
- How supported employment providers and job coaches work with businesses to support inclusive recruitment
- What does successful inclusive recruitment look like - a case study

**Tudor****How EHCPs should support employment pathways**  
Amy Martin

This workshop will give an insight into the function and importance of EHCPs in employment pathways. Amy Martin is an Associate of Inclusive Trading and has vast experience of working in the field of EHCPs and supported employment pathways, including in depth knowledge of the legal framework and Code of Practice relating to EHCPs.

Learning Outcomes will include:

- Understand the purpose of an EHCP within Preparing for Adulthood
- Understand the different employment pathways young people can access
- How EHCPs can support vocational profiling for young people
- Have a better understanding of EHCP funding and how this can be linked to Supported Internships
- Understanding when and how an EHCP can be ceased

**Queens Hall 16.10 - 17.10****Facilitated Networking Zones & Coffee**

We trialling a new conference feature for 2023!

Grab a coffee and join us in the Queens Hall for an opportunity to network with fellow delegates & delve deeper into topics that interest you. We can't promise that we'll have all the answers but we'll definitely be able to find someone who does. Featuring.....

- Job Coach Café
- Self-Employment
- PTG
- Employers, business to business and engaging with employers
- Accessible Tech
- Education & Employment Pathways
- BASE Team/Your Membership/Inclusive Trading

# Conference Dinner & Awards Presentation

## Kings Hall

- 18.00 - 18.30** Drinks on arrival, familiarise yourself with the table plan
- 18.30 - 20.00** Conference Dinner
- 20.00 - 21.30** Awards Presentation
- 21.15 - Late** Live Entertainment

We'd like to say a huge thank you to the award sponsors this year. For taking the time to help judge the awards but also their clear commitment to promoting and celebrating the amazing practice that is taking place across the UK within the Supported Employment community. With more nominations than ever before, our sponsors and judges were challenged to select one winner, so we thank everyone who submitted a nomination.

## Our award sponsors this year are



Large Employer



Small/Micro Employer



Innovation



Practitioner of the Year



Supported Employment Leader



David Grainger Award



All other awards including  
Learner of the Year

**Thank you again to our amazing sponsors.  
If you're thinking about sponsoring a BASE 2024 award,  
please speak to a member of the team**

## Keynote: Empowering Frontline Workers with People-First Technology



### Hector Minto

Hector Minto is a passionate and experienced leader in accessibility and assistive technology. He is currently the Director of Accessibility, Lead Technology Evangelist at Microsoft, where he drives and measures the education and adoption of Microsoft accessibility features and assistive technologies across customers, partners and communities.

He has worked at the cutting edge of accessibility for 25 years, specializing in alternative communication, home automation and computer access. He also contributes to government consultations on disability inclusion and showcases inclusive design, product accessibility, inclusive hiring practices and accessibility innovation. Hector Minto is a visionary and influential advocate for accessibility and disability rights.



@base\_tweets



@base.uk



@base.uk



@base.org.uk

## Workshop C: 10.00 - 11.00

### Alexandria

### Workforce planning for careers and transitions in later life

Dr Steve Beyer, Judith Kerem

This workshop aims to explore the trends and research into the area of employment, retention and retirement in later life for Learning Disability/ Neurodivergent employees. There are common trends for all of us, but more can be more pronounced among this group often with fewer resources to cope, adapt, transition.

For all of us employment can be a social and life anchor and so its loss can have big consequences for quality of life. Change in job roles and skills required, aging, physical and mental health, late diagnosis, caring for elderly parents and partners and coping with bereavement are all factors to consider.

We will also look at how we can address solutions and support people through these transition points to enable someone to retain employment or any activity that they want to engage in. In addition to this we will look at the law and policies shape decision making and how to encourage employers to make positive and realistic workplace adjustments to meet the needs of later life employees.



**Charnwood****Accessible tech breaking down barriers to employment**

Libby Wilkins, Shamima Akhtar

The session will give an overview about current policy developments in supported employment, including early findings and recommendations from the All-Party Parliamentary Group for Assistive Technology's current report inquiry on technology use in supported employment. The report explores how we can improve outcomes by mainstreaming the use of technology by disabled people in supported employment roles. There will then be the opportunity to experience and use accessibility features and apps to support businesses and employees within the workplace, putting into practice the recommendations from this report.

**Empress****Selling Confidence in Action**

Mitch Mitchell, Raph Taylor

There is a level of competence that applicants are required to demonstrate throughout the recruitment process. At application stage competence is demonstrated by writing, at interview stage competence is demonstrated by speaking. Only in the workplace competence is demonstrated by performance, but how do we get this message across to employers?

- How do we attract businesses?
- How do we show them it works?
- How do we deal with their reservations?
- How do we support them to develop confidence in action?

We need to demonstrate we can deliver and more importantly it will benefit employers and support them to have confidence in what we do. By the end of the workshop delegates will be able to -

- Understand and be able to articulate the business case
- Understand how present competence
- Understand how to frame support requirements
- Show them you can deliver
- Understand how to utilise the voice and capabilities of the learner.

**Join the discussion!****Scan the QR code****Search for #BASE2023 at slido.com****Follow us on social media #BASE2023**

@base\_tweets



@base.uk



@base.uk



@base.org.uk

**Kings Hall****Skills Builder - A strengths-based approach to personal development**

Tom Varley, Jackie Southern

Taking a strengths-based approach to personal development starts by focusing on what people do well and the skills they have. We can then build on these strengths to help create a development plan that is person-centred and sustainable.

This workshop explores best practice in essential skills underpinning a strengths-based approach.

Tom Varley, Impact Organisations Manger at the Skills Builder Partnership, will share how the Skills Builder Universal Framework effectively supports personalised provision in an inclusive way, including pathways for supported employment, considering the principles for effective practice and spotlighting resources to help achieve this.

Jackie Southern, SI Tutor at the Cheshire West and Chester Council Skills and Employment team, will share how they have done this on the 'New Ground' Supported Internship Programme and will bring this to life with practical activities to explore and learn from.

**Share your thoughts #BASE2023****Tudor****Balancing business needs with best practice - A guide to sustainable supported employment**

Gemma Mogford, Andrea Randall-Smith

We are celebrating the 10th anniversary of Little Gate Supported Employment. This workshop includes creating and leading the East Sussex Supported Employment Forum, bringing together local service providers to enhance and collaborate with the local offer of provision to our community of SEND. Our primary goal is to collaboratively ensure that employers and customers receive the robust support they need to flourish and enjoy sustained employment.

In this workshop, you'll gain invaluable insights into bridging the gap between business requirements and sustainable employment practices. We'll explore innovative strategies and best practices for supporting both employers and employees in the realm of supported employment. Gemma and Andrea will reflect on the Charities' 10-year journey, and will share their knowledge, providing you with actionable takeaways to implement within your own organisations.

Come and be part of a dynamic community dedicated to fostering employment sustainability and mutual success, while celebrating a decade of impact with Little Gate Supported Employment. Join us and be a catalyst for positive change in supported employment.

Kings Hall 11.10 - 11.55

day two

## Conference Sponsors: This is our why



**Richard Elliot, Director, Inclusive Trading CIC**

Principal Sponsor



**Fiona Jones, Head of Business Development, Fedcap Employment Ltd**

Associate Sponsor



**Lee Corless, Head of Global Expansion, People and Culture, Rangam**

Associate Sponsor



**Briony Williamson, Head of Equity, Diversity & Inclusion Enable Scotland**

Conference Brochure Sponsor

Workshop D 12.00- 13.00

day two

Alexandria

### Quality resources - Building a toolkit that works

Adam Whitworth, Jessica Vian

The Supported Employment Quality Framework (SEQF) is a voluntary fidelity model to support out-of-work individuals with learning disabilities and/or autism (and some other groups) into paid employment. SEQF is the fidelity model used in the DWP funded Localised Supported Employment Intervention (LSEI).

The objective of this workshop is to showcase prototypes of resources that have been designed to help Supported Employment providers better understand, deliver, and evidence high-quality employment provision as defined by the SEQF. These resources have been developed through a collaborative effort involving the British Association for Supported Employment (BASE), the Inclusive Trading CIC, the University of Strathclyde, the University of Sheffield, and eight volunteering service providers.

The session will begin with a brief overview of the project and prototype resources before participants will be able to test the resources and offer feedback to help us to fine-tune them.

**Charnwood****Where Access to Work plus adds value**  
Mel Walls & Tracy Fee

Funding for reasonable adjustments and in work support is often vital to facilitating inclusive recruitment but navigating the Access to Work application process can be problematic.

Recent developments such as Access to Work Plus and Health Passports for Service Leavers, Supported Internships, Traineeships, BSL, Digital, and University students aim to widen the accessibility and participation whilst improving usability of the system.

Our enlightening 'Where Access to Work Plus adds Value' workshop navigates the core funding principles of Access to Work Plus and explores the ongoing Proof of Concept testing, offering a compelling journey of discovery.

Join this workshop to gain insights into the Access to Work Plus employer offer, understand how disabled and neurodivergent people can access Health Passports and share your real-life success and challenges.

**Empress****How to become a reflective practitioner**  
Holly Kelleher Warren Trunchion

This workshop will revisit the Core Values of Supported Employment and allow practitioners to reflect on how they keep these at the fore front of their mind in their practice. Particular focus will be made on the concept of 'work ready' and how time between engagement and employment can be used effectively to prepare job seekers without promoting the idea of becoming more 'employable', a concept we don't believe exists. This 'Back to Basics' Workshop is highly recommended for services and staff just starting their Supported Employment offer, or those who struggle with the 'volunteering' trap.

**Kings Hall****Disability Confident – More than just a badge?**  
Andy Powlson

Disability Confident was designed to lead the way in creating an environment for employers to consider how best to deliver recruitment and retention for their business. It's fair to say that as a self-assessment tool it lacks the depth of scrutiny to ensure that once signed up to it then delivers in action.

This workshop will aim to show how using Disability Confident in a positive way can demonstrate to employers what the potential is for their business and create the way for partnerships to evolve.

It will also cover how to engage with large organisations and open a meaningful dialogue that resonates and understands the needs of both the employer and DWP priorities. Being able to engage and then challenge as a critical friend is the best way forward and this workshop will showcase work delivered with Coca Cola that demonstrates how and what can be achieved.

**Workshop D 12.00- 13.00**

**day two**

**Tudor**

## **Inclusive Apprenticeships - Widening participation**

Claire Gardner, Will Gardner

This workshop aims to provide participants with the knowledge and tools necessary to create and support inclusive apprenticeship programmes. It will empower attendees to work effectively with colleges and training providers while ensuring that apprenticeships are accessible to a diverse range of individuals. Real-life examples will serve as inspiration, demonstrating the profound impact of inclusive apprenticeships on individuals and their communities.

### **Objectives:**

- Supporting providers and employers to build confidence in working with colleges and training providers to embed Inclusive apprenticeships.
- The importance of inclusivity in apprenticeships
- Empowering people to understand the rules around functional skills and how the evidence can support reasonable adjustments.
- Tips and Hints on how to work more effectively with education to widen participation.
- How employers can consider reasonable adjustments to widen participation within their Apprenticeship offer.
- Real-life examples of the difference Inclusive Apprenticeships make to people and communities.

**Queens Hall 13.00 - 13.45**

## **Lunch & Marketplace**

Returning this year after rave reviews in 2022!

Visit our marketplace with a purpose, where you can buy direct from enterprises run by disabled and neurodivergent people. Bring cash!

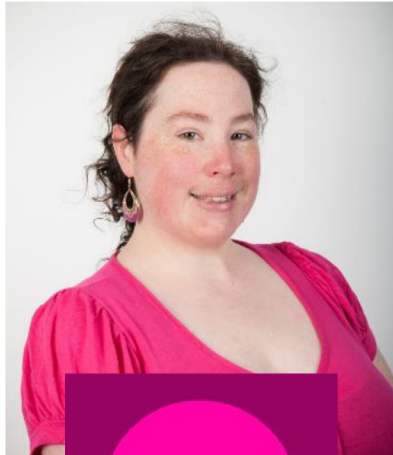


EADS and LIVE (learning, independence, volunteering & employment) are the specialist supported employment teams within North Northamptonshire Council.

We also deliver community projects, most recently launching our Baby Change Bags to support new parents during challenging times. To reach even more families, we are currently in need of (new) 0-3 months vests & onesies, muslins, bibs and scratch mitts.



Donations can be posted to:  
LIVE, Drovers Hall, 40 London Road, Kettering, NN15 7QA  
or contact the LIVE Team on t: 01604 362820



### **Ciara Lawrence**

Ciara Lawrence is a person with a learning disability and is currently working for the UK Leading learning disability charity Mencap in the CEO and Governance team. Ciara's job role is Engagement lead. She talks to people with a learning disability to make sure they are included in Mencap's Big plan work and Ciara has worked for Mencap for 22 years.

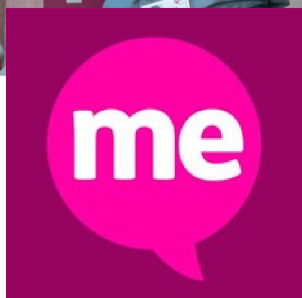
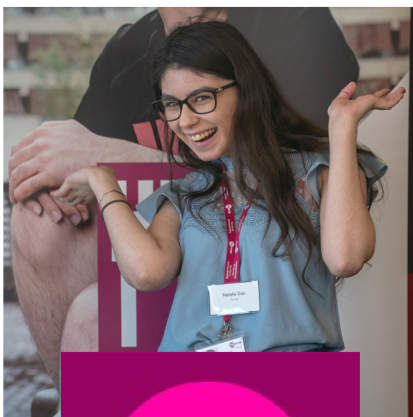
She has had lots of different jobs in the organisation over that time. These include working in the Reception Facilities Team, the Campaigns and activism Team, the fundraising team and Celebrity Media team. Ciara has also worked for Mencap's Employment service.

Ciara is a Trustee for the learning disability charity Sunnybank Trust for adults who have a learning disability. She also has another Trustee role with Head 2 Head Sensory Theatre.

Other organisations Ciara has volunteer roles with are Ambassador for Jo's Cervical Cancer Trust and a Get Lippy Campaign Ambassador for the Gynaecological cancer awareness charity The Eve Appeal. Ciara is also a patron for Dance Syndrome and Include.org

Ciara is really personally and professionally passionate about challenging negative views and perceptions about people with a learning disability like her. One of the ways Ciara does this is through Ciara's Pink Sparkle Podcast that she started during the Coronavirus pandemic. Some of her recent guests have been Penny Mordaunt MP, Gail Porter, Jeremy Vine, Stephen McGann, Kacey Ainsworth and Gaby Roslin.

In her personal life, Ciara got married 10 years ago to her husband, Mark. Singing and spending time with her family is important to her in any spare time she has.



### **Natalie Duo**

Natalie Duo was one of the first young people to access Mencap's Supported Internship programme in 2017. With aspirations to be a journalist, she completed a placement with the Financial Times.

The placement went very well, so although there were no suitable roles at the FT, Mencap recognised Natalie's potential and she secured a job as a Coordinator a London-based employment programme.

Having excelled in the role, Natalie moved onto a new role as Co-Trainer in 2021 and has been delivering learning Disability Awareness sessions to employers ever since.



## SPONSORS OF THE DAVID GRAINGER AWARD

This award is presented to a disabled person who has made outstanding progress in their employment and is a significant 'team player' who always supports their colleagues.



**Employer  
Engagement Phone  
Skills Specialists**

### CONTACT US NOW OR VISIT OUR STAND

Main website: [www.outshinegroup.co.uk](http://www.outshinegroup.co.uk)

Telephone: 01157 750125  
Email: [audrey@outshinegroup.co.uk](mailto:audrey@outshinegroup.co.uk)



# Paid internships for autistic people

**Our Employ Autism programme provides paid experiences of work to autistic people aged 18 and over.**

We train and support a range of employers to develop these inclusive placements.

### Contact us

The Pears National Centre  
for Autism Education  
Woodside Avenue,  
London N10 3JA

✉ [ean@ambitiousaboutautism.org.uk](mailto:ean@ambitiousaboutautism.org.uk)  
🌐 [ambitiousaboutautism.org.uk/  
what-we-do-/employment](http://ambitiousaboutautism.org.uk/what-we-do-/employment)

### Follow us

🐦 [ambitiousautism](https://twitter.com/ambitiousautism)  
📘 [ambitiousaboutautism](https://www.facebook.com/ambitiousaboutautism)  
@ [ambitiousaboutautism](https://www.instagram.com/ambitiousaboutautism)

Registered charity in England and Wales:  
1063184 and a registered company: 03375255.



**Alexandria****Universal design - How to create accessible work spaces for neurodivergent staff**

Henrietta Valler-Still, Catherine Leggett

At Ambitious about Autism, the national charity for autistic children, young people and their families we provide employability services, training and consultancy and education services, we campaign for change by raising awareness, acceptance and understanding of autism. With only 29% of autistic individuals in full or part-time employment, even though the vast majority want to work, working with employers is crucial. As part of our offer, we work closely with employers and advise around universal design principles so that the physical working environment is accessible and inclusive. This workshop is interactive and designed for you to take away best-practice approaches.

- An introduction to our work experience programmes
- Referencing our Employer Work Experience package used in our education settings and readily available toolkits and resources.
- Overviewing the concept of universal design and accessibility, generally and with reference to autism, neurodiverse communities and some of the commonly co-occurring mental health and physical aspects for consideration.
- Hearing from delegates: experiences of affecting positive changes in the physical working environment to support neurodiverse people to thrive in employment through inclusive design

**Charnwood****Reverse Job fairs as an Inclusive Recruitment Tool:**

Chloe Foran, Emma Shepherd

Do you know what a Reverse Jobs Fair is and how to deliver your own event? This highly practical workshop will explain what they are, the benefits of holding one, lessons learnt, plus what resources you will need to confidently deliver your own Reverse Jobs Fair.

Join Chloe Foran from Liverpool City Council and Emma Shepherd from Inclusive Trading CIC who will guide you through everything you need to know to utilise the Reverse Jobs Fair as a highly effective way to support candidates, or supported interns, in their employment journey.

**Empress****Quality at the heart of Supported Internships**

Lily Beyer

As part of the Department for Education's (DfE) Internships Work programme, a revised Supported Internship Quality Assurance Framework (SIQAF) has been published in April of 2023. It is designed to be used as a self-assessment tool for Supported Internship (SI) providers to determine the quality and success of their SI programme. It should be read and used in conjunction with the DfE's Supported Internship Guidance. It will highlight the programmes strengths and should be used as an annual continuous improvement tool. In this workshop we will be exploring the SIQAF and determining together if it is 'friend or foe'. Considering; how can you use the SIQAF to support you and your programmes continuous improvement efforts? How can it be used to improve your partnership working and how can we collectively use it to improve the systems in which we work?



**Kings Hall****Local Authorities leading by example on Inclusive Recruitment****James Holden, Ramsay Taylor**

James Holden, from Cheshire West and Chester Council and Ramsay Taylor from Durham County Council will be discussing the work they have achieved within their respective local authorities when it comes to tackling inclusive recruitment. They will be sharing their learning and the challenges they have faced when changing cultures and organizational development from within a local authority.

This pursuit is by no means complete but will be an opportunity for them to share with delegates how their local authorities started the journey, achievements to date and their shared vision for the future of inclusive recruitment.

This workshop will challenge delegates to think creatively and strategically when changing long-standing process, systems, and culture.

**Tudor****Incorporating the five stages of Supported Employment into social enterprise****Sara Bradbury, Louise Long, Sheldon McMullan**

Come and hear how two long standing charities, Enham Trust and Yateley Industries for the Disabled have delivered Supported Employment through their social enterprises for over 190 years between them!

We will introduce you to the five stages of supported employment in a social enterprise setting, how you can embed them to become instinctive in everything that you do and how they have led to our success. We won't be covering funding specifically in this session, however both organisations are DWP's TESS providers and are piloting the Access to Work Plus funding model, in the session we will tell you how this has impacted our enterprises and importantly those we support.

**Exhibitors: Queens Hall**

- Access to Work
- Disability Confident
- PTG
- The Mason Foundation
- Rangam
- iDiversity
- Fedcap Employment Ltd
- Internships Work
- Enable Works
- Social Care Network
- EADS
- Outshine
- Ambitious about Autism
- CareTrade Charitable Trust
- Brain in Hand

We are a specialist consultancy team delivering advice and services to promote best practice that include:

- Workplace Adjustments
- Management Coaching
- Neurodiversity Coaching
- Awareness Training
- Assistive Technology
- Access to Work Support

### Coaching

We provide specialist coaching services in the areas of leadership development, marketing strategy, managing teams, inclusion, building disability confidence and accessible technology.



### Awareness Training

Specialising in supporting disability, fostering inclusion and promoting accessibility.

We can support you as an employer to integrate these themes as a key part of your Diversity & Inclusion (D&I) strategy and raise awareness across your team.



### Assistive Technology Solutions & Training

We are able to provide a wide range of Assistive Technology solutions & training that can support your neurodiverse employees

We can also help guide you through the Access to Work process and provide AT Products, Training, Coaching & more.



### Diversity & Inclusion

We can support your organisation through your Disability Confident journey, providing guidance and accreditation.

Whether for recruitment, 'on boarding', new staff or developing an inclusive culture.



### Contact us:

Website:  
[www.idiversityconsulting.co.uk](http://www.idiversityconsulting.co.uk)  
Email:  
[Info@idiversityconsulting.co.uk](mailto:Info@idiversityconsulting.co.uk)  
Phone:  
01353 881 622



THE CAREERS & ENTERPRISE COMPANY

We want every young person to access modern, 21st century careers education, no matter what their background or circumstance.

At The Careers & Enterprise Company, we support schools, colleges and special schools to ensure all young people achieve their optimum career outcome. We do this by:

- Providing day-to-day support through our Careers Hubs.
- Working with local Employers to ensure they have the knowledge they need to best support encounters and experiences of the workplace for all young people.
- Providing a bank of resources used by professionals across the country.
- Building a community of practice for careers professionals
- Developing Careers Leaders in their role through fully funded training and additional CPD.

To find out more, visit [www.careersandenterprise.co.uk](http://www.careersandenterprise.co.uk)



Explore our resources today!

**15.15 - 15.20**

**Transition back to King's Hall**

**15.20 - 15.25**

**Looking forward to 2024 EUSE Conference**

**15.25 - 15.35**

**Plenary and close**



@base\_tweets



@base.uk



@base.uk



@base.org.uk



Inclusive Trading CIC is the national training and consultancy organisation assisting the Supported Employment sector, policy makers and businesses to embed inclusive recruitment at every stage of employment

Laura Davis, CEO has a national reputation for establishing and setting up high quality supported employment teams, business development and working with businesses to move them from disability confident to disability confident in action.



Nerise Oldfield-Thompson, Operations Manager, has quality running through her DNA and a long history of developing creative /proactive solutions to any training, organisational or development need.



**Our consultancy offer provides tailored support, delivered by a highly diverse & experienced team of associates. Our team of experts have experience from high level leadership, establishing and setting up services, training design and organisational development through to operational design within teams.**

#### **Themes from some of our programmes**

Embedding quality into service provision | Workforce planning

Promoting Inclusive organisational cultures | Developing communities of practice

Embedding Inclusive recruitment

**We are national partners on several programmes including Internships Work, Local Supported Employment Initiative as well as working with organisations such as Coca-Cola through Disability Confident leadership status.**

**We are focused on solutions that meet your business needs, so please get in touch for a free conversation**

# Supported Internship Job Coach Training

As part of the Department for Education Internships Work investment programme, BASE in partnership with Inclusive Trading can provide free training for Job Coaches in Supported Internships.

## Funded training on offer:

### SET

#### Supported Employment Techniques training \*

SET offers a comprehensive overview of the supported employment process. Covering core values / jobseeker engagement / vocational profiling / employer engagement / job matching and in-work support and career development.

### TSI

#### Training in Systematic Training\*

TSI and the Structured Training method is widely recognised as one of the pivotal training methods for supporting people with additional needs in the workplace. The course explores the power balance between trainer and learner and focuses on empowering the learner to reach independence.

\*Online and Face to Face delivery options available

## Eligibility

To be eligible to access this free training offer you must be:

- A job coach working on a Supported Internship programme or/
- A follow-along job coach working with graduate supported interns supporting them into employment or/
- A direct manager of a job coach working on a supported internship

## How to sign up?

1. Download and complete an enrolment form from [www.base-uk.org/supported-internship-job-coach-training](http://www.base-uk.org/supported-internship-job-coach-training)
2. Send your completed form with managers consent to [training@base-uk.org](mailto:training@base-uk.org)
3. We will send you all of the available course dates to select from

Note: If your organisation is interested in hosting an in person course please get in touch with Lily Beyer

For more information go to [www.base-uk.org/supported-internship-job-coach-training](http://www.base-uk.org/supported-internship-job-coach-training) or contact [lily.beyer@base-uk.org](mailto:lily.beyer@base-uk.org)

Internships  
**WORK**

Doubling supported internship  
provision in England.

Funded by  
 Department  
for Education

Delivered by  
 **NDTi**  
National Development Team for Inclusion

 DFN  
Project SEARCH

 **base**  
british association for  
supported employment