

BASE Conference

& annual general meeting

Milton Keynes Jurys Inn
27-28 November 2018

www.base-uk.org

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base
british association for
supported employment

Venue Information

Parking

We strongly advise travelling by train as the venue is less than 10 minutes walk from Milton Keynes railway station.

Parking is available on the streets nearby or in the Council's car park areas:

- Witan Street parking: £38 for up to a week
- Midsummer Boulevard: £39 for up to a week
- North Fifth Street: £38.50 for up to a week
- Upper Fifth Street: £20 for 10 hours

Smoking

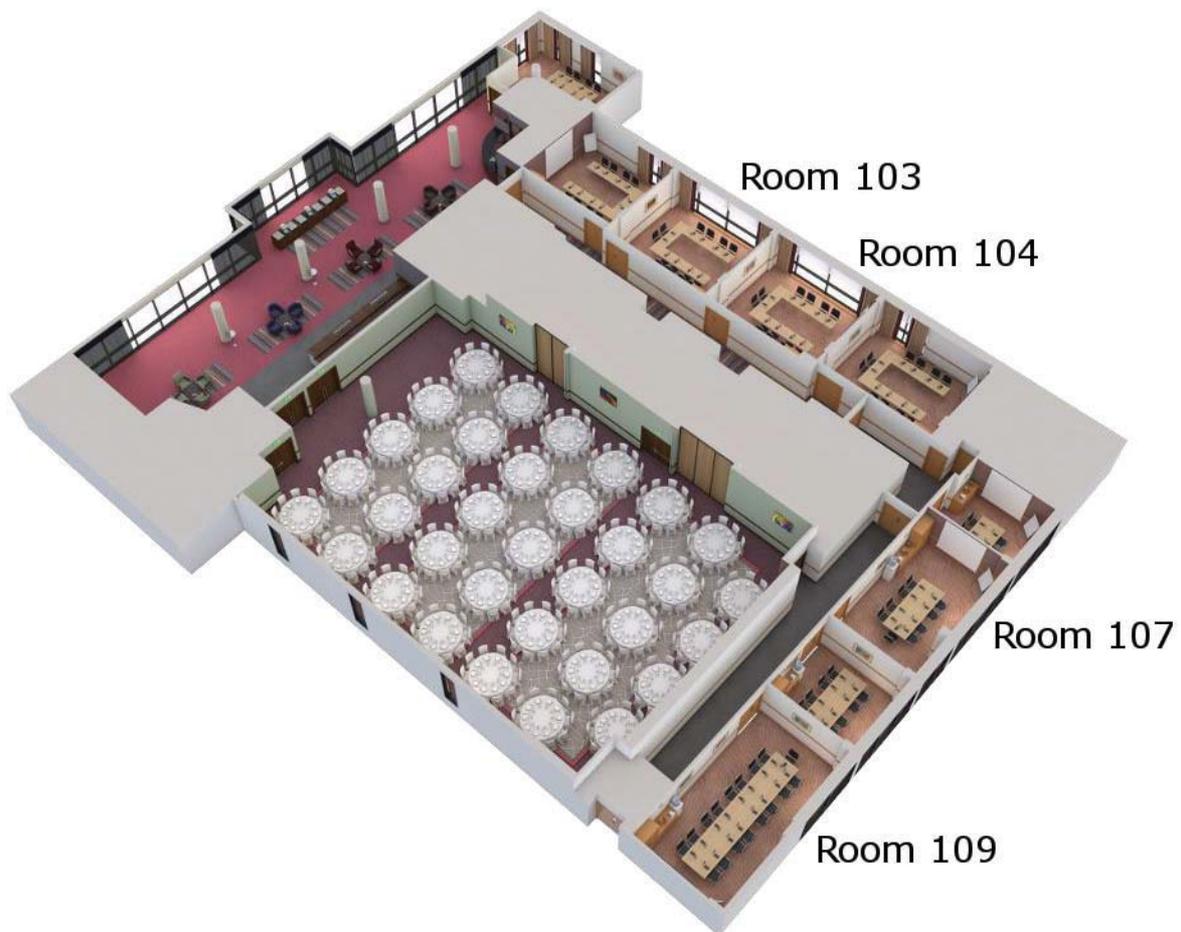
Jurys Inn is a no smoking venue so smoking and vaping is only allowed outside.

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.



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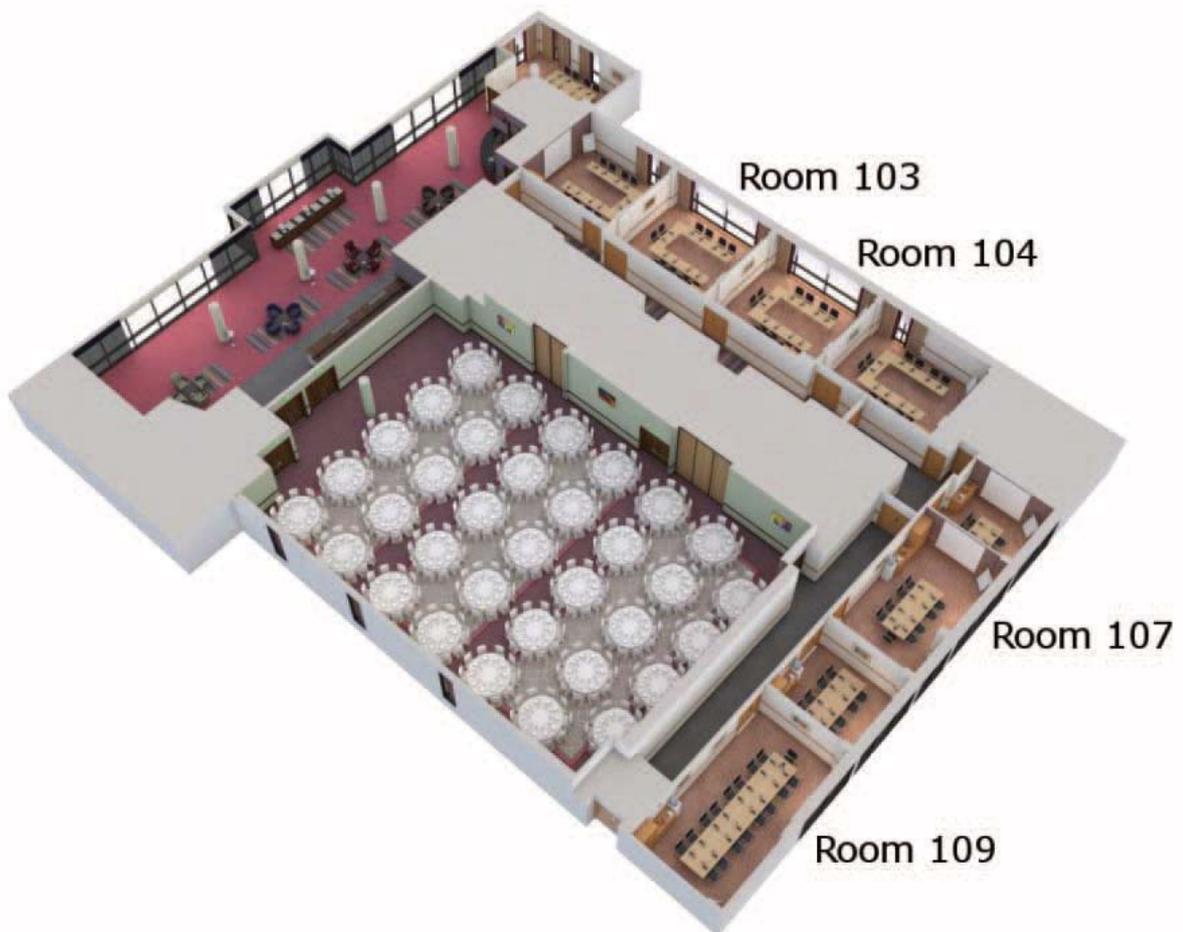
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Welcome

Welcome to the 13th annual BASE conference. We've a very full programme for you again with 12 speakers, 20 workshops and a panel discussion on offer. We've tried to cover the spectrum of activity but there's a focus this year on support for young people. We'd like to welcome again the parent carer representatives who've joined us for the conference.

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. We've been active in securing a financial future for Supported Businesses and assisting with the implementation of the Supported Employment proof of concept across 9 local authorities.

There's been a huge growth in Supported Internships and, with the development of inclusive apprenticeships, there's a real need to ensure that support to jobseekers and employers is of the best quality. We've been using the SEQF quality framework to support organisations to look at quality and the feedback is that it's useful, if challenging at times.

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 for their dedication and passion.

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, BASE

3 reasons to join BASE

Big enough to be heard, small enough to care

We liaise with governmental departments to develop policy across various areas but are also accessible to our members; support, advice & guidance are only a phone call away.

Quality, quality, quality

BASE has been instrumental in developing the Level 3 Certificate, National Occupational Standards for Supported Employment and the SEQF service quality framework. We can provide tailored training for our members at a discounted rate.

Value for money

As a charitable organisation we answer to our members not shareholders. All monies go back into supporting the members through our website, social media, regional meetings, news alerts, networking and projects.



Programme

Tuesday, November 27

- 9.50 Welcome: Laura Davis (Chair, BASE)
10.00 Sarah Newton MP (Minister for Disabled People, Health and Work)
Richard Elliot (Manpower Group)
Ben Willmott (Chartered Institute for Personnel and Development)

The speakers will be followed by a short Q&A session

- 11.05 Break
11.30 Workshops: session A
12.30 Lunch
1.40 Katharine Davies (Department for Education)
Graham Quinn (New Bridge Group)
Adam Boddison (NASEN)

The speakers will be followed by a short Q&A session

- 2.50 Workshops: session B
3.50 Break
4.15 Huw Davies (BASE)
4.30 BASE Annual Review and AGM (Open to non-members)
5.00 Close
7.00 Conference Dinner and Awards evening

Wednesday 28 November

- 9.30 Workshops: session C
10.30 Break
11.00 Lauren Melleney (NHS England)
Sean Russell (West Midlands Mental Health Commission)
Adam Swersky (Social Finance)

The speakers will be followed by a short Q&A session

- 12.10 Lunch
1.20 Workshops: Session D
2.20 Carmel McKeogh (Project Search)
Mrunal Sisodia (National Network of Parent Carer Forums)
3.00 Discussion panel: Where next for Supported Employment and IPS?
Steve Beyer, Kathy Melling, Hugh Pullinger, Miles Rinaldi and Adam Swersky
3.50 Plenary
4.00 Close

Speaker Biographies

Dr Adam Boddison, *Chief Executive, NASEN*



Dr Adam Boddison is the Chief Executive for nasen (National Association for Special Educational Needs) with responsibility for strategic direction and operational delivery across the full breadth of nasen's activity. He is also the Chair of the Whole School SEND consortium, which is leading on the delivery of the government's SEND Schools' Workforce contract. Adam is a National Leader of Governance, Chair and Vice-Chair of two Local Authority primary schools and a Trustee at two Multi-Academy Trusts, which span primary, secondary and specialist settings. Adam is a Trustee of the Potential Trust, a member of the National SEND Forum and a Fellow of the RSA.

Prior to this, Adam held a number of senior education roles including Director of the Centre for Professional Education at the University of Warwick and Academic Principal for IGGY (a global educational social network for gifted teenagers). He has published a range of mathematics books and is a qualified clinical hypnotherapist.

Huw Davies, *Chief Executive, British Association for Supported Employment*



Huw helped to found BASE in 2005, having previously chaired the Association for Supported Employment (AfSE) from 2002. He chaired BASE from 2005 to 2008 when he was appointed as chief executive. During his time at BASE, it has developed into the national voice for specialist employment support, developing national occupational standards and a Level 3 Qualification for Supported Employment practitioners. Huw is a member of the Executive Council of the European Union of Supported Employment.

Having initially trained as a social worker, Huw's background is in managing Supported Employment services. He established the supported employment service at Bury Council in 1993 and managed it until 2007. In 2007, Huw took on a strategic planning role around mental health in the North West of England for the Department of Health.

Katharine Davies, *Department for Education*



Katharine has recently joined the SEND, Alternative Provision and Attendance and Behaviour Unit in the Department for Education and leads on preparation for adulthood (including pathways to employment and supported internships) for young people with SEND. She has previously worked on Targeted Youth Support reforms – working with Local Authorities and the voluntary sector to improve services for vulnerable young people. More recently Katharine has worked on the academies programme, leading the development and implementation of a capital budget.

Richard Elliot, *Human Resources Manager, Manpower*



Richard is a senior human resources professional with the Manpower Group and has over 20 years' experience of supporting large organisations with their HR strategy. He currently sits on the steering committee of Aspirations, a CIC set up to support individuals with Asperger's in the workplace, and is also a member of the Disability Confident Business Leaders Group, a group comprising of leading figures in the business community who work with government on its aspiration to halve the disability employment gap.

A regular speaker on the topic of disability in the workplace, Richard's drive and commitment to supporting individuals with disabilities stems from having an autistic son and wanting to create an environment whereby employers see the huge talent and potential that this largely untapped talent pool possesses.

Carmel McKeogh, *DFN Project Search*



Carmel has been passionate about promoting the employment of people with learning disabilities since 2002, speaking at numerous conferences in Europe and providing advice and guidance on how organisations' policies and practices can be adapted to create a fairer workplace for people with disabilities. She now works for Project SEARCH as a Program Specialist in England, Ireland, Scotland, Wales, and Europe. She was previously Deputy Chief Executive at Blackpool Council.

Carmel began her career in HR in the retailing business. She worked her way through the management ranks from Management Trainee to Regional Personnel Manager before moving to the South East to take on the role of Personnel and Training Manager for an international marketing company. In 1993 Carmel moved into the public sector and became the Diversity in Employment lead at Blackburn with Darwen Borough Council. In 2002 she went on to become the Head of Human Resources in Stockport Council in Greater Manchester.

Carmel is a trustee of a disability charity in Blackpool, an associate of North West Employers network and now has her own consultancy business.

Lauren Melleney, *Project Manager, NHS England*



Lauren is a Project Manager for NHS England and has led work on expanding investment in IPS services as part of the NHS Five Years Forward plan.

Lauren has been working in NHS England's Adult Mental Health team since the beginning of 2016, working across the programme but notably leading work on increasing access to Individual Placement and Support (IPS) services nationally, and supporting work on the Early Intervention in Psychosis (EIP) standard. Prior to this, Lauren worked in Medical Communications, before completing a master's degree in Global Mental Health.

Sarah Newton MP, Minister for Disabled People, Health & Work



Sarah Newton was appointed Minister of State at the Department for Work and Pensions on 9 November 2017. She was Parliamentary Under Secretary of State at the Home Office from 17 July 2016 to 9 November 2017. She was elected Conservative MP for Truro and Falmouth in May 2010.

Sarah served as Assistant Government Whip from May 2015 until July 2016. Sarah was previously a councillor on Merton Council. During her time in Wimbledon, she served as the head of Friends of Cannizaro Park.

Sarah was a marketing officer for IBIS, Citibank and American Express. After working for American Express for 4 years she became Director of Age Concern England. Sarah is also Founder and Initial Director of the International Longevity Centre.

Graham Quinn, CEO, New Bridge Group



Graham is the CEO of the New Bridge Group, a cluster of organisations based in Oldham that support the learning, social and pastoral needs of over 700 children and young people with additional needs between the ages of 4 and 25. Graham fervently believes that young people should be given the skills and attributes to enable them to contribute and participate in their communities and society as a whole, and the group works to create appropriate and high quality individual pathways.

Graham has spent over 25 years in the SEN field – he has previously been a headteacher, deputy and senior teacher in five other schools and this is his third headship. Graham is the chair of the Special Schools Academies Trust (SSAT) SEN headteachers' steering group, a network representing the views of 450 special schools across the country. He is a National Leader of Education and plays a key role as chair of Special Schools' Voice, a national organisation representing the views of special schools and working to influence educational thinking and policy at national level. He also advocated for young people with disabilities on the 2012 Olympic group.

Sean Russell, Director of Implementation, West Midlands Mental Health Commission



Sean Russell is Superintendent within West Midlands Police and is the Force lead for Mental Health. He is seconded to the West Midlands Combined Authority as the Director of Implementation for the Mental Health Commission. Recently he has been appointed at the Director for implementation of the Mental Health Commission Action plan and is working across the West Midlands Combined Authority footprint to reduce the burden of mental ill health, improve people's lives and encourage healthier more productive communities. This includes the Thrive IPS initiative.

Sean has a keen interest in policing mental health and the impact this has for both the service user and the police. He is the lead for the MH triage project where Nurses, Ambulance staff and Police attend together to persons in crisis providing a 'one stop shop' approach to mental ill health delivery. He is involved in the National Liaison and Diversion Pilot where mental health staff work more closely with the Criminal Justice System.

Mrunal Sisodia, Co-Chair, National Network of Parent Carer Forums



Mrunal is the proud father of two children. His son was born very prematurely and he has cerebral palsy, autism, epilepsy, learning difficulties and an insatiable lust for life. Mrunal is the East of England steering group member for the National Network of Parent Carer Forums and since July 2017 has the pleasure of serving as national co-chair of the organisation.

Mrunal is a passionate advocate of participation and co-production and believes that the direct, authentic voices of all sectors of the community must be involved in making decisions about how the services they use are commissioned, built and delivered.

Prior to joining the NNPCF Steering Group, Mrunal was a director at Leonard Cheshire Disability and has extensive experience of the charity sector - developing strategy, business plans and new services. In a previous life, Mrunal was a director of strategic change management at Deutsche Bank and has over 20 years of experience of leading large, complex organisations and change programmes.

Adam Swersky, Director, Social Finance



Adam is a Director at Social Finance and leads the health and employment team. He designed and launched the world's first Social Impact Bond to support people with mental illness into work. He is currently working with DWP, DH and NHS England on a number of their flagship health and employment programmes, including the West Midlands Combined Authority health-led trial of Individual Placement and Support (IPS) and IPS Grow.

Adam was previously a Project Leader at the Boston Consulting Group (BCG), where he worked across the public, private, and social sectors. This work ranged from forecasting social investment demand in England to developing the tourism strategy for Iceland. He was previously seconded to the Clinton Health Access Initiative (CHAI), where he helped to secure funding for a malaria treatment programme in Niger. Adam has an MBA from INSEAD and a BA in Economics from Cambridge. He is currently also a Councillor in the London Borough of Harrow, where he is the cabinet member for Finance and Resources.

Ben Willmott, Head of Public Policy, Chartered Institute of Personnel and Development



Ben leads the CIPD's Public Policy team, which works to inform and shape debate, government policy and legislation in order to enable higher performance at work and better pathways into work for those seeking employment. His particular research and policy areas of interest include employment relations, employee engagement and well-being, absence and stress management, and leadership and management capability.

Ben joined the CIPD in 2003. He started his career in regional journalism and prior to joining the CIPD was news editor and employment law editor at Personnel Today magazine. He has an LLM in Employment law from Kingston University.

Training for supported employment practitioners

BASE delivers an accredited Level 3 Certificate for Supported Employment Practitioners and over 300 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
- Engaging employers in Supported Employment
- Job-matching and securing Supported Employment
- In-work support and career development

Full information is available at <http://base-uk.org/cert>.

We also deliver a popular 5-day unaccredited training course and a range of consultancy services

www.base-uk.org/training

"Really fantastic course. The trainers are full of knowledge, really dynamic and interactive."

"This is a fantastic course and very inspirational."

"Excellent course – promotes best practice and equips staff team with strategies."

"Buzzing - wish I'd done this years ago."

"Both trainers are extremely knowledgeable and interesting to listen to; kept us engaged at all times."

Helping people to maximise their full potential.

Providing high-quality, flexible solutions to make a positive and lasting impact on the lives of our customers and their communities.



To find out more come and talk to us at our stand, or call us on **0800 917 9262**.

www.workinglinks.co.uk



A1

How to create a successful careers programme in schools that leads on to employment

James Whybra & Louisa McClure (The Castle School, Newbury)

Main Hall

We are a 3-19 Special School. We plan to take you on our journey over the past 5 years where we have moved away from the traditional approach to careers to a programme that has resulted in a huge increase in students leaving our school with paid employment. We will take you through the challenges we have faced, solutions we have come up with and mistakes we have made along the way. We will also talk about linking in to Supported Employment services and the key role they play in ongoing support.

We hope this workshop will be useful for:

- Schools and Colleges
- Supported employment services who are keen to work with schools and colleges
- Local Authority representatives
- Parents

Learning for delegates:

We will cover:

- Our approach to employer engagement
- Our model of progression from work experience, to work placements and then on to Supported Internships
- The qualifications we do (and more importantly all those we got rid of!)
- The importance of branding
- How best to support the employer
- How we link with local supported employment services



A2**Vocational profiling – back to basics****Holly Kelleher (BASE)****Room 107**

Vocational profiling is much more than a 'form filling' or an administrative exercise. A good vocational profile will give the Supported Employment practitioner a clear employment pathway for the job seeker and simplify the job matching process. It will also provide invaluable information for the employer, giving the new employee the best possible chance at career progression.

This workshop will explore all the methods used for gathering information for the Vocational Profile, resources available to practitioners and guidance on who to include in the process.

Learning for delegates:

- Delegates will understand the value of the vocational profile in making a successful job match for jobseekers and employers.
- Delegates will leave able to create their own vocational profiles and with samples which can be used if needed. Delegates will understand a range of techniques and approaches which can be used when completing a vocational profile.

A3**Employer Engagement – back to basics****David Stenning, Mark Parrin (Kent Supported Employment)****Room 109**

This workshop offers a strategic and operational look at good practice regarding employer engagement. We'll discuss Kent Supported Employment's "2 pronged" approach to employer engagement. It will be an interactive session sharing ideas, looking at all types of employers including those based in rural and urban areas. The workshop will look at creative ideas that truly engage employers and have them calling you! We'll have plenty of practical ideas and case studies including cascading awareness and information to all employees in a company and keeping employers on board.

Learning for delegates:

- How to have employers calling you!
- Knowledge of our sector's best practice strategy to employer engagement
- Ideas on how to structure and manage staff to enable best practice employer engagement
- An understanding of the "broad brush" and "individualized" roles
- How to start a conversation with employers
- How to keep employers engaged
- Effective use of employers as "preachers"
- How best to support employers with their needs

A4**Employment support for mentally ill ex-offenders:
how does IPS compare?****Jonathan Allan (Enable), Dr. Graham Durcan
(Centre for Mental Health)****Room 103**

The Centre for Mental Health in conjunction with Enable, an IPS Centre of Excellence, and other partner organisations, developed and ran a 3 year project seeking to test out IPS (Individual Placement and Support) for mentally ill offenders on release from UK prisons. Traditional approaches to supporting this group into employment have had poor results and the workshop will describe the context and operation of the project plus the project evaluation.

Learning for delegates:

- This workshop will provide an overall view of employment for mentally ill ex-offenders and how “business as usual” within criminal justice compares with an IPS approach to supporting people into employment.

A5**Future Proofing the UK's Supported Businesses****Melanie Walls (BASE), Avril Magee, Ian Milton (DWP)****Room 104**

Our workshop will reflect on the past 12-months and what we have achieved by working collaboratively with the National Supported Business Steering Group, DWP and the UK's Supported Businesses.

We will discuss Supported Business Steering Group activity over the past 12-months following the Ministerial statement at the 2017 BASE Conference. This includes a new funding stream through Access to Work and site visits by high level DWP officials alongside Access to Work test assessments.

We will discuss the activity of our 7 task groups, collaborative working with Scottish Government, and a pro-active approach to the promotion of Supported Businesses with Jobcentre Plus colleagues and other stakeholders.

Our workshop will be practical and interactive; what do you feel will help the wider sector including ‘other Social Enterprises’, to grow and develop; over the shorter term (next 12-months) and also the longer term as the EESG comes on line from 2021.

Learning for delegates:

- The achievements of the Supported Business Steering Group since the 2017 BASE conference
- What our 7 working groups are aiming to achieve and how you can contribute
- How all of the above fits together for the 57 Supported Businesses across the UK
- How other Social Enterprises will fit with the Extra Employment Support Grant

Workshop Programme

Parallel Sessions B

Tuesday: 14.50 – 15.50

B1 Access to Work

Debbie Bradford, Graham Beckwith (DWP)

Main Hall

This workshop will explain how the Access to Work scheme can assist people with disabilities and health conditions overcome barriers they face in the workplace including those with the greatest needs. There will be the opportunity to ask questions to the Access to Work team.

Learning for delegates:

- Your chance to ask about how the Access to Work programme can support individuals

B2 Becoming an ESFA Provider to deliver Supported Internships

Helena Jennings and Matt Clifton (bemix)

Room 107

Becoming an education provider is a huge opportunity and challenge! We'll share the excitement and stresses of working so that young people achieve in ways they and their families never thought possible, through Supported Internships under an education contract.

This workshop is for supported employment providers considering contracting with the Education and Skills Funding Agency (ESFA) to deliver Supported Internships. Schools considering a separate legal entity for post-16 provision will also benefit.

We'll share:

- Our experience of the ESFA's due diligence process and how we are designing and developing best practice Supported Internships in partnership with the ESFA and our local authorities, including Section 41 Status under the Children and Families Act 2014.
- How we work with the high needs funding system and Access to Work to fund high quality provision, including understanding the challenges for cash flow and growth. We will also outline how providers need to work closely with their local authorities while also liaising directly with the ESFA.

bemix (formerly Skillnet Group) is a social enterprise working alongside people with learning disabilities and/or autism in East Kent and Medway. We were one of the first BASE members to set up as an education provider with the ESFA.

Learning for delegates:

- How to plan and work with the ESFA and your local authority (LA) to set up as a new education provider for post-16 learners to deliver Supported Internships, including understanding Section 41 Status.
- Best practice for designing Supported Internships, including resourcing employer engagement and integrating work placements with teaching functional skills.
- How to combine high needs education funding with Access to Work to fully fund Supported Internships. How high needs funding works between the ESFA and your LA.

B3 Creative Planning

Ellen Atkinson (Preparing for Adulthood)

Room 109

The workshop will explore how to support young people to think about wider outcomes beyond education. For example, where they might live and who with.

What type of jobs they might do and how to get the right support.

It will consider how we can encourage young people to think about achieving their aspirations and to be well prepared for adult life and share how effective planning can make a difference.

Learning for delegates:

- Delegates will have information on initiatives about how to plan effectively with young people in a range of ways to ensure that, irrespective of need, young people can get their voice heard.
- It will be an opportunity to learn about what works, to understand how to overcome some of the barriers that young people may face when planning beyond education and who can help.

B4 Supporting self-employment

Robert Elston (Status Employment), Emma Shepherd (Croydon Council -Gateway Employment Support Service)
Keith Bates (Mutually Inclusive Partnerships)

Room 103

This workshop looks to explore the recent supported self-employment academy that was set up in partnership between Croydon Council, Tree Shepherd and Status Employment. It will address the practicalities, funding, ideologies and evaluation behind the process so that it can be set up in other areas. The workshop will look at what worked well and what were the learning experiences from the pilot as the second academy is about to get underway. It will look at candidates' experiences and how their businesses are developing. What could help with the relationship between disabled entrepreneurs and the DWP? It will also open a discussion about what is needed from the entrepreneur facilitator.

Learning for delegates:

- How to set up a supported self employment academy in your area, using a supported employment model, using partnership work and direct payments to fund an academy.



Geraldine Scott-Smith (Pluss)

Room 104

We're sure you all know about Disability Confident. The scheme that replaced 'Two Ticks' a couple of years ago and has gained considerable momentum since then. There are three different levels and employers are encouraged to 'sign up' and commit to a range of actions.

To Pluss, Disability Confident (or Diversity Confident as we now tend to call it) is also a lot more than this. It's embedded into everything we do. It's about celebrating loudly the skills and talents that people from all walks of life bring to business. It's about winning employer hearts and minds. And it is about changing the way the world thinks when it comes to disability and employment.

This session will explore how Pluss has chosen to use the Disability Confident campaign to engage with the outside world, particularly to convince employers to embrace diversity . . . and to employ lots more people!

Learning for delegates:

Delegates will have the opportunity to discuss and share great practice including:

- Running unforgettable events – how to get employers involved, inspired and offering lots of jobs
- Using social media to engage with employers and create job opportunities
- Ensuring commissioners are aware of the amazing work that providers are doing
- Using social marketing to win hearts and minds



BASE Annual Practice Awards

Delegates are invited to join us for the conference dinner at 7pm on 27 November. The dinner will be followed by the BASE Practice Awards. The dress code is smart casual.

- Team of the Year Award
(sponsored by Working Links)
- Practitioner of the Year Award
- Innovation Award
- Best Employer Practice Award
- David Grainger Award
- Learner of the Year



Our congratulations go to all the nominees and award winners



Last year's winners of the BASE Awards

www.base-uk.org/base-awards-2017

The awards presentation will be followed by entertainment from comedian, Tanyalee Davis, and live music from The Distractions



C1 Local Supported Employment – the DWP Proof of Concept

Philip Murray, Hugh Pullinger (DWP); Alicia Moyles (Kent County Council); Joanna Davies, James Holden (Cheshire West & Chester Council)

Main Hall

The Local Supported Employment proof of concept has been running in nine areas in England since November 2017. It is a partnership between DWP and local authorities to deliver supported employment opportunities to people with a learning disability, autism or severe mental health condition who are claiming Employment Support Allowance (or the Universal Credit equivalent). The proof of concept will run until May 2019.

Kent and Cheshire West & Chester local authorities will share their experiences of delivering the Local Supported Employment proof of concept in partnership with DWP.

This is an interactive session exploring what has worked well, and what has been learned to inform future DWP co-funded supported employment programmes.

Learning for delegates:

- Find out how the proof of concept trial is working
- Discuss the learning from this project and contribute to its future development
- Discuss the barriers facing jobseekers and providers as we seek to develop this initiative

C2 Not just Supported Internships . . .

Christina Earl, Nicky Harding (Surrey Choices)

Room 107

Supported employment and education providers can be fantastic partners. Currently everyone is talking about supported internships, but one size does not fit all, so how can we ensure all SEND young people are being equipped to start their careers? This workshop will discuss the range of services, including supported internships that supported employment services can offer to education providers including pupil referral units, special schools, colleges and mainstream schools. What are the pitfalls, the barriers and how do we overcome them?

Learning for delegates:

- To ensure supported employment services are able to discuss a range of options with education providers and work together for the best outcomes for young people. Delegates can come along with their own success stories or frustrations to discuss as a group.

C3**Core values of Supported Employment – back to basics**

Liz Mellor (BASE)

Room 109

This workshop will look at the 12 core values that underpin supported employment and how they can be used in our day to day practice across the 5 stages of supported employment, to ensure best practice. What are the values, what do they mean and how do we best apply them?

Learning for delegates:

- To remind ourselves of the values that underpin supported employment practice and why they are needed
- To understand how to use them to support best practice across the 5 stages of supported employment.

C4**National Audit Office inquiry into DWP disability strategy**

Tom Tyson, Chris Battersby (National Audit Office)

Room 103

The National Audit Office is conducting a study into the Department for Work and Pensions' employment support for disabled people. The study is looking at the range of support available through DWP including the commissioning and management of employment programmes, proof of concept trials and other "test & learn" provision, the trial of IPS provision, the work of Jobcentre Plus and the Work & Health Unit.

This session will be a consultation exercise and is aimed at delegates who have experience of working with DWP and Jobcentre Plus through their work in supporting jobseekers who have a disability.

- Is DWP achieving its objective of getting more people with disabilities into work?
- Do each of DWP's individual interventions work?
- Does DWP provide effective tailored packages of interventions to meet individual's needs?

This is an excellent opportunity to reflect on the work of DWP and Jobcentre Plus and the consultation session gives delegates an opportunity to feed your experiences and suggestions into the national study.



Lucy Findlay (SEM CiC); Martin Davies (Supported Business Steering Group)

Room 104

Supported Businesses have historically functioned under contractual specifications applied by DWP as commissioners of services. The end of Work Choice in March 2019 sees the start of a new era, with Supported Businesses being recognized by DWP as exemplar employers rather than simply contractual providers. A time for Supported Businesses to take control of their future.

- DWP have a clear vision as to what Supported Businesses as exemplar employers need to evidence in order to access the new Transitional Employment Support Grant (TESG) and the proposed Extra Employment Support Grant (EESG).
- Supported Businesses need to establish a clearly defined model outside the contractual obligation of Work Choice.
- Disabled people would benefit from a clear understanding of the support available within Supported Businesses as exemplar employers.

The Workshop aims at explaining how SEDEM will provide assurance on all 3 fronts.

With SEDEM reaching the end of its development stage the workshop is an opportunity for further testing and consultation on principles, criteria and administration.

Learning for delegates:

- The need for a Quality Framework and the use of SEDEM to strengthen and broaden the sector.
- The development process to date and the way forward.
- How SEDEM could function – the principles and criteria of current proposals
- Learning from testing and consultation
- What is best practice – what constitutes an exemplar employer
- How SEDEM meets the needs of Supported Businesses, disabled people and commissioners such as DWP.
- SEDEM and public procurement..



D1 SEQF: Improving quality within Supported Employment

Kathy Melling (BASE)

Main Hall

This workshop will up-date delegates on the work BASE is doing in driving improvement and quality in the Supported Employment sector. It will outline a toolkit that has been developed with European partners and how this is being used in the UK, including supporting the Proof of Concept supported employment pilots.

The workshop will also aim to gather feedback to further inform the work of BASE in driving improvement and quality in the sector as follows:

- How the framework can be used to provide a fidelity audit for services and the perceived and actual benefits of doing this;
- How the framework can be used in contracting with DWP and Prime providers and what needs to be influenced;
- How the framework can be used in contracting in Health, Social Care and Education, and what needs to be influenced; and
- Do providers value this potential kitemark and what is it worth?

Learning for delegates:

- Understand the supported employment quality framework (SEQF) developed by BASE together with European partners;
- Understand how BASE is using this model to assess model fidelity with the Proof of Concept supported employment pilots;
- Inform and understand how BASE can use this framework to promote improvements in the supported employment sector.



Kevin Keenan and Lindsay Maguire (DWP)

Room 107

Government departments are using Dynamic Purchasing systems more often as a vehicle to procure goods and services to deliver key strategic requirements. The DWP is no different and since this October now has two in operation.

Using the same regulatory framework both are set up to deliver very different requirements. With one system to support Jobcentre Plus locally and the other to deliver test and learn initiatives in support of the government's disability and health agenda.

This session will provide an opportunity to understand how they are different and what this means for you as an organisation, why they differ and critically what are the key requirements of the delivery.

Learning for delegates:

- This session will enable delegates to understand the strategic context for both the DPS in DWP and how they operate differently to achieve their objectives.
- It will develop a greater understanding for organisations of how they work including how to apply to be on the systems and how the buying process will work.

Do you need help with Supported Internships?

BASE can offer tailored packages of support to help you plan, implement and review your Supported Internship programme.

We offer a one-day planning session for commissioners and providers:

- ❖ What exactly is a Supported Internship?
- ❖ How Supported Internships are funded
- ❖ The steps to setting up a supported internship.

We can also offer more extensive training and support:

- ❖ Developing education pathways
- ❖ Getting employers on board
- ❖ Project management
- ❖ Advice and guidance as the study programme is developed
- ❖ Learner recruitment
- ❖ Curriculum design

Contact us at training@base-uk.org for further details. Discounts are available to member organisations.

Alex Letchford (Mencap)

Room 109

This workshop aims to provide an overview of the work carried out so far by Mencap in setting up and delivering an apprenticeship programme for people with a learning disability. The workshop will explore briefly the background and recent changes to legislation that have enabled more people with a learning disability to access apprenticeships and also look at the practical steps taken to recruit an initial group of 20 apprentices, working in a range of settings across Mencap. The workshop will also explore some of the plans Mencap has to further develop apprenticeships both internally and externally.

The workshop will aim to give a comprehensive overview of the lessons learnt so far and help to show other interested organisations how to engage in this agenda either from an employer or provider perspective. The workshop will also identify how Mencap plan to propose further flexibilities in order to increase the overall accessibility of apprenticeships based on learning and insight gained so far. Setting up and delivering this programme has not been without it's challenges so these will be discussed and time given for questions to explore any key areas in more detail that people may have.

Learning for delegates:

- Gain an understanding of recent changes to legislation and the overall requirements around accessible apprenticeships.
- Gain insight from both an employer and provider perspective around the challenges and benefits of delivering this programme.
- Learn some practical ideas on how to take forward this agenda either as a provider or employer.
- Hear from an organization who is leading the way in this agenda and understand how it is intending to take forward plans to do more.
- Have the opportunity to ask the questions that matter to you.
- Start to understand how this work fits with wider external strategies.



D4**Turning EHCPs into Employment Health & Care Plans****Mrunal Sisodia, Lara Roberts (NNPCF)****Room 103**

Mrunal Sisodia and Lara Roberts from the National Network of Parent Carer Forums will explore how to support young people with special needs into employment through an outcome focus and personalisation. The workshop will cover the following areas:

- An overview of what the Children and Families Act says about Education and Employment
- A review of a real-life case study to explore how a person-centered approach would have been helpful
- A chance to reflect on and share practices in your local area and setting (what you find works and what doesn't)

We will discuss how to co-produce effectively with families and how to overcome the barriers that families face making this transition.

Learning for delegates:

Education Health and Care Plans recognize that each individual learner will require personalised support to access the curriculum and achieve their outcomes. What can we learn from this approach when thinking about the challenges of employment and how do we do it effectively?

D5**Universal Credit and Welfare Benefits****Corin Hammersley (London Borough of Greenwich)****Room 104**

Universal Credit is the government's flagship welfare reform, and demonstrates the biggest change in the welfare system in 60 years. For working age people making a new means-tested benefit claim, it is very likely they will need to claim Universal Credit. This new benefit is very different to the current system however; it is calculated and paid monthly, and the claim is made and maintained online.

Universal Credit has been designed to encourage work and create increase work incentives, however some of the features of this benefit may be more challenging for people with additional or complex needs. Whilst some people will be better off, a significant number will be worse off and may not be entitled to transitional protection.

This session will explain what Universal Credit is and its key features, who will be affected and when, and how to avoid common problems.

Learning for delegates:

This session will be appropriate for delegates who have a basic knowledge of the benefits system, or work with service users in receipt of benefits.

Panel Discussion

3pm Wednesday 28 November

What next for IPS and Supported Employment provision?

We encourage you to think of questions for the panel and leave them with us at the conference reception desk.

- How do we improve the quality of support?
- How do we get funding that works?
- How do we improve employment pathways for young people?
- What can Supported Employment learn from the mainstream commissioning of IPS services?

Panel members



Dr. Steve Beyer

Dr. Stephen Beyer is Senior Lecturer and Honorary Lead in Learning Disability Employment at the National Centre for Mental Health, at the School of Medicine, Cardiff University. He has published widely on supported employment and transition from school for people with learning disabilities. He has carried out national studies for UK Government Departments on the job coach model of supported employment, cost:benefit analyses of programmes, and worked on a number of European projects also.

He is currently evaluating the Engage to Change Project, a £10 million Big Lottery funded project to deliver paid placement and paid jobs to young people with a learning disability/difficulty or Autistic Spectrum Disorders across Wales.



Kathy Melling

Kathy has worked in the supported employment sector since the late 1970s in both the USA and UK, and was very lucky to have been trained by Marc Gold. She has been involved with BASE since its inception. She now works as a consultant and trainer after a longer career in public services. Current work includes leading on employment for the Preparing for Adulthood programme, consultancy around supported internships and employment pathways for young people with SEND, as well as accredited and unaccredited training in supported employment.





Hugh Pullinger

Hugh 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 Choice, Access to Work, Specialist Employability Support) 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.



Miles Rinaldi

Miles Rinaldi is the Head of Recovery and Social Inclusion at South West London & St George’s Mental Health NHS Trust. Since 2000, has established employment services using the individual Placement and Support approach to help people with mental health conditions gain and retain employment which have been recognised as models of good practice. He has also been working to implement a recovery focused approach across his organisation and established the first Recovery College in England.

Miles is also a consultant on the national Implementing Recovery through Organisational Change (ImROC) programme. Miles has also worked on mental health policy in the Social Exclusion Unit (Office of the Deputy Prime Minister), the Department of Health, the Prime Minister’s Strategy Unit (Cabinet Office) and in the Department for Work and Pensions. He has conducted service evaluations and research with over 25 peer reviewed journal publications and book chapters.



Adam Swersky

Adam is a Director at Social Finance and leads the health and employment team. He designed and launched the world’s first Social Impact Bond to support people with mental illness into work. He is currently working with DWP, DH and NHS England on a number of their flagship health and employment programmes, including the West Midlands Combined Authority health-led trial of Individual Placement and Support (IPS) and IPS Grow.

Conference Evaluation – we need your feedback!

Enjoyed the conference? Could we have done better?

Let us know. Your feedback helps us to plan for future events so please take 10 minutes to complete our evaluation questionnaire.

www.surveymonkey.co.uk/r/baseconf18

Delegates

Kyla	Aitken	appa me Ltd	Martin	Davies	Supported Business Steering Group
Jonathan	Allan	Enable	Joanna	Davies	Cheshire West and Chester Council
Claire	Allaway	Swindon Borough Council	Huw	Davies	BASE
Lucy	Alexander	Books Beyond Words	Katharine	Davies	Department for Education
Paul	Allis	Brain in Hand	Laura	Davis	BASE
Liz	Armstrong	Better Pathways	David	Diaz	The Michael Tippet College
Dean	Atkinson	BASE	Martin	Dominy	Southdown
Ellen	Atkinson	Preparing for Adulthood	Terri	Dumont	Thera West
Suzette	Attwood	Brighton & Hove Supported Employment Team	Michelle	Duncan	Surrey Choices
Frances	Austin	DSA WorkFit	Dr Graham	Durcan	Centre for Mental Health
Jacqueline	Avery	London Borough of Newham	Christina	Earl	Surrey Choices
Rachel	Baldwin	Blackpool Council	Jane	Earnshaw	Little Gate Farm
Verity	Barber	North Yorkshire CC	Katherine	Eaton	Hillingdon Autistic Care & Support
Graham	Beckwith	DWP	Andrea	Edwards	United Response
Becky	Beechen	Ways into Work	Richard	Elliot	Manpower Group
Jason	Belilo	Gibraltar Ministry of Equality	Robert	Elston	BASE
Lucy	Bellman	Brookfields School, Reading	Charlotte	Fairclough	Wigan Supported Employment
Julie	Bennett	City College Peterborough	Tibor	Farkas	Linkage Community Trust
Dr Stephen	Beyer	National Centre for Mental Health	Martin	Farrow	Optalis
Julia	Bird	The Education People	Sarah	Fletton	NAS Bexhill & Hastings
Iain	Birney	Brighton & Hove Supported Employment Team	Susan	Fletton	Bexhill & Hastings NAS
Dr Adam	Boddison	NASEN	Beverley	Foard	Working Links
Kulwinder	Bola	Luton Parent Carer Forum	Louise	Foxwell	Discovery
Daniel	Boorman	DWP	Ian	Fraser	Milton Keynes Council
Daniel	Boorman	DWP	Nik	Galanis	Hackney Council
Zara	Bowden	Shropshire Parent & Carer Council	Will	Gardner	Oxfordshire Employment
Debbie	Bradford	DWP	Maurice	George	Brookfields School, Reading
Jenny	Brick	Realise Futures	Julia	Glenny	North Yorkshire CC
Matt	Britt	BASE	Bev	Gowman	SWRAC
Kevin	Brookes	Balance	Michelle	Gracias	United Response
Helen	Brumpton	Somerset Parent Carer Forum	Julie	Grant	Brookfields School, Reading
Debra	Burnett	Ways into Work	Deb	Green	SWRAC
Mark	Capper	Mencap	Kirsty	Green	SNAP PCF
Margaret	Carey	The Michael Tippet College	Julia	Green	BASE
Phil	Carter	my AFK	Rebecca	Griffiths	Southdown
Saxon	Chadwick	Southdown	Katarzyna	Grodzka	my AFK
Aron	Clarke	Kier Highways	Adrian	Gunner	SWRAC
Helen	Clayton	Jersey Employment Trust	Nicola	Hall	The Castle School, Newbury
Matt	Clifton	bemix	Elizabeth	Halton	Fortis Trust
Chris	Clough	Social Care Network	Corin	Hammersley	London Borough of Greenwich
Ellie	Coetzee	Little Gate Farm	Nicky	Harding	Surrey Choices
Emma	Collings	MacIntyre	Pippa	Harding	Three Ways School, Bath
Emily	Collins	United Response	Jason	Hardman	Mencap
Molly	Connor	Kier Highways	Paul	Harper MBE	Parents in Partnership Stockport
Claire	Cordell	Little Gate Farm	Natalie	Hawkins	Enable
Kevin	Cotterell	Kier Highways	John	Henry	DSA WorkFit
Ruth	Davies	Enable	Melanie	Hercus	Realise Futures
Karen	Davies	Pembrokeshire CC	Mike	Hill	St Camillus Training
Laura	Davies	Rhondda Cynon Taff CBC	Sherann	Hillman MBE	Parents in Partnership Stockport
			James	Holden	Cheshire West and Chester Council
			Mark	Hughes	Shaw Trust

Sarah	Hutchings	Brain in Hand	Emma	Oxenham	Jersey Employment Trust
Maria	Ishmael	Working Links	Tracy	Pace	Milton Keynes Council
Sylvia	Jenkins	Herts Parent Carer Involvement	Anna-Renee	Paisley	Hackney Council
Helena	Jennings	bemix	Gillian	Parker	BASE
Rachel	Jones	BASE	Mathew	Parkinson	Social Care Network
Holly	Kelleher	BASE	Mark	Parrin	The Education People
Natalie	Kelly	Hereward College	Mark	Parrin	The Employment People
Neil	Kelly	Brain in Hand	Karen	Pharoah	SWRAC
Petra	Kennedy	BASE	Emma	Powell	Jersey Employment Trust
Karen	Kingsland	Brighton & Hove Supported Employment Team	Hugh	Pullinger	DWP
		Southdown	Graham	Quinn	New Bridge Group
Lisa	Kirby	London Borough of Newham	Andrea	Randall-Smith	Little Gate Farm
Joseph	Kunyeda	Milton Keynes Council	Miles	Rinaldi	SW London & St George's MH Trust
Catherine	Lewis	Linkage Community Trust	Lara	Roberts	NNPCF
Richard	Locke-Wheaton	Cheshire East Council	Nicole	Robertson	Ambitious College
Zoe	Macey	DWP	Cat	Rolley	DSA WorkFit
Avril	Magee	DWP	Marilyn	Ross	The Michael Tippet College
Lindsay	Maguire	Surrey Choices	Chelsea	Russell	Balance
David	Man	Realise Futures	Sean	Russell	West Midlands Mental Health Commision
Lisa	Mann	The Michael Tippet College	Geraldine	Scott-Smith	Pluss
Renato	Marques Teixeira	North Yorkshire CC	Alex	Seddon	Discovery
Jean	Marsh	Brookfields School, Reading	Amanda	Selley	Hertfordshire CC Work Solutions
Rebecca	Maslam	Jersey Employment Trust	Emma	Shepherd	Croydon Gateway SE
Ben	Mason	CDG - WISE Ability	Mrunal	Sisodia	NNPCF
Linda	Matthews	The Castle School, Newbury	Tracy	Smith	NAS Bexhill & Hastings
Louisa	McClure	Glasgow City Building	Tracy	Smith	Glyne Gap School
Robert	McGarry	SNAP PCF	Mike	Smith	West Sussex County Council
Julie	McGrory	Watford Workshop	Fareeda	Southworth	my AFK
Linda	McIntyre	Glasgow City Building	James	Spencer	DSA WorkFit
Audrey	McJimpsey	DFN Project SEARCH	Sarah	Spoor	Wirral PCPW
Carmel	McKeogh	St Camillus Training	David	Stenning	The Education People
Michael	McMahon	NHS England	Wendy	Stevenson	Blackpool Council
Lauren	Melleney	BASE	Laura	Stott	United Response
Kathy	Melling	BASE	Adam	Swersky	Social Finance
Liz	Mellor	Linwood School, Bournemouth	Ramsay	Taylor	United Response
Adele	Miller	Brighton & Hove Supported Employment Team	Karen	Taylor	Linwood School, Bournemouth
Jo	Miller-New	DWP	Raph	Taylor	Camphill Wakefield
Ian	Milton	The Education People	Lee	Taylor	Milton Keynes Council
Mitch	Mitchell	Oxfordshire Employment	Alison	Thwaite	DSA WorkFit
Deborah	Montgomery	Harrogate Skills 4 Living Centre	Imran	Umar	appa me Ltd
Hadyn	Moorby-Davies	Optalis	Allison	Valentine	City College Peterborough
Donna	Morgans	The Education People	Katie	Wake	Ambitious College
Alicia	Moyles	The Employment People	Melanie	Walls	BASE
Alicia	Moyles	Hillingdon Autistic Care & Support	Sharon	Webber	Sixteen Cooperative Ltd
Stephanie	Mullally	DWP	Richard	Welfoot	Merthyr Tydfil Institute for the Blind
Philip	Murray	Minister for Disabled Peple, Health & Work	James	Whybra	The Castle School, Newbury
Sarah	Newton MP	London Borough of Newham	Marcia	Wilcox	Somerset Parent Carer Forum
Gerry	O'Kello	London Borough of Newham	Ben	Willmott	CIPD
Keely	Olanipekun	BASE	Anne	Wilshin	MacIntyre
Nerise	Oldfield-Thompson	Hampshire County Council	Nicola	Wilson	Wigan Supported Employment
Jo	Olford	Gibraltar Ministry of Equality	Margaret	Wilson	Hertfordshire County Council
Christian	Olivares		Helen	Woodland	Optalis

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Jo	Olford	Gibraltar Ministry of Equality	Margaret	Wilson	Hertfordshire County Council
Christian	Olivares		Helen	Woodland	Optalis

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