

## SUSE E-bulletin 19 September 08

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## New SUSE Website goes live!

See the  
Potential Within

You'll be surprised at  
what you will see when  
your employment  
practices are flexible



The new SUSE Website is now live on the worldwide web.

Log onto: [susescotland.co.uk](http://susescotland.co.uk) to see the new site in all it's glory!

It features a colourful and informative home page, with the tagline 'See the Potential Within – you'll be surprised at what you will see when your employment practices are flexible'. The Home Page also features 'Latest News' including Leonardo Funding secured by EUSE, and Equality and Diversity Funding. The rest of the site details:

- About us
- Local Networks
- Members
- Policy & Practice
- Encouraging Diversity
- Training Resources
- News
- Events
- Contact SUSE



Go online and find out all the latest news!

## Supporting everyone who can Work, to Work

I have always thought that no one should be written off as heralded by the new green paper to come from the DWP.  
([www.dwp.gov.uk/welfarereform/noonewrittenoff/](http://www.dwp.gov.uk/welfarereform/noonewrittenoff/))

This green paper is a mere 130 pages long covering everything from an obligation to work, to ending child poverty and delivering, choice and control for disabled people. It has central themes in relation to responsibility obligation and benefit reforms that are underpinned by an emphasis on supporting everyone who can work, to work.

So in relation to Supported Employment there is a lot within the document for people to empathise with, however with all the proposed support comes greater responsibility on the individual to fully engage with the process. Getting people to engage can an issue and this is were the proposals fall back on the old carrot and stick approach. There are some more imaginative ways of using the carrot and stick admittedly however sanctions loom.

Nevertheless, the main concern for Scotland must be how will all these proposals fit into the framework that Workforce Plus is currently developing and all the local strategies that are being developed. In other words will the proposals being present in the Green Paper complement the framework and local strategies or will DWP and thus Jobcentre Plus be ploughing their own furrow.

You will have your opportunity to influence DWP at the consultation day on the green Paper that Suse is organising with the Scottish Government Workforce plus and Base. There are limited places so booking early is essential (see attached booking form).

Alan Weaver  
Chair of SUSE

## 'No-one Written Off' - Consultation Day

SUSE in collaboration with the Scottish Government Workforce Plus and Base will be holding a Consultation Day on the Green Paper – No-one written off: Reforming welfare to reward responsibility: [www.dwp.gov.uk/welfarereform/noonewrittenoff/](http://www.dwp.gov.uk/welfarereform/noonewrittenoff/)

The event will take place on the **25<sup>th</sup> September at The Hub, Edinburgh** from **10.00 – 4.00pm** (see [www.thehub-edinburgh.com/](http://www.thehub-edinburgh.com/))

**This is your chance to have your say on this important proposal for welfare reforms and to influence policy first hand.**

The proposals for reforms will have wide ranging implications for everyone who is currently on benefits or who will be on benefits in the future. Some of the questions asked in the consultation are:

**Question 5:** Do you think it would be appropriate to reduce or withdraw entitlement to benefit after a first offence? How long should the sanction period be?

**Question 9:** Should ESA customers be required to attend training in order to gain the identified skills they need to enter work?

**Question 15:** What expectations should there be of people undertaking the personalised support we will now be offering in the Work Related Activity Group? Could this include specific job search?

**Question 21:** What are the next steps in enabling disabled people, reliably and easily, to access an individual budget if they want one? Should they include legislation to give people a right to ask for a budget or will the other levers the Government has got prove sufficient? What are the safeguards that should be built in? How can this be done?

**There are limited places so booking is essential.  
A booking form is attached to this E-Bulletin.**

# SUSE 10th Annual Conference 2008

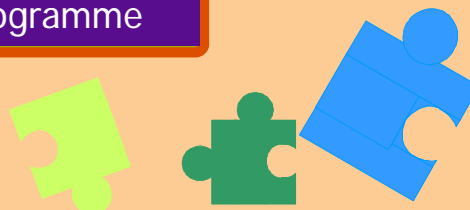
Making the Pieces Fit—The Supported Employment Jigsaw in Scotland  
Rothes Halls, Glenrothes, Fife

Plans and preparation for the SUSE 10th Annual Conference continue apace. The Conference Programme and details of workshops are detailed below. Further information can be gained from Sandra Wilson at: [info@fenlink.org.uk](mailto:info@fenlink.org.uk)

## Conference Programme

### Thursday 27th Nov

- 9.00 Registration, tea/coffee
  - 9.30 Welcome
  - 9.45 Keynote Address—Fiona Hyslop
  - 10.05 Keynote Address (to be confirmed)
  - 10.30 Workshop - The Pieces in the Jigsaw
- This workshop will allow delegates to choose to attend one of three strands: Strategic, Practitioner, Service User. The first day will look at the issues and challenges. The second day will put together an action list to form the basis of an action plan for SUSE to take forward.
- 11.35 Break
  - 12.00 Keynote Address—Rev Erik Cramb
  - 12.30 Lunch
  - 1.45 Welcome to afternoon session
  - 2.00 Good Practice Workshops
  - 2.50 Good Practice Workshops
  - 3.40 Break
  - 4.00 Keynote Address—Ros Micklem—EHRC
  - 4.30 Close



**Book your  
conference  
place NOW!**  
a booking form is  
attached to this  
E-bulletin

## Conference Dinner & Scottish Business Diversity Awards Balbirnie House, Markinch

6.30 Civic Reception      7.00 Dinner      8.00 Awards Ceremony

### Friday 28th November

- 9.30 Today's Challenge  
Key points from 'The Pieces in the Jigsaw' workshop
- 9.45 Workshop—The Pieces in the Jigsaw 2
- 10.35 Good Practice Workshops
- 11.15 Break
- 11.35 Employment and Diversity Training Feedback—Law at Work
- 12.05 New SUSE Website—Screen Media
- 12.20 Question Panel
- 12.45 Call to Action—Closing Address
- 1.00 Lunch

### **RNIB Employer Compact (RNIB Scotland)**

Over 70% of people with severe sight loss are currently unemployed, a situation which has remained largely unchanged for the last 10 years. 92% of employers say it would be impossible or extremely difficult to employ someone with a severe sight loss. Why?

RNIB Scotland has formed an employer compact to reduce unemployment amongst this group by 6% by 2009. The workshop will outline the compact, look at ways to dispel the employer myth and show the 'reasonable adjustments' which can help people with severe sight loss in the workplace.

### **Bookdonors (Scottish Borders)**

Bookdonors is a successful and rapidly expanding community interest company based in the Scottish Borders, currently achieving an annualised turnover of £430,000 from internet used book sales on behalf of over 50 'not for profit' organisations. Established less than 3 years ago, Bookdonors now employs 15 staff of whom a third have a disability or medical condition which has resulted in long-term unemployment; and also offers volunteering and training opportunities. The enterprise operates on a total team philosophy where every individual supports and trains their team mates without the direct involvement of care or support workers.

The workshop will outline the experiences to date and the opportunities presented to third sector organisations in training, work experience and flexible, inclusive employment. A large element of the workshop will be Q&A with particular reference to overcoming barriers and 'marketing' the opportunities to social enterprises and other third sector organisations in delegates' areas of interest both geographical and sectoral.

### **Developing More Cohesive Relationships With Employers (Enable)**

Enable Scotland is a dynamic organisation run by its members, campaigning for a better life for people with learning disabilities, supporting them and their families to participate, work and live in their local communities by running a growing range of flexible services. For over 20 years, Enable's employment service has successful experience of supporting people into work which has resulted in many employer partnerships at local levels. As an increasingly expanding organisation, more recently Enable has been working towards developing much more cohesive relationships with employers.

This workshop will explore methods of developing relationships with employers and will highlight the Royal Mail Model from the employer and employee perspective. It will be a mixture of presentation and audience participation with both the employer and employee taking part.

### **Embracing Diversity—Practitioners Toolkit (Equal Access To Employment, Glasgow)**

Glasgow Employer Coalition, Healthy Working Lives and Health at Work have recently launched a new diversity toolkit to support employer engagement practitioners in promoting diversity. This web-enabled toolkit has been designed to help Healthy Working Lives (HWL) advisers and employability practitioners engage and support employers from small and medium-sized businesses (SMEs) to provide jobs and progression in work for priority clients. It provides a range of information and insights to help you work more effectively with SMEs, place your clients successfully with SMEs and overcome some of the fears of SMEs about recruiting different kinds of people in different ways. The toolkit covers 4 key aspects of working effectively with SME employers- background, changing attitudes, changing practice, changing policy. This workshop will demonstrate the toolkit, show the difference it has already made and discuss its potential for participants.

More workshop choices featured on the next page.....



## **Fife Online Referral Tracing (FORT) System (Fife Rights Forum)**

Fife Rights Forum comprises agencies in Fife concerned with people's rights. The forum has developed Fife Online Referral Tracking (FORT) system which makes it easier for advisers in Fife offices to identify a suitable agency to help a client and make the referral on the spot. This service is of benefit to clients and agencies - clients can move on quickly and agencies can ensure that referrals to them are appropriate. This workshop will demonstrate the FORT system, review its progress to date and discuss with participants how they might be able to introduce a similar system in their local area.

## **Work4U**

Work4U is an employment programme delivered to 4th Year Secondary Students with additional learning support needs. The programme addresses some of the key issues facing students who are disengaged and disadvantaged within education and who are identified as potential NEETs (Not In Education, Employment or Training). The workshop will provide you with:

Introduction to Fife Employability Team	Overview of the Work4U programme
Good practice in partnership working	Funding Issues discussed

Work4U is delivered by Fife Council's Fife Employability Team, part of Social Work Services. It is part financed by the European Social Fund and Fairer Scotland Fund.

## **Equality and Diversity Seminars**

How do you see Equality & Diversity? As a threat or an opportunity? A legislative minefield or the opportunity to develop your workforce?

We believe that Equality and Diversity can offer your business a range of benefits. Such as:

improved business opportunities, an enhanced reputation, a motivated workforce and enhanced recruitment solutions through access to a wider labour pool

But don't just take our word for it! Come along to our Equality and Diversity seminars delivered by experts from **Law at Work**. Hear real employer case studies evidencing the benefits above and understand better how the legislation can work FOR you and your organisation. Hear from local employers on how they have effectively applied good practice and what it has meant to their workforce.

Contact Margaret Linton on 0141 429 2518 to find out about an event near you.

Ayrshire	10th September	Grampian	17 <sup>th</sup> September
Forth Valley	29 <sup>th</sup> September	Glasgow	3 <sup>rd</sup> October
Inverclyde	1st October	Borders	10 <sup>th</sup> October
Fife	28th October	Highland & Lanarkshire	TBC

**If you have information you would like included  
in the next SUSE E-bulletin  
please email it to: [shona.davidson@yahoo.co.uk](mailto:shona.davidson@yahoo.co.uk)**