

**MINUTES OF THE MEETING OF THE COMMUNITY ENGAGEMENT FORUM HELD AT THE
COUNCIL OFFICES, STATION ROAD, WIGSTON ON TUESDAY, 4 DECEMBER 2018
COMMENCING AT 8.00 AM**

PRESENT

Councillor Mrs S Z Haq (Chair)

COUNCILLORS

J W Boyce
R F Eaton
Mrs L Eaton JP

OFFICERS IN ATTENDANCE

A Collin (HR Officer)
Mrs K Pollard (Head of People & Performance)
Mrs M Lathom (HR Advisor)
Ms V Quintyne (Community Engagement Officer)

OTHERS IN ATTENDANCE

Mark Esho (Director Easy Internet/Disability Confident Campaign Champion)
Reni Esho-Assistant (Easy Internet)
Bhavin Gohil (Mosaic Trustee /OWBC Youth Council)
Zuffar Haq (Independent lay member Leicester City CCG)
Andrew Jeffreys (Policy Officer Equalities Leicestershire County Council)
Claire Bradshaw (Leicestershire County Council - Libraries)
Christopher Pienaar (Lamp Direct)
Dave Cliff (Voluntary Action Leicestershire)
Dipika Patel (Leicester City Council)
Eilidh Day (Clockwise Credit Union)
Steve Pinchbeck (Department for Work & Pensions)
Maire Hagiioannu (Department for Work & Pensions)
Harshida Ghaghda (Department for Work & Pensions)
Jayne Edwards (South Leicestershire Adult Services Communities & Wellbeing)
Joanne Lilley (Office of the Police and Crime Commissioner)
Krystyna Frampton (Leicester Employment Hub)
Lesley Green (Trinity Oadby Outreach)
Lesley Thornton (Trustee Helping Hands)
Manjit Rai-Taylor (Buddhi/ Oadby & Wigston Sikh Association)
Mary Flynn (Local Area Coordinator)
Mick Bullock (OWBC Council Benefits Manager)
Nikita Somaiya (Easy Internet Mentoree)
Sue Renton (Local Area Coordinator)

18. APOLOGIES FOR ABSENCE

Councillor J Kaufman	(OWBC)
Nickolah Ibbetson	(Leicestershire Adult Learning)
Les Gill	(Helping Hands)
Alison Barnes	(Local Offer Coordinator-LCC)
Vinod Ghadiali	(OW Hindu Association)
Roger Thompson	(Action on Hearing Loss)

Roger Allsopp	(Churches Together)
Chris Huscroft	(Oadby and Wigston Food Bank)
Jo Knight	(Women in Oadby and Wigston)
Jan Bryars	(OWSW Multicultural Group)
Reverend Leslie Gill	(Helping Hands)
Peter Owers	(Christians Against Poverty)
Fred Jennings	(Christians Against Poverty)
Caroline Holden	(Age UK)
Sara Kelsan	(Working Aged Adults Learning Disability)
Anjana Vaja	(Loros)

19. MINUTES OF THE PREVIOUS MEETING

The Chair welcomed everyone to the meeting. Introductions were conducted and apologies noted.

The minutes of the previous meeting were accepted as a true record by those who had attended.

20. MATTERS ARISING

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Colleagues were reminded that at the previous meeting, discussion had taken place about how funding from the Council might be accessed in relation to funding joint projects.

These projects would address the needs of vulnerable people in the Borough.

This issue will form part of the agenda for the meeting to be held on Tuesday 12 March 2019.

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The NOCN (National Open College Network) Level 1 Award in Community Development will start in Spring 2019. Seven people representing a range of diverse agencies have expressed a desire to attend.

Accreditation will take place with the support of the PCYA (Pakistani Community Youth Association).

This free course covers a ten week period, for further information contact the Community Engagement Officer by emailing: veronika.quintyne@oadby-wigston.gov.uk or telephone Oadby & Wigston Council on (0116) 2572648.

21. DISABILITY CONFIDENT BUILDING SELF-ESTEEM & SELF WORTH - DISABLED PEOPLE & ACCESS TO WORK

Oadby and Wigston Borough Council's Community Engagement Forum hosted the first Disability Confident Breakfast event, which was attended by those representing Business, Private, Public Sectors and Third Sector agencies.

Thanks to the provision of the event, breakfast was extended to Delifrance Wigston.

The Deputy Mayor, Councillor Mrs Lynda Eaton introduced the event and provided a supportive and relevant speech. Councillor Mrs Samia Haq acted as the event Chairperson on behalf of Councillor Jeffrey Kaufman, who was unable to attend.

There were a range of speakers during the morning including:

- Mr Mark Esho MBA of Easy Internet
- Nnadiri Njideka and Harshida Ghaghda from the Department for Work and

Pensions

- Krystyna Frampton from Leicester Employment Hub
- Mr Bhavin Gohil, a local resident who represented the Mosaic Charity, in his role as Trustee and Oadby and Wigston Borough Youth Council.

Presentations and written speeches were used to illustrate the event topic 'Disability Confident'.

The speakers gave an overview of the barriers faced by people with a disability and how with available Government funding and support, employers can be supported to recruit people with a disability into the workforce.

The Disability Confident scheme aims to help employers make the most of the opportunities provided by, employing people with a disability. It is voluntary and has been developed by Government agencies. The scheme has three levels that have been designed to support employers on the Disability Confident journey. Employers must complete each level before moving on to the next. The scheme is the main vehicle for supporting employers to offer job opportunities to people with a disability and or health issue. Funding to support the employer to do this was highlighted.

The societal prejudice and unconscious bias, which exists, was shown to be a hindrance to the employment of people with a disability. A personal perspective of how disability held back a person from accessing employment was shared. The main message from the presentation was that, a disability cannot be allowed to hold back personal and career aspirations as it could lead to low self-esteem and poor mental wellbeing of the individual. Myths about employees with a disability were shared and debunked. Discrimination against employing people with a disability in the workplace was said to be a missed opportunity for building societal economic value from which everyone can profit.

In Mark Eshos business fifty percent of people work remotely. He himself is a sufferer of Polio and at times needs to use a wheelchair. He emphasised that not all disabled people use a wheelchair. For others who use a wheelchair there is an unfounded perception that they cannot walk. There are many types of disabilities in society including those, which are unseen.

The following solutions were suggested for offering people a chance to work:

- Offer them an interview.
- Do not be afraid to ask questions.
- Never make assumptions and make reasonable adjustments.

Leicester Disability Hub explained how to be a Disability Confident employer; how to make reasonable adjustments in the workplace using Access to Work, providing support where a business has 25 or less employees; as well as the use of interviewing steps; and the benefits to the employer and the workplace employing people with a disability.

A business with 25 or fewer employees can get extra support through Jobcentre Plus to help with recruitment and retention of staff with a disability or health condition. Contact Jobcentre Plus to speak to a 'Small Employer' Adviser. For more information contact: Krystyna.Frampton@leicester.gov.uk at the Leicester Employment Hub.

Nnadiri Njideka and Harshida Ghaghda representing the Department for Work and Pensions provided a presentation focussed on the role of the Small Business Manager and Access to Work. The Small Business Manager covers the area relating to the Small Employer Offer, issues around After Care, explaining to employers the impact of Disability

Confident, and advantages to the employers and employees, as well as tips on completing the form and details about the three levels of the Disability Confident Scheme.

Access to Work was outlined. It is a National programme delivered by the Department for Work and Pensions to help overcome barriers that people with health conditions come across. To be eligible a person must be over 16 years of age and not be claiming incapacity benefit or ESA once they are in work. Grants are available to cover additional costs over and above the requirements of making "reasonable adjustments" which an employer is legally obliged to provide under the Equality Act 2010. The grants can be up to £57,200 per person.

For further information about Access to work contact the Customer Service Team on: Telephone: 08001217479 or Text Phone 0800 1217579 or email: atwosu.london@dwp.gsi.gov.uk.

Further information about Access to Work can be found on the internet at: www.gov.uk/access-to-work. More information is available by accessing an Access to Work Factsheet and the Employer`s Guide to Access to Work on the internet. The presentation, which was provided at this meeting, is intended to be a general guide to the principles underpinning the Access to Work programme and is not a full and authoritative statement of law.

Action:

Plan and deliver a Disability Confident Part 2 Event in 2019.

Action:

Circulate all presentations provided today with the minutes.

22. ANY OTHER BUSINESS

There was no other business discussed.

23. DATE OF NEXT MEETING

Tuesday 12 March 2019, Time: 1:30 pm to 4:00 pm.

The venue for all meetings is Oadby and Wigston Borough Council Offices, Bushloe House, Station Road, Wigston, Leicestershire LE18 2DR.

THE MEETING CLOSED AT 9.35 AM



Chair

Tuesday, 12 March 2019

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SUPPORT
FOR
**EMPLOYERS
AND
JOBSEEKERS**

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Being a Disability Confident Employer

Krystyna Frampton

Senior Economic Regeneration Officer

Minute Item 21

Leicester
EMPLOYMENT
Hub



European Union
European
Social Fund



Leicester
to Work

Disability Facts and Figures

- There are 13.3 million disabled people living in the UK (Just over 20% of the UK population).
- Disabled people are twice as likely to be unemployed than non disabled people.
- The employment rate of disabled people of working age is 49.2%, compared to 80.6% for non-disabled people.
- Disabled people in employment often face a significant pay gap. Full-time disabled workers earn on average 12.6% less a week (£75) and part-time disabled workers an average of 14.1% less a week (£30).
- The spending power of families with at least one disabled person is estimated by the government to be over £200 billion a year.
- Disability is strongly linked with poverty. 30% of people in families with disabled members live in poverty, compared to 19% of those who do not.

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The benefits of employing disabled people

- Proactively seeking applications from disabled people gives a wider choice of potential employees with a good range of skills and a positive attitude towards work.
- Keeping an employee who becomes disabled generally costs less than recruiting and training someone new – the Post Office estimates that medically retiring an employee costs around £80,000
- Only 4 per cent of reasonable adjustments made to facilitate employing a disabled person cost money, with grants and expert support available from Government and voluntary agencies
- Showing a positive approach towards disability issues helps foster good relations with all employees
- A positive and proactive approach helps develop a good image and reduces the risk of potentially costly litigation and adverse publicity – last year the average payment for a claim under the DDA at an Employment Tribunal was £13,000

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What can you do to become 'Disability Confident' – Reasonable Adjustments

- You must make reasonable adjustments to support disabled job applicants and employees. This means ensuring disabled people can overcome any substantial disadvantages they may have doing their jobs and progressing in work (Equality Act 2010).
- Many reasonable adjustments involve little or no cost and could include:
 - making changes to a disabled person's working pattern
 - providing training or mentoring
 - making alterations to premises
 - ensuring that information is provided in accessible formats
 - modifying or acquiring equipment
 - allowing extra time during selection 'tests'

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What can you do to become 'Disability Confident - Recruitment

- Making adaptation to your recruitment process
 - make job adverts accessible to all those who can do the job, whether or not they are disabled.
 - Ask applicants if they need an adjustment to the interview process to allow them to be considered for the job.
 - When interviewing a disabled applicant, help them to perform to the best of their ability
 - Offer a guaranteed interview to disabled applicants

What support is there for employing an individual with a disability?

- You may be eligible to for the Leicester Jobs Fund. A grant for £2500 is available to every employer who:
 - Employs an individual with a disability, has been in care, is an ex-offender or a NEET
 - Pays the national minimum wage
 - Employs them for a minimum of 30 hours for 6 months or 12 months if doing an apprenticeship or 16 hours for 12 months.

What support is there for employing an individual with a disability?

- Access to Work can help towards the costs of making reasonable adjustments and usually provides a grant to pay for the cost of the support. For example it can provide funds towards:
 - aid and equipment in your workplace
 - adapting equipment to make it easier for you to use
 - money towards any extra travel costs to and from work if you can't use available public transport, or if you need help to adapt your vehicle
 - an interpreter or other support at a job interview if you have difficulty communicating
 - other practical help at work, such as a job coach or a note taker or lip speaker
- Access to Work also has a Mental Health Support Service. This can offer support to individuals with a mental health condition who are absent from work or finding work difficult.
- If you're a business with 25 or fewer employees, you can get extra support through Jobcentre Plus to help you recruit and retain staff with a disability or health condition. Contact Jobcentre Plus to speak to a Small Employer Adviser.



Disabled People Are Crap?

The Divide Between Employers And Disabled People.

Mark Esho

— MBA —

Easy Internet Services Ltd

Easy Internet Solutions Ltd

Dreme Ltd

Pages
IoD Director of
the Year (SME)
2016 - Highly
Commended



22% Of Employers Will Not Hire Disabled People!

67% Of People Have An Unconscious Bias

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Disabled People
Are Less
Productive

Take More
Time Off Sick

Lack The
Skills

Not Good For
Business
Image

Finding
Disabled
People Is
Hard

They Are Hard To Fire!

Page 1
Most employers believe it is difficult to terminate an employee with a medical condition.





REJECTION!

Employers Don't Want Me

Scared To Mentioned
Disability



Confidence

- Do I have the right skills/experience?
- Will my face fit?
- Are there any access issues? Will they have the right equipment (can I ask?)?
- Will I be judged?

The Solution?

Communication - Two Way

Interview Flexibility

Don't Be Afraid To Ask Questions

Never Make Assumptions

Make Reasonable Adjustments





50% of our staff work remotely. Giving us access to a wider talent pool and it helps us attract more applications from disabled people.

I CAN. I WILL.

Read The Book Everyone Is Talking About.

The incredible story
of overcoming impossible odds.

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MARK ESHO

#1 Best Seller



Kindle Edition

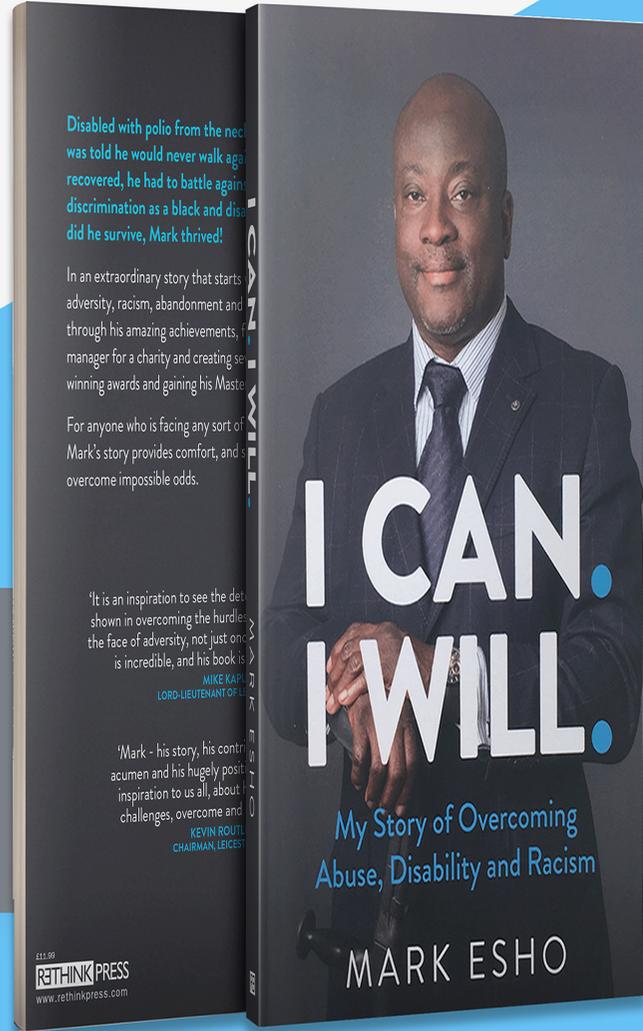
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MarkEsho





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NJ

SMALL BUSINESS MANAGER

Appendix 3

Small Employer Offer

- Advice to disabled people and employers
- An assessment of a person's disability needs in the workplace
- A financial grant towards the cost of any necessary support, such as special aids equipment; a support worker or mentor in the work place or help with transport to work through access to work.
- Provides employers and employees with the opportunity to take advantage of Work Trials or Work Experience to allow employees and employers to gauge whether moving to employment is a viable option.
- Provide small employers with help and advice on work place adaptations and access needs.
- There is also a package financial incentive to employers of up to £3,000 per person employed available for up to 5 people employed by an employer.

Small Business Manager

- Advocates for our work ready claimants who are disadvantaged as a result of disability or Health condition.
- Provides support with Access to Work application.
- Being a point of contact for Disability Confident enquiries.
- Liaise with employers to identify potential prospect for employment.
- Ensure there is a tailored in-work support to both the employer and the employee during the first year of employment.
- Provides Aftercare support for both parties for the initial 12 months.

Aftercare

- Mentor Support
- Recruitment supports and updates
- Retention
- Lots more.....
- Further information on the Small Employer Offer contact Nj on **07799072188** or leicestercharlesstreet.sea@dwp.gsi.gov.uk

Disability Confident

- What does It means to be a Disability Confident employer?
- Why sign up?
- Advantages to employers and employees
- Ways to sign up:
 - 1) Fill out the forms here today or
 - 2) Online on <https://disabilityconfident.dwp.gov.uk>

Disability Confident

- Level 1: Committed (12 MONTHS)
- Level 2: Employer (24 MONTHS)
- Level 3: Leader (36 MONTHS)

- SEE THE ABILITY AND NOT THE DISABILITY

PLEASE SIGN UP

TODAY

TO BE

DISABILITY CONFIDENT

Access to Work

- Is a National Programme delivered by Department for Work and Pensions
- To help overcome barriers that people with health conditions come across when moving onto or retaining employment.
- Provides a grant to cover additional costs over and above the requirements of making “reasonable adjustments” which an employer is legally obliged to provide under the “Equality Act 2010”
- **The grants can be up to £57 200 per person**
- A flexible programme that focuses on the needs of the individual

3 Requirements of Employers` Duty to make Reasonable Adjustments

There are 3 main considerations when determining what reasonable adjustments could be put in place for an employee –

- Changes to the ways in which things are done in the organisation-eg designated car park spaces
- Changes to overcome the barriers created by the physical features of the workplace-eg putting ramps for access for wheel chair users .
- To provide extra / auxiliary equipment eg specialist IT equipment, Assistive technology

Benefits of Access to Work

- Encourages greater independence
- Promotes work as being the best route to inclusion for disabled people
- Enables disabled people to work on a more equal basis with non disabled colleagues
- Encourages employers to recruit and retain disabled people by offering practical help.

Eligibility Criteria

- Have a disability or health condition that has a long term, adverse affect on their ability to carry out their job
- Be over 16 years old
- Be in, or about to start, paid employment (including self employment),work experience,apprenterships
- Live and work in Great Britain
- Not be claiming Incapacity Benefit or ESA once they are in work (with the exception of higher permitted work)

Types Of Help

There are seven main elements within Access to Work:

- Special Aids and Equipment (SAE)
- Adaptations to Premises and equipment (APE)
- Travel to Work (TtW)
- Travel in Work (TiW)
- Support Worker (SW)
- Communication Support at Interview (CSI)
- Mental Health Support Service (MHSS)

How much will this cost me?

- As an employer, you may have to share the cost with Access to Work if the person has been working for you for more than six weeks when they apply for Access to Work.
- You will only have to share the cost for:
 - special aids and equipment
 - adaptations to premises.
- Cost share does not apply to self-employed applicants or to the Mental Health Support Service.

Mental Health Support Service

Support is available for people with mental health conditions who are either:

- Going into work
- Absent from work as a result of a mental health condition
- Finding work difficult as a result of a mental health condition

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The support available from Access to Work includes:

- An assessment of needs
- A personalised six month support plan, with detailed steps designed to keep a person in, or help them to return to work
- Signposting to relevant intervention and support services

Access to Work Grants

The level of grant will depend on:

- Whether the applicant is employed or self employed
- How long they have been in their job
- The type of help required
- The size of company they work for

Access to Work provides the grant with which to procure the support that is needed, it does not provide the support itself.

How to Apply Contact Details

- Employee with the disability or Health Condition makes the application
- Telephone or online application - Alternative arrangements can be made.
- The Customer Service Team will take basic details and allocated an adviser who would contact them.

Further Information

Further information about Access to Work can be found on the internet at

www.gov.uk/access-to-work
[Access to Work Factsheet](#)
[Employer's Guide to Access to Work](#)

You can contact the Customer Service Team with any questions on:

Telephone: 0800 121 7479

Textphone: 0800 121 7579

Email: atwosu.london@dwp.gsi.gov.uk

This presentation is intended to be a general guide to the principles underpinning the Access to Work programme and is not a full and authoritative statement of the law

- **Any questions?**

THANK YOU

Appendix 4

Speech -The Mayor- Disability Confident Scheme Event 2018

Oadby & Wigston Borough Council`s Community Engagement Forum Disability Confident Event

Date: 04 December 2018.

Venue: Council Office, Bushloe House, Council Chamber, Station Road, Wigston, LE18 2DR

Duration: 8:00am until 9.30am

Ladies, Gentlemen and Councillors

Good morning and welcome to this Community Engagement Forum Disability Confident Scheme Event.

Disability Confident is a scheme that is designed to help organisations recruit and retain disabled people and people with health conditions for their skills and talent. It aims to challenge negative attitudes towards employing disabled people, promote equal employment opportunities and change attitudes for the better.

This event is principally to raise awareness and provide information about the Disability Confident Scheme by; The Department for Work and Pensions and the Leicester Employment Hub accessible to local employers, businesses , Community Groups and Voluntary Organisations. Yesterday was also the annual observance of the International Day of Disabled Persons , proclaimed in 1992, by the United Nations General Assembly resolution 47/3. It aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life. This event also celebrates that day.

It is hoped that this event will be a step change within the local community and we will see real progression locally in the support provided by local employers for disabled people.

Getting more disabled people into jobs lets them bring their talents into the workplace, but also gives employers access to the new ideas, new thinking and new skills they offer. This can be seen as a win-win for everyone.

Therefore, it is wonderful to see so many of you here this morning and I hope you find this event both informative and useful.

Thank you.

Appendix 5

Bhavin Gohil Disability Confident Speech – A personal View 4.11.2018

(5 minutes maximum)

Good morning .Mayor, Ladies and Gentlemen.

My name is Mr Bhavin Gohil. I am a resident of Oadby .I have lived here for many years. I went to school here in the Borough and also to College.

I am happy to have been invited by the Council, to make this speech today.

I am currently a Trustee of Mosaic Shaping Disability Services Leicester Forest East.

I support the Oadby and Wigston Borough Youth Council by showing them how to progress forward by running yearly events such as Supersonic Boom to, engage with young people and the wider community.

I also help to capture the voice of young people and try to make suitable changes for young people of this Borough.

I have been honoured by achieving Citizen of the Year 2016 from Oadby and Wigston Borough Council.

I have my own website showing my design portfolio

at:<https://bhavingohil.wordpress.com/>

For myself It's been difficult to gain employment although I believe I have a range of different skills and in-depth knowledge that I could offer an employer. I feel people are much more than their disability.

I would like employment giving talks on various subjects and designing promotional materials.

Thank you for giving me the opportunity to be here this morning to say these few words. I hope they will help you all to think about those of us living with a disability, who are able in many ways to access work either as an employee or in an apprenticeship.

Thank You