

**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

Page5:

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.

Page 5:

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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