Start Scotland Fair Work and Living Wage Presentation

- Ryan King (Employer Services Manager) – Overview of Start Scotland and Fair Work Approach

- Debbie Taylor (Engagement Consultant) – Eligibility, Engagement with Participants and Key drivers

- Suzanne Wright (Health and Wellbeing Advisor) - Overview of internal Health and Wellbeing offer and how we are taking that to employers
Start Scotland is a partnership between The Lennox Partnership and Fedcap Employment Scotland.

The Lennox Partnership and Fedcap Employment Scotland have years’ of joint experience delivering employment and training to a diverse group of people such as people who disabilities, health-related issues, unemployed, convictions, lone parents and carers.

Currently running the Scottish Governments Fair Start contract in the East and South West of Scotland

The voluntary Programme is designed to engage with 38,000 individuals throughout Scotland and progress them towards sustainable employment.

The customer journey lasts for one year plus one year IWS and is tailored for each individual.
Employer offer

- One stop shop for employers
- End to end delivery
- Adapted recruitment
- Support with training
- Customer job matching
- Employer led sector based routeways

Tailored support
Employer Toolkit

We’ll also be fully supportive of the Fair Work Agenda and Scottish Business Pledge.

- Promoting **responsible working practices**, aiming to reduce zero hour contracts and encouraging paying the **Living Wage**.

- Supporting with information on Health and Wellbeing and advice on becoming a **Disability Confident employer**.

- Help to leverage funding such as **Access to Work**.

- Supporting with **accessing accredited training**, and even offering delivery of some industry specific qualifications.
We’ll be providing an online resource designed to support employers to be responsible in their recruitment, employment and management of their people.

**Diverse recruitment** is all about widening the pool you source your candidates from, including those you might not have previously considered.

**Adapted recruitment** means offering candidates with barriers to the opportunity to demonstrate their skills in a different way to a traditional competency interview.

**In work progression** is just as important as job entry but for those who begin work after overcoming barriers the chances of this are low.
Challenges of Fair Work/ Living Wage

- Employers resistant to change
- Small organisations concerned over viability
- Do all principles of fair work fit with all industry sectors?
- Does bad practice still exist within employers claiming to embed Fair work principles?
- Can best practices can be found in employers not paying living wage?
- Is there enough support for employers wanting to change?
Engagement - Debbie Taylor

- Responsible for generating referrals and ultimately starts on programme.
- Initial engagement and promotion of the provision via DWP, TPOs and Social Media.
- Active in local communities, i.e. primary care teams, HMP’s, housing providers, shopping centres, schools, foodbanks, libraries, refugee services.
- DWP/JCP other employability providers building relations and establishing referral processes.
- Referral through to Welcome on Programme, handover to Employment Advisor.
- Identify provision delivered locally which Fair Start customers can benefit from and integrate services.
Health and Wellbeing

**Health Education Workshops**
- Achieving your potential
- Assertiveness
- Confidence Building
- Dealing with Negative Comments
- Exercise and Wellbeing
- Managing your Mood
- Motivational Strategies
- Positive Outlooks
- Sleep
- Stress, Management and Coping Strategies

**Health Specific Workshops**
- Anxiety Management
- Arthritis Awareness
- Back Care
- COPD Awareness
- Coping with Symptoms of Pain
- Depression Management
- Diabetes Awareness
- Neck care

**Lifestyle & Wellbeing Workshops**
- Exercise and Physical Activity
- Healthy Eating
- Managing Your Lifestyle & Wellbeing
- Disclosing your Health Condition
- Managing Interview Nerves
- Managing Work/Life Balance
- Work, Health and Wellbeing

**Weekly Workshops**
- Circuit Classes
- Fit Club
- Pilates
- Relaxation Group
- Walking Group

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StartScotland
Positive Disclosure

• Talking positively

• What skills and attributes have I gained as a result?

• Disclosure dos and don’ts

• Access to work
Reasonable Adjustments

• Job task analysis
• Equality Act 2010
• Access to Work
Employer Awareness

• To support Employer Support team with explaining health conditions

• Explaining what being disability confident means and how they can gain this certification

• Link employers to specialist services who can deliver specific awareness sessions