

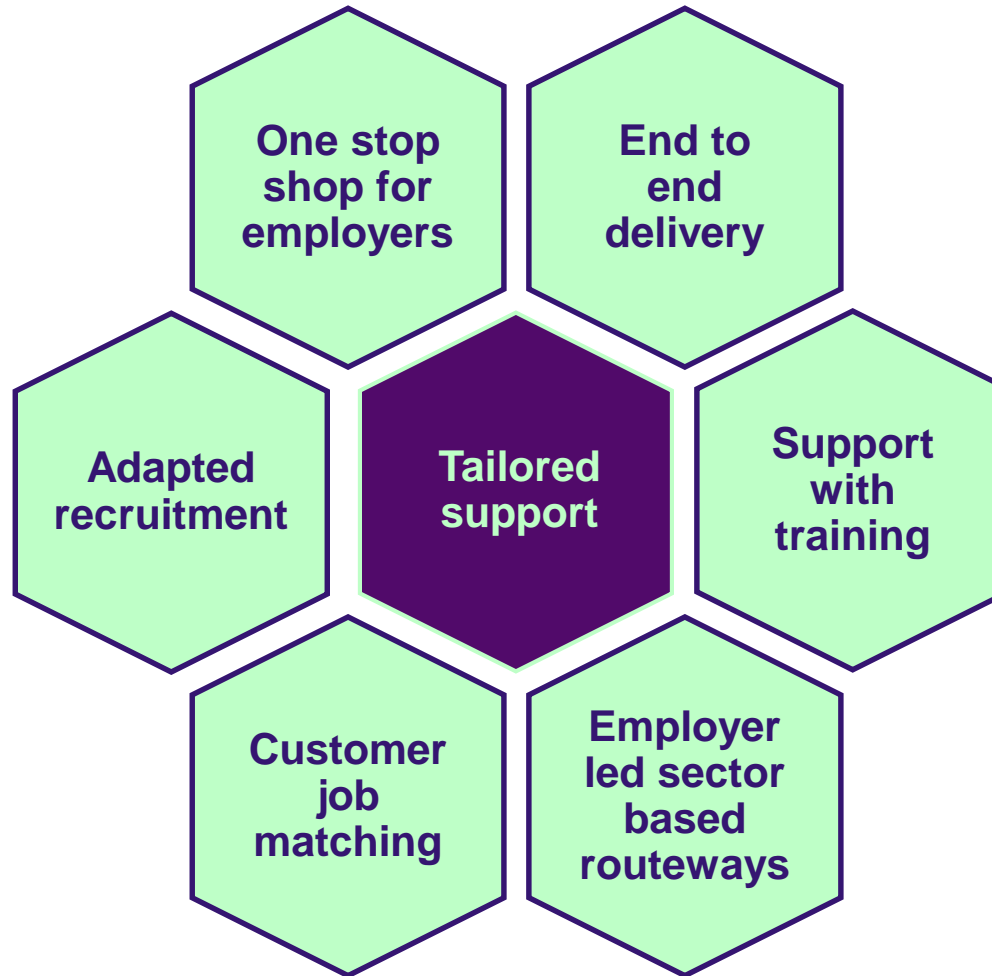
Start Scotland Fair Work and Living Wage Presentation

- 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/ Fair Start Background

- 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



Employer Toolkit

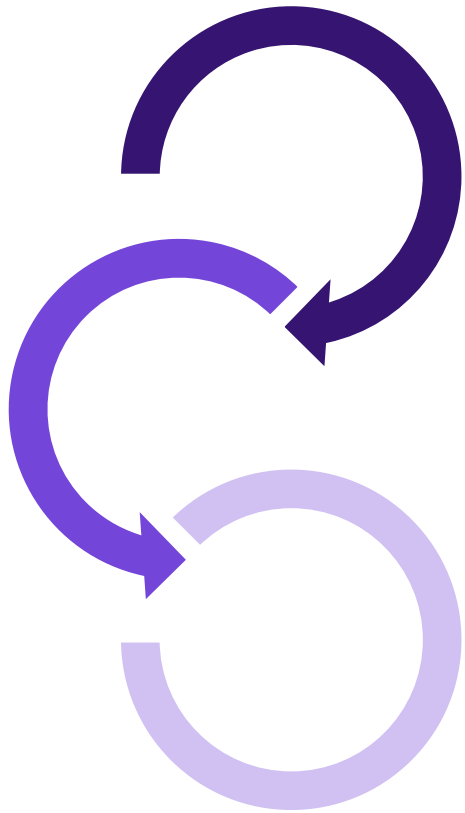
We'll also be fully supportive of the Fair Work Agenda and Scottish Business Pledge.

- 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.



Employer Toolkit

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.



StartScotland










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	Health Specific Workshops	Lifestyle & Wellbeing Workshops	Weekly Workshops
 Achieving your potential	 Anxiety Management	 Exercise and Physical Activity	 Circuit Classes
 Assertiveness	 Arthritis Awareness	 Healthy Eating	 Fit Club
 Confidence Building	 Back Care	 Managing Your Lifestyle & Wellbeing	 Pilates
 Dealing with Negative Comments	 COPD Awareness	Work Specific Workshops	 Relaxation Group
 Exercise and Wellbeing	 Coping with Symptoms of Pain		 Walking Group
 Managing your Mood	 Depression Management	 Disclosing your Health Condition	
 Motivational Strategies	 Diabetes Awareness	 Managing Interview Nerves	
 Positive Outlooks	 Neck care	 Managing Work/Life Balance	
 Sleep		 Work, Health and Wellbeing	
 Stress, Management and Coping Strategies			

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