



Committed to Supported Employment

For organisations who are
forward thinking about
equality and diversity

Successful organisations are forward thinking about equality and adopt diversity practices.

We want to work with employers who have a commitment to recruiting and supporting disabled employees and people with a long-term health condition or additional support need.



Contents

- Introduction
- Benefits all round
- Benefits of being an Inclusive Employer
- What is the process
 - Light touch assessment
 - Managers training
 - Award for assessment and training
 - Award 'health check'
- Get in touch

In our experience,
organisations who take this
approach have -

Management teams with an open-minded and asset-based approach.

Staff teams with a positive and accepting attitude

Strong communication across all levels of the business.

Organisational competencies that better enable them to meet the needs of their customers and stakeholders.

Research by the Health & Safety Executive reports that disabled employees are as productive as their colleagues, have less time off sick, stay longer in their jobs, and have fewer work accidents. Yet almost half of employers think it would be more difficult to employ a disabled person.

Benefits all round

- ✓ It facilitates introductions and productive relationships between employers and supported employment services.
- ✓ Employers will have increased skills and knowledge, and feel more confident about employing and supporting disabled people.
- ✓ Supported employment services will have an increased ability to progress economically inactive disabled people into sustainable careers.
- ✓ It helps to create supportive workplaces where everyone can contribute their talents and skills.
- ✓ It recognises and celebrates employers who engage with supported employment services.

Benefits of being an Inclusive Employer

- ✓ A free and comprehensive recruitment service, matching the right jobseeker to the job.
- ✓ Access to continuous support from an experienced Supported Employment service.
- ✓ Customers appreciate and recognise the willingness of businesses to reflect the communities they serve.
- ✓ Promotion of the organisation as an equal opportunities employer with a commitment to Corporate Social Responsibility.
- ✓ Work colleagues welcome and encourage people recruited through the Supported Employment process and good working relationships are developed.

What is the process?

Connecting with a supported employment partner

The Inclusive Workplace Award is delivered in partnership with a local supported employment service.

The supported employment service works with the employer throughout the process at a pace and manner appropriate to their needs.

SUSE supports both parties through the process to the successful completion of the Inclusive Workplace Award.



Light touch assessment

The process allows the employer to assess current practices and identify required improvements and changes.

The Award has 4 criteria:

- A positive and supportive environment
- Reasonable adjustments
- Flexible procedures and policies
- Provision of supported employment opportunities.

The supported employment service will help the employer review their practice.

Managers training

We ask employers to nominate managers and supervisors within the organisation to participate in the free Inclusive Workplace Award training.

Those nominated should have direct responsibility for managing staff and/or recruitment.

The session looks at challenging assumptions and attitudes and allows people to discuss their gaps in experience when it comes to recruiting and managing disabled people.



Award on successful completion of assessment and training

The employer receives a certificate and digital Inclusive Workplace Award logo.

The employers will be presented with an award at the next SUSE Annual Conference.

SUSE will support the employer to promote their achievement.

Award 'health check' and renewal

The partner supported employment service will maintain contact with the employer.

One year after the award the service will support the employer with a health check.

They can give constructive feedback to the employer to help them maintain the standards required to retain the award.

The Inclusive Workplace Award can be renewed after 2 years.



Get in touch

If you are an employer interested in the Inclusive Workplace Award, please contact us. We can discuss the process with you and connect you with a supported employment service in your area.

If you are a member of SUSE delivering supported employment and wish to strengthen links with employers or promote the award as an added benefit when engaging with new employers, please get in touch.

Contact us

info@susescotland.scot
www.suse.org.uk