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# SUSE X

## ANNUAL CONFERENCE

### THE INCLUSIVE EMPLOYER



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**Tuesday  
16th May 2023**

Murrayfield Stadium,  
Edinburgh

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# WELCOME FROM OUR CEO

We are delighted you can join us for the Apt PSP / SUSE Annual Conference 2023 at Murrayfield Stadium in Edinburgh.

It has been a significant year for our sector with the publication of the Scottish Government's Supported Employment Review, the launch of the Shared Prosperity Fund, the continued roll out of No One Left Behind – and of course, a very challenging economy and turbulent political environment.

This year our panel discussion will focus on Economic Inactivity - the record number of working age people who are not in employment in the UK. We're asking - is it time for a new New Deal? We want your input on how we ensure that everyone has the opportunity to secure a job, and what role Supported Employment can play in getting people who are inactive into work.

Thank you to this year's supporters, our Headline Sponsor Diversity Scotland and Workshop Sponsors, Fedcap Scotland and ENABLE Works, along with all of our exhibitors and advertisers. With their support we hope we've been able to make the Conference as accessible as possible for everyone who's coming along. Please take some time to visit our exhibitors throughout the day.

We hope you enjoy this year's conference and find it informative, challenging and fun.

Please ask at the registration desk if you require a large font, plain text version of the Conference Programme.

## AGENDA

9.00	Registration Opens / Workshop Selection
9.15	Morning Refreshments
9.45	Welcome – David Cameron, CEO of SUSE
9.50	The Inclusive Employer - Dr Danielle Farrel & Alyson Woodhouse
10.05	Apt Award Presentations
10.30	Keynote Speaker – Jenny Hinde, Board Director of The Clear Company
10.45	Breakout Session – Workshops 1, 2, 3
11.45	Refreshments
12.00	Panel Discussion – Do we need a new New Deal?
13.00	Lunch and Networking
14.00	Breakout Session – Workshops 4, 5 and 6
15.00	Refreshments
15.15	Breakout Session – Workshops 7, 8 and 9
16.15	Plenary and Closing Speech – Mike Brown, CEO and Creative Director of Maverick Games

- DEI Learning
- Strategy Development
- Inclusive Hiring Support
- Speaking Engagements
- Staff Inclusion Surveys

### SUSE Annual Conference 2023

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WORKSHOP ALLOCATION			
in Person	President's Suite (Main Room)	President's Suite 2 (60 Places)	Centenary Club (60 places)
10.45	<b>WORKSHOP 1</b> <b>Scottish Economy Challenges &amp; Opportunities – Now and in the Future</b> Adam McGeoch, Economist Fellow, Fraser of Allander Institute	<b>WORKSHOP 2</b> <b>Engaging Employers</b> Federico Marchioli, The Clear Company	<b>WORKSHOP 3</b> <b>Trailblazing PSP Employers</b> Ryan King, Fedcap Scotland; Michael Cusack, ACS Clothing; Victoria Erasmus, Glen Mhor Hotel and Uilebheist Brewery; Kat Moir, Ambassador Theatre Group Debbie Kerr, Borders College
14.00	<b>WORKSHOP 4</b> <b>The 4th Industrial Revolution</b> Jennifer Remnant, Joanna Butler and Dr Marisa Smith, University of Strathclyde	<b>WORKSHOP 5</b> <b>SUSE and BASE Going Forward – Our Training &amp; Development Partnership.</b> Nerise Oldfield-Thompson, BASE	<b>WORKSHOP 6</b> <b>Making Digital Recruitment Fair</b> Emma McLatchie, Cole AD, Fiona Walker and Amrit Kaur Bedi, SUSE and Neil Skene, Experience Network
15.15	<b>WORKSHOP 7</b> <b>The UK employability landscape: What it means for Scotland</b> David MacDougall and Will Freer, 50 Degrees	<b>WORKSHOP 8</b> <b>Diversity Data Collection to Elevate your Business. Workshop for employers.</b> Norma Curran and Julie Sart, Values Into Action Scotland and Tony McCaffery, Diversity Scotland	<b>WORKSHOP 9</b> <b>Digital Tools for Supported Employment</b> David Gardener and Lianne Williams, ENABLE Works

### Accessible Communications

- All rooms will have a hearing loop.
- President's Suite will have a BSL interpreter and Electronic Note Takers providing a live transcript.
- Workshops 3, 5 and 8 will have an Electronic Note Taker providing a live transcript.

### WORKSHOP 1 Scottish Economy Challenges and Opportunities – now and in the future

Sponsored by Fedcap Scotland

Adam McGeoch, Economist Fellow, Fraser of Allander Institute

This workshop will discuss the current state of the Scottish economy and the challenges and opportunities that lie further afield. The types of longer-term issues that will be covered include climate change, automation, productivity, demographic change and poverty.

### WORKSHOP 2 Engaging Employers

Federico Marchioli, The Clear Company

The workshop aims to start a conversation around how we can engage employers with our agenda, supporting more inclusive and accessible workplaces. There will be a discussion about the main challenges to employer engagement and how to overcome them – driving the conversation around recruitment as an opportunity, disability inclusion, reasonable adjustments, and their importance for building flexible work environments benefitting all employees. At the end of the workshop, case studies will be shared to better understand how practice can be improved.

### WORKSHOP 3 Trailblazing PSP Employers

Sponsored by Fedcap Scotland

Michael Cusack, ACS Clothing - Victoria Erasmus, Glen Mhor Hotel and Uilebheist Brewery  
 Kat Moir, Ambassador Theatre Group - Debbie Kerr, Borders College

Ryan King from Fedcap Scotland leads discussion with a panel of Apt PSP employers who are passionate about their vision of creating truly diverse and disability inclusive workplaces.

### WORKSHOP 4 The 4th Industrial Revolution

Sponsored by ENABLE Works

Jennifer Remnant, Joanna Butler and Dr Marisa Smith, University of Strathclyde

This workshop will focus on the priorities of disabled people in relation to the changes in technology contemporary workplaces. Through a combination of short presentations and facilitated discussions, we will address the challenges and opportunities resulting from IR4.0 and explore ideas for the future.

### WORKSHOP 5 SUSE and BASE Going Forward - Our Training and Development Partnership

Nerise Oldfield-Thompson, BASE

BASE and SUSE have been exploring collaborative working and recognise that, as membership organisations, it is imperative that we consider the views of existing and potential members to help us develop and consolidate the relationship.

This workshop is your opportunity to find out about the current work, including training and quality and tell us your views and opinions on what you require from the partnership or individual membership organisations.

### WORKSHOP 6 Making Digital Recruitment Fair

Sponsored by ENABLE Works

Emma McLatchie, Cole AD - Fiona Walker, SUSE  
 Amrit Bedi, SUSE - Neil Skene, Experience Network

This workshop highlights the common accessibility issues in digital recruitment and provides practical guidance on how to resolve many of these. Delegates will be given the opportunity to review an online application process.

## WORKSHOP 7 The UK employability landscape: What it means for Scotland

David MacDougall and Will Freer, 50 Degrees

This session will provide an overview of national employability programmes managed and delivered through the UK Government. Strategic policy has evolved to reflect the challenges presented by a rapid rise in economic inactivity. We will explore the UK Government response to this and examine the impact and opportunities that will emerge in Scotland.

## WORKSHOP 8

### Diversity Data Collection to Elevate your Business - Employers Workshop

Norma Curran and Julie Sart, Values Into Action Scotland and Tony McCaffery, Diversity Scotland

How can employers gather accurate data that enables them to measure the positive impacts of their diversity initiatives? The workshop outlines current thinking and gives delegates the opportunity to contribute practical examples and discussion.

## WORKSHOP 9

### Digital Tools for Supported Employment

David Gardener and Lianne Williams, ENABLE Works

This session will provide an overview of the Belvedere project and introduce the different teaching and training packages that have been developed from the practitioner's point of view by project partners. These will be available online from July 2023.

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DFN Project SEARCH

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Join us at SUSE 2023 to find out more about us and consider how you can bring DFN Project SEARCH to your area.

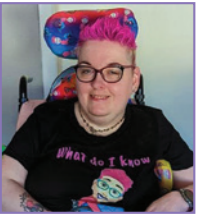
Cameron, a DFN Project SEARCH Graduate in Glasgow

[www.dfnprojectsearch.org](http://www.dfnprojectsearch.org) @dfnsearch DFN Project SEARCH

## Dr Danielle Farrel

### Managing Director, Your Options Understood (Y.O.U)

Danielle has been involved with Apt since the PSP launched 3 years ago. Y.O.U. is one of Apt's delivery partners. Most recently she has undertaken the role of Lead Lived Experience Co-ordinator with responsibility for recruiting people with a variety of lived experience of disability onto the Apt workstreams.

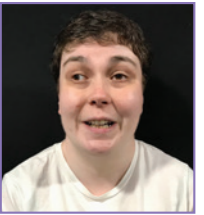


She has also delivered multiple training sessions around Access to Work, disability awareness and equality to employers supported by Apt, as well as conducting several Employer Assessments with a variety of employers in recent months.

## Alyson Woodhouse

### Vice-Chair, Apt Experience Network

Alyson is a blind, freelance theatre practitioner who specialises in creating drama which is fully accessible for Blind and Deaf audiences. She has been involved as a director and/or Audio Description Consultant on a variety of shows including adaptations of classic texts and new writing.



She has been a member of Apt since September 2021 and has been involved in a variety of workstreams including Underrepresented Groups and Lived Experience. She is currently the Vice-Chair of the Experience Network and has been involved in Apt delivery including Employers Assessments and Digital Recruitment Reviews.

## Jenny Hinde

### Board Director, The Clear Company

Jenny has more than 25 years' experience as a HR and Change Director, leading successful global DEI programmes and in 2022 won the CIPD 'Consultancy of the Year' award for the partnership approach deployed by the Clear Company in delivering impactful change. With a pan-diversity approach Jenny is highly experienced in achieving cultural shifts, setting the strategic direction, and implementing solutions to diversity challenges both within and outside organisations including supply chains, communities and customer delivery. Jenny leads strategy, audit and learning at the Clear Company on behalf of a range of clients including Bentley Motors, Sky and Balfour Beatty.

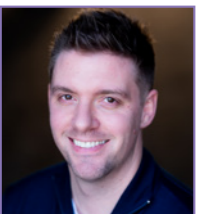


Outside of her core role, alongside supporting the activities of the Recruitment Industry Disability Initiative (RIDI), Jenny is a governor at a school for children with complex needs in North Yorkshire, an inclusion advisor to an Academy Trust and chairs a Community Interest Company which runs camping events for families with disabled children.

## Mike Brown

### CEO and Creative Director, Maverick Games

With a 17-year career in the UK videogame industry, Mike has established himself as a respected leader and innovator. Prior to founding Maverick Games, Mike made his mark as Creative Director at Playground Games, one of the UK's largest game developers. There, he led the BAFTA-winning titles Forza Horizon 4 and Forza Horizon 5, the latter of which received three prestigious Game Awards, including one for Innovation in Accessibility, an accolade Mike is especially proud of.



He values diversity and inclusion, aiming to create welcoming environments within his teams and the games they develop. Mike believes that fostering a diverse and inclusive atmosphere will positively impact both the critical response and commercial performance of a business.

## Do we need a new New Deal?

There are 5.3 million people of working age who are not currently in employment, a record number. In the run up to the general election 2024 we can expect a vigorous debate on how we can ensure everyone who wants to work has the opportunity to do so.



**Ian Bruce – Panel Chair**  
Equality Mainstreaming Manager at Skills Development Scotland

Ian's role is focused on inclusion for underrepresented groups within Work Based Learning (Foundation, Modern and Graduate Apprenticeships). He has worked in Welfare to Work for 14 years, delivering a range of disability employment programmes including New Deal for Disabled People, Work Choice and Work First.

He worked in the public and private sectors prior to moving into the voluntary sector with Shaw Trust and then Capability Scotland. Throughout his whole career, Ian has worked to improve services for disabled or disadvantaged people. Prior to his role as the Acting Chair of SUSE, Ian served on the board of two disability charities in Europe, both with a focus on employment for disabled people.



**David MacDougall**  
Managing Consultant at 50 Degrees

David has over twenty years' experience working at a senior level across the employability, skills, justice, health and economic development sectors.

Prior to joining 50 Degrees, David started his career in the public sector where he managed and procured large scale employability and skills programmes designed to support unemployed and economically inactive people back into work. He then pursued a career in the private sector as a Business Development Director for a global organisation who delivered public services and successfully led bid teams to win contracts and sales in excess of £1.5 billion.

David currently leads 50 Degrees' research, policy and practice work and has been commissioned by several leading Local/Combined Authorities to develop strategies to address economic inactivity and support them in the design and delivery of new services.



**Susan Paterson**  
Operations Director for Fedcap Scotland

Susan has been with Fedcap since 2019 and has held many different roles in her 20 years in the employability sector. These include Adviser, Performance Manager, Implementation Manager and now her current

position as Operations Director. Prior to this, she was a civil servant with the Ministry of Defence.

Susan's day-to-day responsibilities include leading the operations team across the UK to support our people and enable them to get as many customers as possible into sustainable employment.



**Catherine McWilliam**  
Nations Director – Scotland at the Institute of Directors (IoD)

Catherine McWilliam joined IoD Scotland in October 2021 after six and a half years supporting community-led enterprise activity with Development Trusts Association Scotland. She took over as Nations Director of IoD Scotland in September 2022 and is passionate about promoting good governance and diverse leadership. Catherine has extensive experience in stakeholder engagement and relationship building across the third, private and public sector.

**Lianne Williams**  
Depute Director of ENABLE Works

Lianne is an experienced leader in Disability Employment Services and as the Depute Director, she is responsible for leading on ENABLE Works' varied operations throughout Scotland, delivering high quality, ambitious employability services for people who have learning disabilities. Lianne is passionate about Supported Employment services and is a SUSE Trustee.



**Lewis Hedge**  
Interim Deputy Director, Fair Work and Labour Market Strategy



Lewis is responsible for the development and delivery of policy interventions to improve outcomes for people in work and support growth. He previously worked in trade policy and delivered COVID-19 business support funds at the Scottish Government, following earlier roles with the Foreign and Commonwealth office and Ministry of Defence.

SUSE members are entitled to a 20% discount on all Inclusive Trading training

- base Inclusive Trading
- ✉ laura.davis@base-uk.org
- ✉ alistair.kerr@base-uk.org
- ✉ nerise.oldfield@base-uk.org
- ✉ liz.mellor@base-uk.org

## Award Categories and Nominees

The Apt Awards recognise organisations and individuals who have contributed towards creating inclusive workplaces and reducing the Disability Employment Gap.

We are pleased to host the inaugural PSP award presentations and delighted to announce the nominees.

### Apt Employer of the Year

*Sponsored by Diversity Scotland*

This employer will have demonstrated outstanding commitment to diversity and are a leader in their industry who are dedicated to integrating diversity, equality and inclusive practices in their organisation, specifically in relation to reducing the Disability Employment Gap.

#### Nominees:

- Fly Cup Catering
- Westfab Engineering
- Into Work
- NHS Lanarkshire
- Borders College
- The Apprentice Store
- Glen Mhor Hotel and Apartments
- Inspiring Scotland
- ACS Clothing Ltd

### Apt Employer Champions

*Sponsored by Diversity Scotland*

This award will go to organisations who have demonstrated progress in becoming a diverse workplace.

#### Nominees:

- Eat Sleep Ride
- Into Work
- Glasgow Science Centre
- Netherthird Initiative for Community Empowerment
- Historic Environment Scotland
- NHS Glasgow and Clyde
- BeYonder Ltd
- Ambassador Theatre Group – Kings and Theatre Royal, Glasgow and Playhouse Theatre, Edinburgh



## Diversity Champions

*Sponsored by Fedcap Scotland*

Recognising an individual who has led the way in their organisation. This can be an individual working for an Apt employer, partner or workstream member.

#### Nominees:

- Michael Cusack, ACS Clothing
- Bobby Wallace, Coalfield Community Transport
- Anila Mirza, Historic Environment Scotland
- Kat Allen, Into Work
- Michael Moran, Renfrewshire Council
- Amy Brydon, Borders College
- Hayley MacDonald, ACS Clothing



## Provider of the Year

*Sponsored by Diversity Scotland*

An Apt partner who has made a meaningful contribution to progressing the PSP and working towards creating a Centre of Excellence for Scotland.

#### Nominees:

- Values Into Action Scotland
- ENABLE Works

## Outstanding Contributions to Apt

*Sponsored by Diversity Scotland*

An individual who has made significant contributions within the PSP.

#### Nominees:

- Dr Danielle Farrel
- Neil Skene
- Alyson Woodhouse

**Values Into Action Scotland**

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**Over the past three years, Apt has established itself by bringing disabled jobseekers, providers and employers together to promote equality and diversity, network, pilot new services and move disabled people into work. We've pulled together some highlights of our 3rd year...**

## In the last year...

- We developed and launched 4 new workstreams: Delivery, Underrepresented Groups, Development and the NEW Experience Network.
- Recruited more people with lived experience to our Experience Network.
- Delivered a Train the Trainers programme for members of the Experience Network: which means they can now work with delivery partners to carry out assessments and co-deliver training to PSP employers.
- Continued to build our PSP partnership of 39 committed, enthusiastic organisations, dedicate to reducing the Disability Employment Gap.
- Piloted a new assessment, support and evaluation model for our employers based on what we learned from the first 2 years of the Apt PSP.
- Brought on board 34 new employers from across Scotland, from sectors including food and beverages, transport, theatre, hospitality and tourism, heritage, land management and education.
- Completed employer assessments and developed action plans for our 34 employers.
- Developed and published our Apt Training and Services Catalogue: giving employers information on the high quality support Apt can offer – the first of its kind in Scotland.



- Completed 74 employer interventions to improve policies and practice, accessibility, workplace support and recruitment. We've helped employers to introduce Health Passports, carried out Sensory Mapping on site and supported them to make reasonable adjustments and introduce assistive technologies.
- PSP partners delivered 43 training courses in varied topics including Mental Health First Aid, Deaf Awareness, Access to Work and Rethinking Recruitment.
- Carried out 8 Digital Recruitment Reviews for employers and supported them to make positive changes to improve online accessibility.
- Developed new content for our media channels including 5 employer short films: giving employers the chance to share their experience of working with Apt and their recommendations to other employers.
- Gathered evidence and impact on our work with employers as we build towards creating our Centre of Excellence for Scotland's employers.
- Partnered with Glasgow City Council to pilot a mini-PSP, using the tools, training and interventions we've developed to support Glasgow based employers who wish to become more inclusive and diverse.

**Apt is committed to creating positive and inclusive working environments that attract, retain, and develop people of all abilities. Together our work is making a difference, and the partnerships established are helping to reduce the Disability Employment Gap across Scotland.**



We are proud that SUSE has partnered with Lugo for their IT Support and Services since 2016



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A great example of the work we undertake as part of the PSP is the Digital Recruitment Reviews.

Digital is common in our everyday lives and increasingly the only way to apply for jobs. By making that process more accessible for disabled job seekers, we are addressing a key element of the Disability Employment Gap – how employers attract and recruit.

A significant portion of employer websites, recruitment boards and online tools are not fully accessible to disabled people. This has created a scenario where disabled jobseekers face not just attitudinal barriers, but digital barriers as well.

Through our work with Apt’s Experience Network and technical support from Cole AD, we improve the accessibility of digital recruitment processes by making practical changes that don’t deter disabled applicants.

During the Reviews we have identified recurring themes, regardless of organisation type/ sector, job role or ability – in almost all cases an application cannot be submitted without external support. The recommendations we develop are often very simple to implement but will have a hugely positive impact on accessibility.

To find out more about Digital Recruitment Reviews and receive top tips on how to make your online recruitment more accessible, join our workshop at the Conference.

#ConfidentEmployers  
#AdaptToDiversity  
#ReduceTheGap



The Experience Network is the name for the lived experience workstream that plays a key role in Apt. Central to our ambition is to involve disabled people in every aspect of our work.



Alyson joined the Experience Network in September 2021 and has been involved in training and project delivery. Here, she tells us about her experience of working with Apt and being a member of the Experience Network.

“I am a Theatre Practitioner specialising in creating drama which is fully accessible for Blind and Visually Impaired audiences and performers. I was greatly excited by the opportunity (to join Apt), as I wished to make connections with other disabled people, and to gain a broader understanding of access in the workplace beyond my personal understanding. Being involved with Apt has exceeded my expectations.

I have particularly benefited from being involved in the Training for Trainers and Digital Recruitment Reviews, both of which have been opportunities provided by Apt as they have enabled me to think more broadly about what access means and allowed me to interrogate the practices of employers when investigating potential employment opportunities for myself and others.

I would advise anyone who has an interest in making things more equal for disabled people in employment to join Apt, as it is a great opportunity to connect with other disabled and non-disabled people who wish to make a difference and give something back to the wider disabled community. I would also highly recommend involvement with Apt to any employers who may wish to become more inclusive, as it is a great educative tool, and allows people to move beyond possible unconscious misconceptions or stereotypes about disabled people to a more progressive future.”

**Alyson Woodhouse, Experience Network Consultant.**

Through Apt, the Experience Network provides employers with a range of high quality services that equip them to create workplaces that are fairer and more inclusive. One of our primary services is training - with a wide range of courses delivered by people with lived experience as disabled people in the workplace.

The Experience Network also provides mentoring and advice services to employers, including consultation on best practices for disability inclusion at every stage of the employment journey, including recruitment and retention strategies, accessibility and reasonable adjustments.



## SUPPORTED EMPLOYMENT REVIEW

In January 2023 we brought together SUSE members to discuss the Scottish Government's Supported Employment Review which was published late last year. This online event gave members the opportunity to feed back on the findings and recommendations and contribute their ideas on the next steps. Several of the recommendations were of particular interest to our members, especially the proposals to develop a Supported Employment Guarantee and a Quality Standard, both of which SUSE has been developing and had shared with the review's authors.

The recommendations to professionalise the Supported Employment workforce and continue the work of the Apt PSP were also welcomed. SUSE is developing a working group of members, that will seek to influence the implementation of the review's recommendations going forward and we will seek representation on the Steering Group that the review has advised the government to establish. If you'd like to be involved in this group please contact us at [david@susescotland.scot](mailto:david@susescotland.scot)

## INVERCLYDE EMPLOYABILITY SERVICES RESEARCH

Over the past year SUSE has been working with Inverclyde Council to review services for young disabled people in the area, with a view to identifying gaps in local provision and streamlining access to providers that can support jobseekers to start their employment journey. We spoke to 24 local organisations, many of whom we recognised as delivering high-quality support that was of value, although it was noted that (as in most local authority areas) there were a limited number of services that offered the 5 Stage Supported Employment Model.

SUSE produced an Options Appraisal for the local authority that we hope may lead to additional local services for young people including more Supported Employment or IPS and Project Search. Going forward, we will be encouraging other local authorities to carry out similar exercises to better understand what is working well for young disabled people and the many options available to deliver successful services that meet each person's needs.

## SENSORY CAMPAIGN

A number of SUSE members including the Health & Social Care Alliance, Sight Scotland and RNIB have come together to work on our Sensory Campaign. This aims to highlight the huge drop-off in services for people who have a sight or hearing loss or dual loss; and the lack of opportunities for people with sensory loss across Scotland who want to work, want to stay in work, and have a contribution to make in their communities and the economy.

The group has developed a campaign plan which will be rolling out this year. This will include a social media campaign, working with people with a sensory loss to make their case, lobbying politicians, local government, and the Scottish Government; and highlighting the urgent need for real, tangible investment in this area. We are also looking to identify potential research partners to work with us. If you'd like to be involved in this group please contact us at [mandy@susescotland.scot](mailto:mandy@susescotland.scot)



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**Fife Council's Supported Employment Service**

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The SUSE Inclusive Workplace Award (IWA) is recognition for organisations who are forward thinking about equality and diversity. SUSE developed the IWA to help employers create workplaces where disabled people can succeed and progress.

By achieving the Inclusive Workplace Award employers will:

- have increased skills and knowledge, and feel more confident about employing and supporting disabled people
- create supportive workplaces where everyone can contribute their talents and skills
- access a free and comprehensive recruitment service, matching the right job seeker to the job
- gain productive relationships and achieve recognition for engaging with Supported Employment services.

### Online IWA Launching Soon!

During the last 6 months we have been refreshing the award and the criteria. A new online process will be launched in the coming weeks - this is designed to be a simple, step-by-step process of matching employers with a Supported Employment service provider and submitting evidence against the 4 award categories.

“It’s an honour to have achieved the Inclusive Workplace Award and to be recognised for our commitment to equality, diversity and inclusivity. We’re proud of the support we provide to all those who join us and can’t wait to continue this work.” Amy Clelland, VIP Manager, People Know How.

“The process of applying for the award has been invaluable in helping us to take the time to do a deep evaluation of our policies and procedures around disabled staff recruitment and retention.” Viki Galt, Disability Information Officer, University of Edinburgh.

Visit the SUSE website to find out more about the Inclusive Workplace Award.



### Join our Board!

To help us in the next stage of the charity’s development we are looking for enthusiastic individuals who are committed to supporting disabled people to find and retain paid employment and promote the Supported Employment model and philosophy. We welcome applications to join our Board from the employability sector, stakeholders, business and people with lived experience.

We offer excellent training and development opportunities, with mentoring support from existing Board members and SUSE staff to ensure a positive onboarding experience for new Trustees.

For further information or an informal discussion, please contact our Chief Executive Officer, David Cameron at [david@susescotland.scot](mailto:david@susescotland.scot)



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# SUSE MEMBERSHIP

SUSE would like to thank all its members for their ongoing support and to welcome our new members who joined us in 2022/2023. Our focus is very much on how we support our members and how we ensure Supported Employment continues to be on the agenda for local and national Governments.

Our members include Third Sector specialist organisations that work across the UK as well as those based in one local authority area; and Public Sector bodies such as Local Authority services that support job seekers to enter and sustain paid work.

Together we can reduce the Disability Employment Gap.

## **SUSE Members can:**

- Collaborate and influence government policy makers, local authorities and funders.
- Participate in SUSE campaigns
- Participate in research
- Access learning and networking opportunities
- Promote jobs, events and news to the wider SUSE network
- Gain introductions to employers through the Inclusive Workplace Award.

As a SUSE member, you receive a substantial discount for the events and training courses we offer. This year we will be launching our partnership with the British Association for Supported Employment (BASE) to deliver practitioner training and development opportunities. More information will be available soon.

If you want to know more about becoming a member, please scan the QR code to take you to the SUSE website, visit [www.suse.org.uk](http://www.suse.org.uk) speak to a member of staff at the conference, or contact us to set up a one-to-one meeting.

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