

## Salford CVS Annual Conference – Note Takers Template

### Justice for Disabled People: The Role of the VCSE Sector in Salford

<b>Name of workshop</b>	Pathways to Inclusion
<b>Facilitator</b>	Bruce Poole, Salford CVS
<b>Panel members</b>	Jane Cordell, Results CIC Tanina Sheath, The Growth Company Chris Dabbs, Unlimited Potential
<b>Panel speaker notes</b>	<p><b>Jane Cordell</b> Worked all her life, deaf since 20's. Directors of Coaching and Training Company. World of work – what does access mean and who is responsible? Working with people with LTC and neuro diverse people. Access to the workplace, what is your definition of access? Everyone has different needs. Culture in this country is that we should be able to do everything and not ask for help. Asking for help is a key leadership skill. Disabled Role Models – are assertive, and are themselves. This is about how you communicate with others.</p> <p><b>Tanina Sheath</b> Employment coach working with people with disabilities in Salford. Now manage programme that helps people who access primary services to get back into work. Currently works with the Growth Company to support people back into work. Programmes are inclusive, partnership working is important. Support ongoing after employment started. Disability programmes - IPS, SES &amp; IPES</p> <p><b>Chris Dabbs</b> CEO of Unlimited Potential Project which is funded by Salford CVS and NHS – meaningful employment of people with Autism. Autism employment gap, what % are in employment – 21.7% Produced guides 'untapped potential' business case for recruiting and retaining autistic people. 'Fulfilling your potential' is a guide for autistic people to find meaningful employment using their strengths and talents. The image people have of autistic people is white men – this is not what the booklets show 1/3 female. Lack of research regarding autism in people of colour.</p>
<b>Q&amp;A</b>	<p><b>Q to Jane</b> – Health and safety issues are used as barriers to stop deaf people in work – how do we overcome these barriers. (Jack). <b>Response</b> – need to train and educate, need to people challenge the system.</p>

	<p><b>Q to Jane</b> – disability group in Salford. How can people with LD get their voices heard? (Sean Dempsey). Response Charter of rights for LD people, need to make materials crystal clear.</p> <p><b>Q to Tanina</b> – How can staff at GC have 100% understanding of disability? (Jack) <b>Response</b> – no one can have 100% but we offer staff training.</p> <p><b>Q to Tanina</b> – Noted menopause, is this a new thing, how can employers be supported. <b>Response</b> – it is on the agenda. Mind in GM has lots of resources.</p> <p><b>Q to All 3 speakers</b> – how can we be better at encouraging self-employment in disabled people.</p> <p><b>Chris</b> – self-employment can be a good route partly due to barriers. Schools, are not talking about self-employment, it's go to college or get a job. Entrepreneurship is a good route.</p> <p><b>Jane</b> – structurally the support available from the government is not available. Need to encourage people. Currently has funding to support disabled people.</p> <p><b>Tanina</b> – not enough self-employed people in Salford, less than average. LS&amp;W programme at Salford CVS is working with people who want to be self-employed.</p> <p><b>Q to Tanina</b> – how can it pay for disabled people to work? <b>Tanina</b> – support people to look at entitled to calculations.</p>
<p><b>Practical actions (2-3)</b></p>	<p>Ran out of time.</p>