

- **Tailor-made packages of support**
Tailor-made support packages for the individual. This can include access to job coaching, training, access to funding, monitoring and review process
- **Advice on issues and legislation**
This can include raising disability awareness of managers and staff, Health and Safety Guidance and Support, Disability Awareness training, help with matters relating to the Disability Discrimination Act and HR issues such as Employment Law
- **Recruitment**
Working closely with you the employer to match people with the right experience and skills to the most suitable vacancy
- **Long term return***
Disabled people can be very loyal in their jobs. They have excellent timekeeping, reliability, a good work ethic and are trustworthy. As disabled people stay in jobs longer and are skills matched, they suit a position ideally
- **Corporate social responsibility**
Disability is a rights issue. Companies key roles are as problem solvers providing products and services which meet peoples needs. By achieving these aims you can make significant changes towards improving the lives of disabled people.

*Source: "unlocking Potential" - The New Disability Business case

How To Contact Us

Telephone

01202 261140

Fax

01202 261001

Email

pes@poole.gov.uk

Website

boroughofpoole.com

Go to services - Employing Disabled People

Address

Adult Social Care and Wellbeing Unit
Poole Supported Employment Service
Civic Centre, Poole,
Dorset BH15 2RU

We can supply this information in large print, on audio tape, or have it translated for you. A member of staff will also be happy to discuss this information with you. Please call 01202 261140
The information is on BoroughofPoole.com where it can be translated into many languages

We want to provide good quality services and would welcome your opinion. If you have any comments, suggestions or complaints please let us know. Either tell the people who provide the service, phone the help desk, or there is a separate leaflet, Help Us To Help You which is available from Social Services Offices, centres, GP's, libraries and hospitals in Poole

How Business Can Gain By Unlocking Potential

The benefits of working to recruit and retain disabled employees



Why should your business employ disabled people?

• **Productivity**

Disabled people are as productive as other employees are – employers regularly rate the performance of disabled workers the same as non-disabled employees

• **Skills Mix**

Disabled people just like non-disabled people are individuals with different skills and capabilities

• **Encourages Diversity**

Addressing policies and practices to accommodate disabled people helps to create a workplace, which is more flexible and inclusive of people with a wide range of diverse needs

• **Adjustments**

Many adjustments cost little or nothing and are often more about showing flexibility and demonstrating creative approaches to working practices

• **Access To New Customers And Spending Power**

Organisations, which are accessible to disabled customers, will be more appealing to all consumers. With over 10 million disabled people in the UK, you could be tapping into a market with an estimated annual spending power of over £50 billion

Partner Organisations

Newring Electronics Limited



Stan **Randell** and Co. Ltd.
BUILDING CONTRACTORS



CONTINENTAL LANDSCAPES LTD

Employers using our service have said....

Workstep had a very positive impact on the team and increased their disability awareness especially communication.

It is a great help to know that you can phone up and get help and guidance - its very useful and appreciated

Workstep and the Employment Broker have been very supportive and both the employee and I greatly appreciate the continued support

We have found your service excellent, staff have always been helpful and Hayley was a great match for our organisation, she learned quickly and soon became useful part of the team

The assistance of the job coach worked well and is worth remembering when other new tasks need completing

The level of support that both the employee and ourselves receive through the Workstep Programme has been very beneficial

The Employment Broker has provided us with good advice concerning training and other employment issues

The Workstep support provided is very good and the 6 monthly reviews very useful

source client/employer reviews 2006/2007