



# CornwallWorks

*for Learning Disabilities*

## Achieving diversity in your business

## Meet Dan

**Age:** 21

**Status:** Student

**Likes:** Football, computer games, going to the pub

**Dislikes:** Karaoke, living at home



## Meet Alice

**Age:** 24

**Status:** Office temp

**Likes:** Nights in with her boyfriend, clubbing, the gym

**Dislikes:** Public transport, rudeness



# Which one has a learning disability?

Actually, they both do!

Over 65%\* of adults with a learning disability want a job.

In Cornwall, only 6.8%\* have one.

Help us to change this!

\*Information supplied by BASE 2010



**CornwallWorks for Learning Disabilities** is a supported employment programme provided by a number of partner organisations across Cornwall. By offering someone a job, employers enable that person to become more independent and build their confidence.

- We help you find reliable, motivated and committed employees to fill a range of your job vacancies
- We match the skills of our clients with the needs of local employers
- Our expert job coaches provide personalised support and advice to both potential employees and to you, as the employer, to make each placement a success.

To find out more, contact:

☎ 01872 224005 or 07540 688 810

@ helen.cahalane@unitedresponse.org.uk

[www.cornwallworks.org.uk/ld](http://www.cornwallworks.org.uk/ld)



# The business case of employing someone with a learning disability



## Low risk/low cost recruitment

### ■ Recruiting the best employee for the job

The employer has a chance to test the potential employee within the job prior to being on the payroll. And even when they are on the payroll, **CWLD** currently offer a wage subsidy for employers.

This means that 50% of wages can be funded up to a maximum of £100 per week for up to six weeks. That gives the employer a chance to ensure the employee has sufficient time to be inducted into the job without losing productivity.

It also helps to ensure employers feel supported in their decision to employ a person with a learning disability, who may take a little longer embedding into their new role, but will prove themselves to be a valued, reliable and responsible employee.

*“Nicky Jones works with us at Watering Lane Nursery. We have always seen ourselves as role models for employers and work*



*closely in partnership with the Eden Project. We employ people with learning disabilities and everybody who comes here is amazed by the quality and professionalism of the work that they do. This is the second year running that we have supplied exhibits for the Chelsea Flower Show. It’s been a privilege working alongside people, who despite their disability, achieve equality within their lives, and do this through work.”*

Ken Radford, manager/proprietor for Watering Lane Nursery

### ■ How long does it take for an employee to get up to speed?

The added benefit of this approach to recruitment is that the employee is off to a flying start, having already undergone some of their induction, built up their confidence within the job and become more efficient.

### ■ Reducing recruitment costs

We can carry out appropriate skill/task matching of potential employees to fill your job vacancies without you having to advertise.

**Did you know that staff retention rates for employees with disabilities are 72% higher, saving recruitment and training costs?**

### ■ A happy workforce means a happy employer

The employer will have regular contact with the **CWLD** programme and can receive up to six months post employment support to ensure sustainability.

**Did you know that employing people with learning disabilities has been found to have a distinct, positive effect on staff morale generally within the workforce?**

## Support in putting legislation into practice

### ■ Making equality a reality

Not complying with the Disability Discrimination Act (1995) can lead to heavy fines, compensation claims and bad publicity which can have an adverse effect on business.

This places the responsibility on the employers to ensure the workforce is both representative of the community and that recruitment and delivery is achieved in a non-discriminatory way.

The Disability Rights Commission (DRC) helpline can provide information to employers regarding the Disability Discrimination Act (DDA) and can advise on very general DDA issues. The DRC's website sets out what employers' obligations are under the DDA.

### ■ Reasonable adjustments improve your business

Organisations have found that employing staff with disabilities improves the efficiency of the workplace.

When making adjustments in the workplace for a person with a disability, you are without doubt, making it safer and more accessible for all staff and your customers.

For instance, providing clear, simple signage for a staff member with a learning disability will also mean you are getting your message across to customers and staff with low English

literacy skills. In the majority of cases, adjustments can be made at minimal cost.

In addition, there is a government programme - Access to Work that provides advice, information and grants to disabled people and employers to help overcome work-related obstacles associated with disability. The programme may pay for a support worker or a piece of equipment, for example. Access to Work can pay up to 100% of the costs of equipment, adaptations or support required by someone who was previously unemployed and has been in a job for six weeks or under. Your Job Coach will help you put this process into place.

## Attract a higher calibre of employee

### ■ People with disabilities make better employees

Employers have found people with a learning disability to be loyal, hard-working and highly valued employees. 98% of employees with disabilities rate average or better in work safety. 90% of people with disabilities rated average or better on job performance.

Other benefits include a strong commitment to work, good punctuality records and low absentee rates.

### ■ Be a leading employer

Many employers have already led the way and earned a reputation within their communities for being fair, equal employers. This earns them respect within the workforce resulting in more employees being attracted to working for your business and actively seeking employment with you.

## Increase your competitive advantage

### ■ Be at the forefront of social and economic change

Through *Transforming the Lives of Disabled People* (2005), and government, recommendations were made that employers should lead a campaign on the business benefits of employing disabled people.

Businesses that are socially responsible are at the forefront of economic change. It is a company's values and culture that sets it apart from its competitors and this applies to both SME and larger employers. Businesses operating in today's market must seize every opportunity to develop their workforce and increase their competitive advantage.

### ■ It works for your customer base

Customers are demanding more transparency and social and ethical responsibility from the businesses where they spend money.

A diverse and inclusive profile can increase your customer base and make your business attractive to ethical and disabled consumers who have increasing spending power. Worldwide there are about 860 million people with a disability. In Great Britain 6.9 million are disabled - nearly one in five people of working age.

Recent studies have focused on the business benefits of having a workforce that reflects the diversity of the community. For example, Pizza Hut recorded measurable sale increases after hiring over 14,000 people with disabilities.

Did you know that 52% of households pay more attention to advertising messages featuring people with disabilities?

Businesses that respond positively to the needs of the market in relation to employing people with a disability could tap into a greater market share.

### ■ Attitude shift encourages new customers

It has been found that employing someone with a learning disability has served to dispel negative stereotyping regarding the abilities of people with learning disabilities within the staff team.

This has a knock on effect and shifts staff's attitude and response to customers with disabilities, which further encourages spending power within your business from disabled people and all that know them!

## There has never been a better time for the employer

### ■ Tap into abundant support and information sources

Ranking highest for increasing a company's consideration to employ a person with a disability was having information and available support with:

- recruiting
- hiring
- training and re-training
- job performance
- attendance
- retention
- how specific disabilities can impact in the workplace
- possible adjustments necessary
- benefits to company productivity.

Through the **CWLD** programme and other key partner agencies, employers can be given appropriate information specific to their business and the potential employee to promote good employment practices in recruitment, retention, training and career development of anyone with a disability, including those with a learning disability.

*“Ben is an international swimmer and has a lifeguard qualification. Being a lifeguard is something he has always wanted to be. After being approached by Cornwall Works for Learning Disabilities, we offered Ben a work placement at Waterworld. He has just finished this, and we are hoping to be able to offer Ben employment as a General Leisure Assistant. We have been really happy with his performance.*

*Staff were a little negative about working with someone with a learning disability before they met Ben. Working alongside him, their*



*attitudes have changed and he fits in really well with the team. We were also a little concerned about how Ben would be able to deal with the public. They can be a little unforgiving with lifeguards at times, but to be fair, this is a concern we have with all our new*

*staff until they increase in confidence and understand some of the challenges they face as lifeguards.*

*The CWLD supported employment programme has been fantastic, funding one of our qualified lifeguards, through their enabling fund, to work with Ben. They supported us in ensuring the necessary health and safety issues were addressed and risk assessments carried out and have been really professional about maintaining contact with us and offering support and advice to us as employers.”*

**Maureen Trevenna,**  
Leisure Facilities Manager,  
Newquay Waterworld Leisure Complex

*“Mark and Vicky are responsible for cleaning the caravans top to tail. They do a great job and we have had fantastic feedback from our guests. They are reliable, hardworking and efficient employees. It has been a learning experience for some of our staff, who have become more accepting of people with disabilities as a result.*



*The supported employment service has been excellent with Job Coaches accompanying Mark and Vicky doing their job to begin with to ensure they knew what to do. We would recommend using the supported employment programme to any employer.”*

**Liz Coates – Accommodations Manager,**  
Perran Sands (part of Bourne Leisure)

## **To work out how we can support you as an employer, get in touch NOW!**

**Cornwall Works for Learning Disabilities  
Business Development Manager  
United Response**

**Unit 10, Kerns House,  
Threemilestone Industrial Estate  
TRURO, Cornwall TR4 8LD**

■ **01872 224 005**

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Cornwall Works for Learning Disabilities is a supported employment programme led by Cornwall Council and funded by investment from the European Social Fund Convergence programme through Jobcentre Plus



# Supporting the employer



Cornwall Works for Learning Disabilities (CWLD) is a supported employment programme delivered by a number of organisations in Cornwall. It supports a large number of people who want to work and get paid jobs.

We believe that everyone has the right to participate fully in society. For many people, that means having a paid job. Having a job can make a real difference to a person's life. It can help someone become more independent, as well as build confidence and start new friendships.

We work with individuals to find out what they want to do, build their skills and identify and access opportunities available. We support people with learning disabilities to live full and active lives in the communities in which they live.

*"Working makes me feel more important... it helps me to be meeting people. I'm being something I've always wanted to be."*

Being someone I have always wanted to be - April 2008

*"Ben Jarrod works with us as a Passenger Services Agent and is a very friendly, happy person which has a positive effect on the team. The support we received from CWLD Supported Employment was put in place so that we could ensure Ben understood the training he received and that it was pitched at the right level for him. I would encourage any other employers to employ someone with a learning disability."*

Heather Sturt, Landside Operations Controller at Newquay Airport

## What is a learning disability?

People with learning disabilities have a range of valuable abilities and skills. A learning disability is not an illness but a lifelong condition that affects intellectual and cognitive development. They share the experience of finding some things more difficult than people without learning disabilities.



This means that someone with a learning disability may need additional support or training in order to do a job. However, it's important not to make assumptions about what someone can or cannot do.

We all have varying skills and abilities, and people with learning disabilities are no different. It's also very important not to assume that people with

learning disabilities cannot learn things, they CAN!

However, they may need more time and they may need adjustments to the usual methods of training or induction into a job.

## What is Supported Employment?

Supported Employment places disabled employees in jobs alongside non-disabled workers. This follows a process of job matching and work based training. Ongoing support is available for both employee and employer as needed.

## How we work with employers

We help you find reliable, motivated and committed employees to fill a wide range of jobs. We work with you, the employer, to find the right person for the job, tailoring your requirements to those of the clients we support.

We work with employers, whether for a work placement, work trial or employment vacancy, and support them to understand the needs of people with learning disabilities.

We work alongside the employer when someone joins the workplace as some may be reluctant about employing someone with a learning disability and need support to overcome any concerns they may have. We find the answers lie in working with an individual employer, rather than adopting a one size fits all approach.

Supporting someone to work is not just about finding them a job. It's about matching the right person with the right employer and providing both with the support that they need to sustain the position. This could be about practical solutions as well as changing attitudes.

Our experience has shown that often, only small practical changes are needed to make training accessible to the people we support. Often, employers we work with tell us that once a person is given the opportunity to try out a job, their contribution speaks for itself.

We have experience in setting up work placements and paid job opportunities in a variety of different sectors and environments, including catering, retail, manufacturing, wholesale, domestic, leisure and hospitality. We are here for both the employee and the employer to ensure that the employer gets the ongoing support they need, value for money and an efficient employee for their workforce.

We find fulfilling paid employment for people with learning disabilities with companies local to them, and in turn, they become a valuable contributor to both the company they join and the community in which they live.

## What can you do as an employer?

There are some simple ways in which you as an employer can support our aims to increase the employment of people with learning disabilities within the workforce. We can place you in the best position to benefit from tapping into a valuable source of reliable employees for your business.

Here's a few easy suggestions to start you off!

■ Get in touch with the **CWLD** supported employment programme

and allow us to work with you. This will enable you to receive the support you may need as an employer and tailor our service to your requirements.

■ Nominate someone to lead on this piece of work. It will allow them to develop their skills and confidence in this area, enhance communication and encourage a consistent approach.

■ Nominate mentors or work buddies for employees who undertake work experience with your company. This is a very effective way to help all people on work placements and new staff to settle in. It facilitates social integration, helps teamwork, encourages responsibility within the workforce and helps with staff development.

■ Consider where and how you advertise vacancies. Are they going to be seen by people with a learning disability? When getting reliable, hard working, efficient staff and achieving value for money is so important, look at ways in which you can attract this calibre of employee and tap into a valuable labour force.

■ Consider your job descriptions, person specifications and selection criteria. Are they up-to-date, accurate and relevant? There is a wide range of anti-discrimination legislation that now makes the content of adverts very important. If necessary, get advice from others as to how to recruit effectively.

■ Working interviews are an increasingly common way of selecting

new staff and can work in tandem with traditional interviews. Many disabled jobseekers need help to perform well at interviews. They are often quite restricting and only test interview performance as opposed to workplace performance.

A working interview is a short placement of a week or so within the company that allows a person to demonstrate their skills and be assessed against the selection criteria by the employer. It may also be extended to allow a potential worker to pick up the necessary skills prior to assessment.

■ Consider how you conduct your recruitment and selection procedures. Group interviews or telephone interviews are not suited to many people with learning disabilities who may be very capable of carrying out the job you have advertised. Look at how flexible you are with your selection procedures.

■ Involve your staff in discussions about disability. You may need to provide them with background information and raise their awareness of some of the issues involved. They may be apprehensive about saying or doing the wrong thing. A little information and specialist knowledge can help in alleviating these fears and concerns and demystifying learning disabilities.

**CWLD** is here to offer you support in making these moves as an employer or can, at the very least, signpost you to the most appropriate agency that can help you in making any small changes needed.

A small investment of your time at this stage will benefit you from being a more accessible employer that has a solid workforce reflective of the community in which your business is striving hard to achieve it's competitive edge...

## Who we already work with

Some of the employers in Cornwall we work with include:

- McDonalds
- Bourne Leisure
- Cornwall Airport Ltd
- Brandon Trust
- The Beach Diner
- Gemma Brown
- Playtime Day Nursery
- Premier Inn
- Renaissance Café
- Robert Owen Communities
- Sainsbury's
- Trelowarren Estate Ltd
- UR in Business
- Wyevale Garden Centre
- Miners Restaurant
- Poldark Mine
- Sir Tim Rice
- Bowden Derra Park
- Cornwall Council
- Cornwall People First
- Countryside Furnishings
- Morrisons Supermarket PLC
- Cornwall Partnership Trust
- Cornwall Primary Care Trust
- Cornwall and Devon Police
- St.Austell Breweries
- White Hart Hotel
- The Range
- Newquay Waterworld
- Watering Lane Nurseries

For further information and support, simply contact us :

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**Business Development Manager**

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# Supported Employment for people with learning disabilities

Cornwall Works for Learning Disabilities (CWLD) is a supported employment programme delivered through a number of partner organisations across Cornwall. These include Adult Care and Support, Brandon Trust, Cornwall People First, Home Farm Trust and United Response. All organisations involved represent national charities who specifically work with people with learning disabilities to help them make informed choices about their futures – including knowing what having a job means.

We match what people tell us they want to do with job opportunities with local employers - this could initially be a voluntary position or a work placement, with the ultimate aim being for an individual to secure part time or full time employment.

**CWLD** can offer support through the key stages to both the individual and the employer. These can include:

## Pre work training and vocational assessment

We work with people with learning disabilities to find out whether they would like to work, and what they would like to do. Pre work training covers all the essentials of what work is and what it means to have a job. These are some of the things which many people may take for granted, but which may never have been explored by a person with a learning disability.



This may cover:

- Routines – getting up early to make sure they get to work on time.
- Planning their journey.
- How to behave at work.
- What to wear at work.
- Health and safety at work.

We recognise that people communicate in different ways and we tailor our training to meet people's individual needs.

Many people we support have never worked. We help them to adjust to the changes having a job will bring to them and their carers. We make sure people take responsibility for using transport, getting to work on time and taking charge of their working relationships.

## Vocational training

Lots of people need training to do the job they want. We identify training providers and support people to access training courses to help them get a job.

## Work placements

The next stage may be to match people with appropriate work placements on a trial basis. Once a placement has been found, the supported employment team works with the person on specific peripheral skills e.g. providing transport training.

They also work with people to explain what the specific job involves, usually by breaking it down into manageable chunks or looking at tasks in a different way that suits the person's needs and preferred way of working or learning. This work would be undertaken by dedicated Job Coaches.

## Moving on

After a placement has finished, some people may move on to paid employment, either with the original employer or elsewhere. The supported employment service helps people to assess what's right for them and provides support in flagging up issues around benefits entitlement, other funding available (e.g Access to Work) and can signpost to other agencies that may be able to help.

## Why is a job important for people with learning disabilities?

We support people to work anywhere they want to. We have supported people to work in garden centres, offices, hotels, restaurants, leisure centres, airports, charity shops and many other places. Like everyone else, the aim is to secure employment that brings with it a sense of satisfaction and a feeling of self worth for the individual. Ongoing support is provided to the individual as well as the employer to ensure long term success for all concerned.

Here are some of the most important things when getting a job for someone with learning disability:

- Getting money and the power of your earnings to change your whole life.
- The relief of being more like other people and part of society.
- Feeling you are making something of yourself.
- They wanted to prove to their employers that they could do a good job if they were given the opportunity and the right kind of support.

They spoke of:

- The importance of a good and approachable line manager.
- Not being labelled, but having an employer who knows your needs and having the opportunity to discuss any problems and improve your work.
- Being seen as equal to and the same as any other employee.

## Interested in giving someone an opportunity? Contact us now:

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# FAQs from employers



## I have never employed anyone with a learning disability. What are the implications?

There are many myths and assumptions about people with disabilities within the workplace. These can include:

- “It will take up too much time.”
- “We’re too busy here to ensure proper health and safety.”
- “We have too much machinery.”
- “Our workplace has too many steps and there are forklift trucks going around.”
- “We’re not insured for that.”
- “The workplace is not fit for people with learning disabilities.”

It has been found that most employers find very few problems associated with offering a work placement and with support from CWLD, any initial issues are easily overcome. There is no evidence to suggest that disabled workers are any less productive, any more likely to have an accident, or any more likely to have sickness absence. In fact evidence suggests that the opposite is more likely.

## What is expected of the employer?

We just ask that the employer is willing to:

- Give someone with a learning disability a fair chance at proving themselves as a valuable employee.
- Work with **CWLD** to provide the environment for both the potential employee and employer to do this.
- Have regular communication through any work placement/trial is crucial to achieve this, and **CWLD** will lead on this.

## How does it all work?

For all of the employees supported by **CWLD**, the job coach plays a crucial role in working with the employer and employee, providing support and on the job training. The length of time for which support is needed varies considerably for each individual supported and the employer.

We work alongside the person for the first few weeks until they are competent and confident to do the job. We help find natural supports within the working environment. We gradually withdraw our support as the individual becomes independent, and the relationships and support network are natural – the same as anyone else has in the workplace.

It may be that individuals go through your usual recruitment route or that we agree the details of a working interview or a specified work placement period prior to paid work.

Once the potential employee has proved they are able to do the job effectively, we support you in their transition into paid employment within your company and discuss how the programme can further support you as the employer.

This enables your potential employee to build up their confidence and experience at no cost to you. It also means that you can see what a valuable member of the workforce they are, before you enter them on the payroll. What better way to see if someone can do a job then actually doing it for real!

## Why should I offer someone a work placement/work trial? What are the advantages for me as the employer?

You may have current or future vacancies that **CWLD** can support you in filling with valuable, reliable employees.

Getting the right person for the right job isn't always easy. Often this relies on a short interview and this isn't always enough. Someone with good references, a properly completed application form and good interview skills doesn't always show you how well they will manage the job or how well they fit into the existing staff team. Work placements/trials can be so valuable as you will find out whether your potential employee is suited to the job and to your business.

The person on work placement will not lose their welfare benefits during a designated trial period. You won't have to fill in any tax and National Insurance paperwork until employment is offered.

**CWLD** Job Coaches will be provided through the process to support both employer and potential employee, having matched your vacancy with people who want to work for you!

Work trials and placements have proved successful in a range of jobs and industries, including skilled work. In the past, over half of the jobs beginning with a work trial have led to the candidate being offered a job for the longer term. Your business could benefit!

## What sort of jobs do people with learning disabilities want to do?

Many people with learning disabilities do straightforward jobs that are relatively easy to learn, like filing, shelf-stacking/replenishing and cleaning. Others interact directly with customers on the shop floor, or on the phones, serving food, running specific projects such as disability awareness training for staff. Some others have developed full careers to supervise others, even to management level.

Many organisations, large and small, in all sectors, now successfully employ people with learning disabilities. These include supermarket chains, local authorities and health trusts, fast food outlets, horticultural nurseries, clothing and fashion outlets, cash and carries, the transport industry, universities and colleges, libraries, leisure services, manufacturing ... in fact, people with learning disabilities are working across the whole range of employment.

## What will it cost me to receive the support of CWLD?

**NOTHING!** This valuable service is **FREE!** For a small commitment of your time and support, we are confident that you will be rewarded with a beneficial experience and an invaluable member of your team.

## What kind of preparation do I have to make as an employer?

Most employers are surprised how little needs to be changed. If you have the

following, then you are nearly there!

- A stable and friendly line management structure.
- A good attitude to equal opportunities in management and the workforce and some experience in good practice.
- A willingness to listen to the employee and see what is needed.
- A willingness to work with the supported employment programme.

We can help you check your obligations under the Disability Discrimination Act and how to comply with legislation.

### **I am worried about the image of my business and what my customers may think.**

The demand for businesses and employers to be inclusive not only comes from legal requirements that employers have to meet, but from their consumers and customer base too. Research has shown that customers are demanding more transparency and social and ethical responsibility from the businesses where they spend money. A public profile of diversity can increase your customer base, making your business attractive to both ethical consumers and other disabled people who have increasing amounts of disposable income.

The **CWLD** programme also offers opportunities for positive media attention for being a leading employer within Cornwall.

*“Anna works in the laundry. We were approached by her Job Coach to ask whether we would interview someone with a learning disability for a position we had advertised. We were happy to do so, but explained that the job would only be given to someone on merit and that the position was one which required a certain amount of independence in the work environment.*

*Anna came to the interview on her own and we offered her the job. She is very independent in carrying out her job.*

*She is also very amenable and willing to help in any way that she can. If you need something done, she will always get it done.*



*We would encourage other employers to employ people with a learning disability. Our advice would be to make sure a Job Coach is involved to help find suitable job matches for the person’s abilities and that the support is there for both the employer and employee.”*

Maria Thorne, Manager,  
Bowden Derra Park

### **Give me some examples of the changes I might have to make as an employer.**

Many employers find they do not have to treat employees with learning disabilities any differently from their other workers, or if they do, the changes are easy, cheap and minimal.

*“We employed Philip in one of our busy Tesco stores. The staff use a bank of lockers to store their belongings each shift. They use whichever locker is available and have to remember which locker they have put their belongings in. This was not possible for Philip. He needed to use the same locker each day and so, was given his own locker and key, which he keeps on him.”*

Norah Fry Research Centre, University of Bristol

## Who is responsible for their safety?

The Health and Safety Executive states that employers and workers must make sure that people are safe at work.

We work with the potential employee and employer to ensure the employer is aware of the way in which a person's disability may affect the way they do their job. This means that the employer has support from the **CWLD** programme in making any necessary changes to comply with Health and Safety legislation, and ensuring the employer has the necessary information to make any minor adjustments needed.

We would share responsibility for the individual's safety with you, ensuring that suitable risk assessments are in place to protect everyone. Employers need only ensure a risk assessment is done if the person's disability changes the way they work. They do not have to carry out a risk assessment just because a person is disabled.

## Who will provide insurance cover for the people on placement?

If the host employer cannot provide cover under their liability insurance, the respective **CWLD** partner agency providing support has their own Public Liability Insurance Cover and this will apply.

## How will people get to the workplace?

For people unable to travel independently, **CWLD** offer comprehensive support for this with their clients and the possibility of personalised transport training for the employee to develop the skills and confidence in getting to and from work.

## Interested?

Please feel free to contact us at any time to discuss the support we can offer your business.

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Cornwall Works for Learning Disabilities (CWLD) is a supported employment programme, funded through DWP, and delivered through a number of partner organisations across Cornwall. These include:



Brandon Trust  
19 E&F Normandy Way  
Walker Lines Industrial Estate  
Bodmin, Cornwall PL31 1RB  
01208 72142



Adult Care & Support.  
Employability Cornwall  
Cornwall Council  
Tresillian Building  
Old County Hall  
Station Road  
Truro TR1 3AY  
0300 1234 131



Cornwall People First  
The Lescudjack Centre  
Penmere Close  
Penzance  
Cornwall TR18 3PE  
01736 334857



Home Farm Trust  
Bess Park Road  
Trenant Industrial Estate  
Wadebridge  
Cornwall PL27 6HB  
01208 815614



United Response  
Supported Employment  
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- Web: [www.cornwallworks.org.uk/ld](http://www.cornwallworks.org.uk/ld)

## Become a Disability Symbol employer

The Disability Symbol has been developed so employers can show their commitment to good practice in the employment and retention of disabled people. Although all employers are bound by the Disability Discrimination Act (DDA), many further demonstrate their positivity about employing and retaining disabled people.

In recognition of your willingness to employ people with disabilities, you could register to be a Disability Symbol Employer. This symbol tells people, both other potential employees and the wider audience, including your existing and potential new customers that you are 'positive about disabled people' and have a commitment to equality and inclusion within your business.

The symbol is awarded by Jobcentre Plus to employers in England, Scotland and Wales. Check it out at [www.direct.gov.uk/en/DisabledPeople/Employmentsupport](http://www.direct.gov.uk/en/DisabledPeople/Employmentsupport).



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