

**Herefordshire  
Disability  
United**



# **Network News**

September 2014



Focus on employment and  
volunteering opportunities in  
Herefordshire for disabled  
adults

We welcome articles from individuals and organisations to promote their stories or interests.

## Editorial: The American view

I make no apology that this edition may have American overtones as I have spent two sweltering hot weeks in Houston Texas, visiting my family, where daytime temperatures reach 100+, and night time barely goes below 85 degrees. However it also gave me the opportunity to visit “Abilities Expo” the Houston disability exhibition, and discover what is going on in their struggle for equal rights.

Abilities Expo is a free annual exhibition which tours various states, and is very user friendly. Unlike disability exhibitions in the UK it doesn't expect you to spend, spend, spend, but focuses on art, music, dance and social activities, and selling products relating to disability are kept to a minimum, with the majority being vehicles. After all distances travelled in the US mean virtually everyone needs to drive, especially for regular food shopping. (It seems that US supermarkets in Houston do not offer home deliveries). Anyway I digress. The Expo promoted clubs and self help groups such as advocacy. Why use funding unnecessarily, when the experience of disabled people, can inspire and help others to lead a much more fulfilling life?

The Expo was celebrating twenty five years of the “Americans with Disabilities Act”, (ADA) which has broken down barriers to employment, public transport and communications, promoting the skills and expertise of disabled people, instead of ignoring their capabilities. ADA gives civil rights protection across diversity and guarantees equal opportunities.



On view and available to trial was the Pride Mobility Sport Rider. I was really taken with this wheelchair which looked more like a Harley Davidson than an electric wheelchair. Often the transition to using a wheelchair is a long decision as mobility fails, but this type of chair might encourage the user, especially if male to make that transition without so much concern.

I also discovered two interesting slogans on goods. One on **Flyfire** products which is part of their “Supporting Special Needs Family Participation” setup. Their slogan is:

**“Its not just what we make, its what we make possible”**

Another range of products comes from 3E whose website you can check out on line. Whilst I just purchased the car magnet at the show, there are a huge range of items to purchase, including a silver charm of a wheelchair.

Their logo is: **Empower, Embrace, Educate**



Please read the book review on pages 6/7 and the article on page 19 too, which look at other aspects of coping with disability in America.



About

Herefordshire Disability United

Herefordshire Disability United is an organisation that has developed to voice the concerns of disabled people and to provide a platform where disability issues can be raised and policies developed.

Herefordshire Disability United (HDU) is an organisation run by people with disabilities for people with disabilities. It was started in January 2011 and its objectives are:

To promote the interests, welfare and social inclusion of disabled people living in Herefordshire by facilitating the following:

- Fostering understanding among policy-makers and practitioners of the needs and aspirations of disabled people.
- Taking part in consultations to make aware issues that affect persons with disabilities
- Raising awareness and debate on disability issues, stimulating the engagement of disabled people within that debate.
- Providing a platform where matters of concern to disabled people can be raised and policies developed.
- Making representations to public sector organisations, voluntary sector organisations, local and central government and local and national business to improve their policies and practices.
- Exchanging information with organisations providing services for disabled people, co-operating with but independent of such organisations.
- Providing information and sources of advice to disabled people.
- Combating discrimination on the grounds of disability by promoting equality of opportunity and a positive image of disabled people.
- Being a democratic, non sectarian, non party political organisation.

## HDU newsletter contents

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Dates for your diary!  
 26th November  
 Market Place event

18th March 2015  
 The Care Act  
 both at  
 Implementation in Hereford  
 Hinton Community Centre,  
 10.30 am-2.30 pm

**Editorial or advertising queries:** Contact the editor on 07817 473813 or email [info@hdu.org.uk](mailto:info@hdu.org.uk)

**Contact:** Herefordshire Disability United welcomes any feedback on Network News, or any of the services it provides.

**Disclaimer:** The views expressed in Network News are not necessarily those of Herefordshire Disability United.

# Hereford Community Farm

Its been a year since I brought you news of Hereford Community Farm which relocated from Barton Hill along with Julie and John and a host of well loved animals. The traumatic move during summer 2013 was filled with the trials and tribulations associated with moving house, but add demolishing and rebuilding animal shelters at the same time as moving livestock, emphasised the huge task they undertook. Also the arrival of a large demountable classroom and keeping clients happy in their regular therapy slots seems even more unimaginable. In fact how did they manage it? The answer is, by sheer hard work, a calm exterior and the gentle friendliness by

This is the old demountable refurbished to requirements and in use again



which Julie, John and their staff/ volunteers are known. But where are they now in their quest for creating niche's and experiences for the diversity of customers. Its amazing to see the difference?

In one building you will find the new green woodworking room, housing appropriate equipment and a stock of reclaimed wood. Two regular volunteers known locally as "The Chuckle Brothers" (Brian and Alan) are often on hand to support and guide as appropriate. They are from the older generation who have time and experience to bring, and both are coping with issues. Alan has spoken previously at a HDU events which

covered dementia, a condition he is dealing with personally. Finding friends and fulfilment at the farm has enabled Alan to cope and be rewarded in helping others.



On my visit John sat for a few minutes before continuing to negotiate a large digger, a mountain of earth and a septic tank as preparation to installing the disabled toilet facilities they need, before welcoming an even wider group of clientele.

John also has an outreach project based on horticulture. A mixed ability team with volunteers and minimal staff work the whole range of skills from soil to plate. The ground is prepared, seeds sown and nurtured, fruit and vegetables picked, sorted, weighed and delivered according to orders taken from customers. Currently

they supply three cafes in Hereford. John drives the mini bus and teams for delivery are carefully picked. For some it's the excitement of being part of a business, for others its slowly dealing with the social anxiety that meeting the public brings. Of course that does not preclude anybody from being part of the horticultural team who are happy to remain at the farm and not deliver goods to the customers. This is all part of the project, learning independence and life skills which others take for granted.

## Progress and possibilities

A second horticultural project is “Community gardening”, for alongside the tomatoes and herbs in the newly erected greenhouse are plants for propagating. Simplistic, easy to grow shrubs will find their way into older people’s gardens. Initially this is just within the immediate area of Hereford city, where general garden maintenance is offered to those older citizens who find the task too arduous nowadays. Its not landscaping, as John points out, more of a tidy up, refresh and restore, not only the grounds but the faith in human nature, by offering help where needed by those with disabilities.



An extension to the crafts on offer is cooking. The glut of courgettes they have grown is put to good use as chutney is being made to share, as nothing in the garden is ever wasted. Later the yummy smell of flapjacks is evident as the group cook snacks for the hard working volunteers. Useful skills are being learnt in a receptive environment. There is so much need for this type of activity. Art is also on offer. Adorning the wall a huge piece of artwork takes centre stage. The dark colours symbolic of the mental state of the artist, who found sanctuary at the farm earlier this year.

Unfortunately funding for their placement has recently been cut, which is something many disabled people and providers alike have to struggle with of late.

The outside grounds around the farm are slowly being worked, and what has been achieved is a credit to the commitment of the hard working staff and volunteers, and those with disabilities who benefit from the activities at the farm.

Julie Milsom will be speaking at the event on 24th September giving an insight into how Hereford Community farm is developing its Supported Employment & Skills programme through their Community Outreach project.

The website for more information is:

[www.facebook.com/HerefordCommunityFarm](http://www.facebook.com/HerefordCommunityFarm)

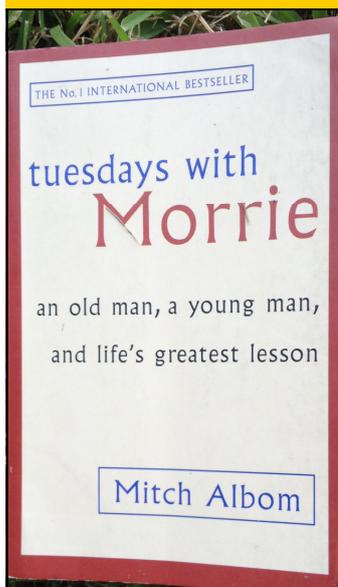
Or ring: 07791 026880      07971 423817

Email: [herefordcommunityfarm@gmail.com](mailto:herefordcommunityfarm@gmail.com)



HDU Treasurer Penny Walshe during a recent visit

## Book review by the editor



Those that know me are aware life is full of what ever I can cram in. Sitting takes place when enforced such as journeys, eating meals and attending meetings. So for me to read a book is an interesting concept, and on reading page one I need to be engaged. Don't get me wrong, I can concentrate on such matters, but books are read in short bursts usually on bus journeys between Gloucester and Hereford. However I knew on my trip to family in Houston this summer where temperatures remain at 90-100 day and night, I might need to adjust a degree and be receptive to books.

Shortly after arriving whilst chatting to my 15 year old granddaughter Sam, she handed me a book and said "Have you read Tuesdays with Morrie? I've read it a couple of times, once before we did it at school and then as part of my English coursework". Sam continued "Its about this professor with ALS and one of his students Mitch. He dies in the end".

Now what astounded me most was Sam's ease at using the term ALS ( Amyotrophic lateral sclerosis) as if it were an everyday phrase like having 'flu, so I took the book and read. Next day after a few chapters I said to Sam "Do you realise the analogy with this book and Roy?" (my late husband). She hadn't because although a true story, Sam hadn't taken the concept of the book into her life, but on discussing the similarities realised what I meant. Even stranger to me was the fact that "Morrie" (the professor) had a brother who had developed polio, just as I had in my infancy.

Morrie had a wonderful insight into the idiosyncrasies of life and death. His profound thoughts which he shared with Mitch....and eventually the American nation via the world of media and TV, show a rare insight into his deterioration because of the disease, without morbidity. They are not full of self pity or blame, and provoke thoughts into how best to achieve and find fulfilment despite life's circumstances.

I decided to purchase a copy of the book found under the "Self improvement" heading in the teenager section of Barnes & Noble in Houston. Its available here too around £7.99. Interestingly in the US it has also been made into a stage play and a TV movie.

I've decided to give some snapshots from Morrie's incredible thoughts on life, because I feel that even if you're not interested in reading the book, they are worth taking time to digest, and drawing comparison to how many view the world today.

1. On feeling sorry for one's self:

"I give myself a good cry if I need it. But then I concentrate on all the good things still in my life. Its horrible to see my body slowly wilt away to nothing. But its wonderful because of all the time I get to say goodbye".

# Conversation and concepts

## 2. Culture.

“The culture doesn’t encourage you to think about such things until you’re about to die. We’re so wrapped up with egotistical things, career, family, having enough money, fixing the radiator when it breaks— we’re involved in trillions of little acts just to keep going. So we don’t get into the habit of standing back and looking at our lives and saying, “Is this all? Is this all I want? Is something missing?”

## 3. Brainwashing.

“We’ve got a kind of brainwashing going on in our country,” Morrie sighed. “Do you know how they brainwash people? They repeat something over and over. Owning things is good. More money is good. More property is good. We repeat it— and have it repeated to us— over and over until nobody bothers to think otherwise. The average person is so fogged up by all this, he has no perspective on what’s really important anymore”

“Where ever I went in my life, I met people waiting to gobble up something new. Gobble up a new car. Gobble up a new property. Gobble up the latest toy. Any then they wanted to tell you all about it.”

“You know how I always interpreted that? These people were so hungry for love that they were accepting substitutes. They were embracing material things and expecting a sort of hug back. But it never works. You can’t substitute materials things for love, or for gentleness, or for tenderness, or for a sense of comradeship.”

## 4. Battling age

Mitch asked the question, “Why do people say I wish I were young again?”

Morrie replied, “You know what that reflects? Unsatisfied lives. Lives that haven’t found meaning. Because if you’ve found meaning in your life, you don’t want to go back. You want to go forward. You want to see more, do more. You can’t wait until sixty five. If you’re always battling against getting older, you’re always going to be unhappy, because it will happen anyway.”

## 5. Being remembered after death

“Would I be worried about being forgotten after I die? I don’t think I will be. I’ve got so many people who have been involved with me, in close and intimate ways. And love is how you stay alive, even after you are gone”

## 6. Forgiveness

“Forgive yourself. Forgive others. Don’t wait. Not everyone gets the time I’m getting. Not everyone is as lucky as me”.

**These thoughts put a different perspective on life**

# Riding for the Disabled

Herefordshire Riding For The Disabled is dedicated to improving the quality of life for disabled people – from very young children to older adults in their retirement.

## ALL THROUGH THE MAGIC OF EQUINE THERAPY

Our riding and carriage driving sessions aim to improve mobility, provide mental and physical stimulation with the opportunity to open up new horizons. All of this, plus a large dose of enjoyment and fun!

At Herefordshire RDA we believe it's what you CAN do that counts. Our horses and ponies provide therapy, achievement and enjoyment to people with a variety of mental and physical disabilities.

## WHAT IS RDA ALL ABOUT?



The simple pleasure of being with horses is the cornerstone of all our RDA activities. From that starting point everything else flows – be that freedom of movement, gaining confidence, building relationships, receiving life enhancing physiotherapy or achieving personal goals.

Equine movement provides multidimensional movement, which is variable, rhythmic and repetitive. The horse provides a dynamic base of support, making it an excellent tool for increasing core strength and

control. Riding also improves balance and it significantly builds overall postural strength and endurance.



RDA rider Lauren explains *“horse riding is a form of physical exercise which I really enjoy. – it doesn't feel like exercise at all because I do it o have fun! Who wants to sit on a bouncy ball in a physiotherapy room when you can sit on a horse”!*

So how can you get involved? Apart from benefiting from using the facilities as a disabled person, they are also seeking volunteers too.

# Volunteering helps gain confidence

Volunteering can be an exhilarating experience especially around children and animals.

The RDA website says:

## Benefits for you

- ◆ Learn new skills
- ◆ Help to make a difference
- ◆ Make new friends
- ◆ Be part of a team
- ◆ Enjoy the outdoors and keep fit
- ◆ Boost your CV



RDA is run by 18,000 volunteers who give their time to our centres all over the UK – and we always need more. With the support of people like you, investing a couple of hours each week, we can continue to provide our life-changing activities and increase provision to include the thousands of people who are currently missing out.

Whatever your skills, you will have something to offer RDA – and it's not just about horses and ponies – there are plenty of other jobs that need to get done and you're bound to find a role that suits you.

Riding offers an element of risk, often denied to many people, especially those who have been affected by an accident or serious illness and offers them the chance to regain mobility and a sense of achievement. People with congenital disabilities discover a new freedom in movement. Those with progressive diseases can retain mobility and remain active for longer.



Here are the local details if you feel interested to find out more

**Name: HEREFORDSHIRE RIDING FOR THE DISABLED GROUP**

**Phone: 0845 241 5345  0845 241 5345**

**Postcode: HR2 6LL**

**Email: [admin@rdahereford.org](mailto:admin@rdahereford.org)**

# Conducting Job Interviews

## Conducting interviews

Under the [Equality Act 2010](#) you must not ask about a job applicant's health until you have offered them a job, except to:

- find out whether they need any reasonable adjustments during the recruitment process
- find out if they can carry out an essential function of the job
- [monitor whether applicants are disabled](#) (this must be anonymous)

Ask applicants if they need an adjustment to the interview process to allow them to be considered for the job. Make any adjustments if they are reasonable, for example:

- use premises that are fully accessible
- change lighting or room layout
- show a visually impaired applicant to their seat
- offer an alternative to a standard interview, for example a working interview or allow extra time
- allow applicants to complete a written test using a computer

When interviewing a disabled applicant, help them to perform to the best of their ability by:

- ◆ speaking directly to them rather than any support worker
- telling them about any flexible working patterns that you may be able to offer them
- making sure that you ask each applicant the same questions, whether or not they are disabled

## Positive action in job adverts ('Two Ticks' symbol)

You can use the Two Ticks symbol on adverts to show that you encourage applications from disabled people.

The Two Ticks symbol is only used in England, Scotland and Wales.

You must be given permission by Jobcentre Plus to use the Two Ticks symbol. You can get this by showing them you have made 5 commitments:

- ◆ to interview all disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their abilities
- ◆ to discuss with disabled employees, at any time but at least once a year, what you can both do to make sure they can develop and use their abilities
- ◆ to make every effort when employees become disabled to make sure they stay in employment
- ◆ to take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work
- ◆ to review these commitments every year and assess what has been achieved, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans



## Disabled parking bays

I thought you might like to see some car stickers produced in the USA to aid better use of allotted disabled spaces.

**"I'll Just Be A Minute"  
is NOT a  
Legal Disability!**

respect  
blue  
spaces

[www.BraunAbility.com](http://www.BraunAbility.com)

30141

Of course we have yellow stripes to denote our disabled parking

**BLUE STRIPES**

For really cool Zebras  
& WHEELCHAIR VANS only!

respect  
blue  
spaces

[www.BraunAbility.com](http://www.BraunAbility.com)

30139

I wonder if supermarkets here might adopt this attitude?

**PARK HERE  
& get a FREE TOW!**

respect  
blue  
spaces

[www.BraunAbility.com](http://www.BraunAbility.com)

30140

What can we do to ensure disabled parking bays are not abused?

# The Care Act 2014

The Care Act 2014 consultation has now passed and we await the outcome. The Government will publish the final regulations and guidance in October, six months ahead of the implementation of the first part of the act in April 2015. Gone will be the archaic laws of sixty years ago, and provision under this act will also incorporate carers too. Below is some information taken from the government website:

## **1. Assessment of a carer's needs for support**

Where it appears to a local authority that a carer may have needs for support (whether currently or in the future), the authority must assess—

- (a) whether the carer does have needs for support (or is likely to do so in the future), and
- (b) if the carer does, what those needs are (or are likely to be in the future).

## **2. Promoting integration of care and support with health services:**

A local authority must exercise its functions under this Part with a view to ensuring the integration of care and support provision with health provision and health-related provision where it considers that this would—

- (a) promote the well-being of adults in its area with needs for care and support and the well-being of carers in its area,
- (b) contribute to the prevention or delay of the development by adults in its area of needs for care and support or the development by carers in its area of needs for support, or
- © improve the quality of care and support for adults, and of support for carers, provided in its area (including the outcomes that are achieved from such provision).

## **3. Providing information and advice**

(1) A local authority must establish and maintain a service for providing people in its area with information and advice relating to care and support, for adults and support for carers.

(2) The service must provide information and advice on the following matters in particular—

- (a) the system provided for by this Part and how the system operates in the authority's area,
- (b) the choice of types of care and support, and the choice of providers, available to those who are in the authority's area,
- (c) how to access the care and support that is available,
- (d) how to access independent financial advice on matters relevant to the meeting of needs for care and support, and
- (e) how to raise concerns about the safety or well-being of an adult who has needs for care and support.

## Assessment of needs

### 4. Assessment of an adult's needs for care and support

1. Where it appears to a local authority that an adult may have needs for care and support, the authority must assess—

- (a) whether the adult does have needs for care and support, and
- (b) if the adult does, what those needs are.

An assessment under subsection (1) is referred to in this Part as a “needs assessment”.

(3) The duty to carry out a needs assessment applies regardless of the authority's view of—

- (a) the level of the adult's needs for care and support, or
- (b) the level of the adult's financial resources.

(4) A needs assessment must include an assessment of—

- (a) the impact of the adult's needs for care and support on the matters specified in section 1(2),
- (b) the outcomes that the adult wishes to achieve in day-to-day life, and
- (c) whether, and if so to what extent, the provision of care and support could contribute to the achievement of those outcomes.

(5) A local authority, in carrying out a needs assessment, must involve—

- (a) the adult,
- (b) any carer that the adult has, and
- (c) any person whom the adult asks the authority to involve or, where the adult lacks capacity to ask the authority to do that, any person who appears to the authority to be interested in the adult's welfare.

(6) When carrying out a needs assessment, a local authority must also consider—

- (a) whether, and if so to what extent, matters other than the provision of care and support could contribute to the achievement of the outcomes that the adult wishes to achieve in day-to-day life, and
- (b) whether the adult would benefit from the provision of anything under section 2 or 4 or of anything which might be available in the community.

One interesting point to consider having read all these plans, is that there will be no extra funding from central government.

HDU have requested a representative from the local authority to give a presentation at our open meeting event on 18th March 2015. Hopefully at this point plans will have been formulated along with the budget to implement these statutory changes.

Watch our website for more details

## Moving from volunteering to employment



Sarah is a success story, which is brilliant for someone who has learning disabilities and has sought to find gainful employment for many years. Sarah is an adult in her early 40's assisted by the staff at Salter's Hill charity based in Herefordshire.

Sarah is one of the lucky ones housed in a suitable property in Newent, with a few hours a week of limited support to ensure she maintains the best life style possible.

I have known Sarah for four years, as for the past five years she has been a regular Monday volunteer at the Cancer Research shop in Ross on Wye. She would travel by herself from Newent on the 32 bus, and work five hours either hanging garments, pricing CDs/DVDs and chatting to customers on the shop floor.

Unfortunately when the shop changed from manual to electronic till operation Sarah could no longer serve customers taking cash as for her the task was too complex. This was a great shame and Sarah felt devalued, but this did not deter her attendance.

Sarah had always regretted the role was not a paid job, especially when her support hours were cut, as well as her benefits. She also had other voluntary jobs so that her daily life was full and rewarding, one of which was at the Good News Café in Newent. At the beginning of August 2014 through co-operation between Salter's Hill staff and the Good News Cafe Sarah was offered some paid employment four days a week. She was elated that someone who had appropriate funding could offer her a "real job".

For us at the shop, we were sorry to have lost a valued worker, but for Sarah this was an opportunity to be recognised as an equal in the adult world of employment.

Good luck Sarah, and well done Salter's Hill.

Written by the Editor

**Salter's Hill**

Meeting Individual Needs

Contact details:

**Admin email address:**

[admin@saltershill.org.uk](mailto:admin@saltershill.org.uk)

**Main office telephone no:**

01531 671 080  01531 671 080

Website: <http://www.saltershill.org.uk>

## Salter's Hill

As mentioned on the previous page Salter's Hill is an organisation which supports people with a learning disability, promoting choice, independence, respect, dignity and responsible lifestyle choices.

There are various aspects of their work to be seen on the website. Here you can discover the type of accommodation which covers both the residential and home care and support packages on offer.

The organisational objectives which are applicable to all services aim to:

- Provide fulfilling lifestyles for adults with learning disabilities.
- Support individuals in their own homes.
- Ensure that services are tailored to meet individual needs.
- Ensure all individuals are enabled to reach maximum independence.
- Be flexible and able to adapt, as needs change.
- ◆ Enable individuals to become valued members of their local communities.
- ◆ Maintain a well motivated and appropriately trained workforce.

### SERVICES PROVIDED:

Salter's Hill Charity currently provides services to adults with a learning disability and associated challenging behaviours, short term mental health problems, physical disabilities and sensory losses as long as these can be safely managed.

Just like Sarah some of their clients are able to take on more responsible roles. Currently in the Ross and Newent areas, three clients are in paid employment with another 13 who volunteer.

Further afield in Ledbury another 5 are in paid employment and 9 are volunteers.

Salter's Hill Home Care & Support provides support for individuals over 18 with any or a combination of the following:

- A learning disability
- Physical disability
- Autistic spectrum disorder
- Sensory loss
- Mental health issues

### Services offered:

Personal care and support (including medication)

Support with:- preparation of meals domestic tasks

Finance and budgeting volunteering and employment

Social and leisure activities

Signposting to access services which match individual interests.

Emotional support practical tasks in relation to housing.

## SIL...Employing disabled people



### Employing disabled people

SIL is a user led organisation (ULO) which means we are run by and for disabled people. This means we have an important role in:

- ◆ Changing perceptions
- ◆ Giving disabled people a stronger voice
- ◆ Providing peer support in areas such as social care, financial services, employment and volunteering

One criteria which an organisation needs to meet to be a ULO is having paid employees, many of which must reflect the organisations constituency (service users).

We believe it is important to employ disabled people, it supports us as an organisation to create a workforce that reflects the diverse range of service users that we provide services to and enables us to bring additional skills and knowledge to the organisation which benefits our service users.

### **We want to encourage disabled people to work for us. How do we do this?**

- ◆ We monitor and review the diversity of our workforce of both paid employees and volunteers.
- ◆ Review recruitment procedures and ensure that they cater for the access and support needs of applicants.
- ◆ Maintain the Positive about Disabled People accreditation (the two ticks scheme) by:
  1. Interviewing all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.
  2. Ensuring there is a mechanism in place to discuss, at any time - with disabled employees what they can do to make sure they can develop and use their abilities.
  3. Making every effort when employees become disabled to ensure they stay in employment by making reasonable adjustments – this may include flexible working arrangements and/or access and support needs.
    - ◆ Conduct a staff survey which asks if employees have found any barriers to working for the organisation
    - ◆ Ensure that staff who leave the organisation have an exit interview to obtain feedback about their experiences of the organisation to identify any areas of improvements which may help retain employees in the future
    - ◆ Offer work experience placements for individuals

## How SIL operates



**Tim, seen here working at the SIL offices is one of their success stories. He is eager and keen, always pleasant and hard working, and very grateful to have found the opportunity to succeed in holding down a job.**

**If you would like more information about working for SIL or are interested in knowing about being an employer, contact SIL:**

**by email: [contactus@s4il.co.uk](mailto:contactus@s4il.co.uk) or alternately phone 01568 616653**

Gaining employment is difficult enough as it is, but if you have a disability it can make it harder still. Disabled people have many skills to give to the work place.

One of the barriers that may prevent a disabled person applying for a job or an employer employing a disabled person could be the support that might be needed to undertake the role.

Under the current assessment criteria of critical and substantial, a Personal Assistant can be employed to support disabled people to gain and maintain employment.

At Services for Independent Living we have been supporting Direct Payment recipients for over 16 years.

A Direct Payments advisor will be at the next HDU meeting on 24th September to talk about how a P.A can be used to support a disabled employee in a work environment.

## Talent Match....have you heard of this?



A project, **Talent Match** was funded earlier this year with £1.8m awarded to HVOSS, in a joint project between Hereford and Telford, spread over 5 years and operating on a national programme designed for 18-24 year olds.

**Talent match** is targeting young people who are furthest from the job market, including those who are completely outside of the benefits, work and training system and facing severe barriers to gaining the skills they need to work.

**The project** aims to support 100 young people's entry into the employment market and support their sustained employment in the work place. So who do they work with? Basically they will focus on young people who have slipped through the net, and are most at risk of becoming a generation without the skills and experience to lead successful and fulfilling lives.



**How might it work?** The programme will invest in local partnerships creating one to one support, outreach, skill development and employer engagement in the areas where they are most needed.



**The money** is available to invest in those with the greatest need, those who are hardest to reach. This includes the many young people who have been out of work, education or training for 12 months or more but not claiming Job Seekers Allowance, whether because they are on a different type of benefit, or because they are completely disengaged from the system.

Talent Match has a genuine focus on enabling young people who face the biggest barriers (such as through living with a disability or having caring responsibilities) to have more and better opportunities to get into sustainable jobs and careers.

There are obviously many more details for you to discover. If this project might be of interest to you as an individual, here are the contact details.

**The Talent Match Team in Hereford are based at:  
Berrows Business Centre, Bath Street, Hereford, HR1 2HE**

**General enquiries email to: [Talent.Match@hvoss.org.uk](mailto:Talent.Match@hvoss.org.uk)  
Or to speak to the Programme Manager:  
ring Richard Betterton: 07827 775 700**

## Braunability

You've probably never heard of Braunability unless you've lived in the US, but it's a company founded by Ralph Braun in 1972, which has blossomed to make life easier for those with mobility problems. Ralph was diagnosed with Spinal Muscular Atrophy (SMA) aged six but did not succumb to its limitations until 2013.

Doctors predicted he wouldn't live to be a teenager and suggested that the young boy be institutionalised and studied, but his parents refused. Not only did Ralph Braun live to see his 13th birthday, he went on to found The Braun Corporation, the world's leading manufacturer of mobility equipment. As a young boy with legs which were useless, he went from having piggy backs with his dad, to a wheelchair, and then inventing his first motorised scooter. After this determination took him to building these in his parents garage for others, to trialling a lift/ hoist to carry them from home and work. As more and more people saw what was possible, the need to expand and build for the ever increasing demand became his life's work.

Ralph found his own employment through necessity, and also excelled building up his business at a time when disability was not acknowledged but shunned.

Forty years on in 2012 Ralph wrote a book describing the process by which everything had evolved for Braunability. Its an interesting read, as I was handed a hard back copy when I visited the Abilities Expo in Houston this year.

Check the website below where you will find 40 stories from people far and wide whose lives have been improved by Ralph's ingenuity. His story is number 16.

[www.braunability.com/40th-anniversary/40-stories-for-40-years/ralph-braun-indiana](http://www.braunability.com/40th-anniversary/40-stories-for-40-years/ralph-braun-indiana)

## EnviroAbility

EnviroAbility develops projects that are good for the community, the environment and involve disadvantaged people.

They are always looking for positive roles for people in their community, that offer inclusion, experience, work roles and training.

Some examples of their work are a local food growing project, a furniture project linked with the local housing association, and recycling.....to name a few.



To contact the organisation and find out more  
Email: [info@enviroability.org.uk](mailto:info@enviroability.org.uk)  
or ring 01989 763388

**Enviroability is based in Ross on Wye**



## Useful Contacts

### **NHS Herefordshire**

#### **Patient Advice and Liaison Service (PALS)**

The County Hospital, Hereford

Mon-Fri 8.30-4.30

Office Tel No: 01432 372986

Mobile Tel No: 07825 681801

Email:

[makingexperiencescount@wvt.nhs.uk](mailto:makingexperiencescount@wvt.nhs.uk)

### **Equality and Human Rights Commission**

Freepost RRLL-GHUX-CTRX, Arndale House,

Arndale Centre, Manchester, M4 3AQ

Tel: 0808 800 0082 Website:

[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

### **RADAR, now at Disability Rights UK**

12 City Forum, 250 City Road, London, EC1V 8AF

Tel: 020 7250 3222 Minicom: 020 7250 4119

Email: [enquiries@disabilityrightsuk.org](mailto:enquiries@disabilityrightsuk.org)

**NHS Direct** Tel: 111 (free service)

### **Wye Valley NHS Trust**

The County Hospital

Union Walk

Hereford

HR1 2ER

Tel: 01432 355444

### **Wye Valley NHS Trust**

#### **Community Health**

Vaughan Building

Ruckhall Lane

Belmont

Hereford

HR2 9RP

Tel: 01432 344 344

### **Herefordshire Council and NHS Herefordshire**

Social Services Adult Duty Desk

Office hours 9am - 5pm

**Office Tel No:** 01432 260101

Out of hours: 0330 1239309 adults

01905 768020 children

**Email:**

**Our Market Place event is on 26th November at Hinton Community Centre, Hereford.**

**It includes information stands to cover social care, NHS, the police, free will making etc.**

**We are also hope to have the new website pages for social care which Hereford Council would like the public to test and try out.**

**Network News is produced by Herefordshire Disability United,**  
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