

ERSA Awards

It has been another good year for Kennedy Scott in the ERSA Employability Awards, with all of our nominations shortlisted for the finals. We have ourselves been shortlisted for the Disability and Health Award, and our nomination for SETAS as Partner of the Year Award has also been shortlisted.

Now in its seventh year, the ERSA Employability Awards celebrate best practice across the employment support sector and seek to demonstrate the day-to-day hard work and dedication of those working to improve the lives of jobseekers, communities and the wider workforce.

The 2019 ERSA Employability Awards received over 150 entries from across the UK. This year's submissions were judged by an all-star panel, consisting of internationally recognised political thinker and Director of ResPublica, Phillip Blond, editor of The Sun's employment page, Jane Hamilton, senior civil servant at the Department for Work and Pensions, Mark Staley, and Winner of Adviser of the Year in the 2018 awards, Tanya Weston of Genius Within.

Teresa Scott, CEO of Kennedy Scott said: "I am delighted that for the second year in a row all our nominations have been shortlisted for the finals in this year's ERSA awards. This goes to show the hard work and dedication we at Kennedy Scott put into everything we do. I am also extremely happy that our Help to Work partner, SETAS, have been shortlisted for the Partner of the Year Award; they have contributed a lot since coming on board the Help to Work programme, and continue to produce some fantastic results."

Winners of the awards will be announced at a special ceremony in June being held at The Rooms in Regents Park, with Alok Sharma, the Minister for Employment attending. We look forward to an evening of celebration, alongside all other worthy finalists and will update you of the winners in our next newsletter.

Partner Spotlight

SETAS, are our end-to-end partner on the Help to Work contract being delivered in Horsham & Epsom. Help to Work is a DWP/ESF voluntary employment project, that gives personalised support to the unemployed, helping them to reach their career goals and achieve their potential.



When SETAS joined as a new partner on the Help to Work contract, this was their first time delivering an end-to-end employability services contract, although the company was founded on a wealth of experience in the sector. SETAS used this experience and took on the challenge, quickly becoming our leading partner on the programme, putting in strong performance month after month, getting 93% on contract to date for both short and sustained job outcomes.

Continuing on those results, they have just got an amazing outcome for April, getting 99% on starts vs outcomes and 100% on sustained outcomes. On top of these great results, we always receive fantastic feedback from their customers, which is why we chose to put them forward for the Partner of the Year award at this year's ERSA Employability Awards. The judges clearly agreed as they have been announced as being shortlisted for the finals which take place in June.

Sustainability

Sustainability has been in the news a lot recently, specifically around climate change, with protests from Extinction Rebellion and school children going out on strike, but amongst all that one person has shone out in particular. Greta Thunberg, has almost become the avatar for climate change, she has been the leading force behind the schools going on strike, and has really helped this subject get the wall to wall coverage it received in the news, even bringing her concerns about climate change direct to politicians. At the age of only 16, she not only teaches the world about climate change, but also Autism.

The young environmental activist has shown that being different is a gift. But too many people with autism still face cruel treatment, which was shown in the right wing backlash Greta received for daring to stand up for climate change. Greta has already achieved so much, including being invited into Westminster to address the heads of UK political parties, addressing the EU and featuring on to the cover of TIME magazine. Greta is teaching the world a lesson, that we need to fully acknowledge climate change and start taking action to prevent it.

For our part, Kennedy Scott have recently been awarded the ISO 14001:2015 in Environmental Management for the first time. ISO 14001 is an internationally recognised standard that sets out the requirements for an environmental management system, helping organisations improve their environmental performance through more efficient use of resources and reduction of waste. In order to receive this accreditation we have committed to making sure environmental management is more prominent within our organisation's strategic direction, a greater commitment from senior management to the implementation of proactive initiatives to protect the environment from harm and degradation, such as sustainable resource use and climate change mitigation.

Safeguarding

At Kennedy Scott we take safeguarding of our staff and customers very seriously. We have recently sent some of our staff on training to help identify and support customers that may be suffering from domestic violence. These courses covered the dynamics of domestic violence as well as their impact on children in the household.

By completing these courses our staff now have a better awareness of the types of abuse and understand that there are many different formats of abuse, such as honour based violence, forced marriage, female genital mutilation, physical and mental abuse. They also learned ways to identify a potential victim, be they a vulnerable adult or child and help them to get out of the abusive situation.

One of the best ways to help prevent abuse is the Domestic Violence Disclosure Scheme - known as Clare's Law. This is intended to provide information that could protect someone from being a victim of attack if they feel there is a risk.

The initiative is named after 36-year-old Clare Wood who was murdered by her ex-boyfriend, George Appleton, in 2009. Unbeknown to her, he had a history of violence to women. He later became known as the 'Facebook Killer' as he prowled the social network site in search of partners.

New Partner

The Salvation Army are our new end-to-end partner in Wales for DWP Specialist Employability Support otherwise known as SES.



They bring with them community led employability skills, helping people to become job-ready, finding them employment and helping them sustain in that role, and they do this as a locally-based organisation, operating from more than 1,000 locations. As such they deliver community outreach works in their Employment Plus locals, helping people furthest from employment, through their journey by offering a listening ear and supporting people with complex needs where possible.

Kennedy Scott are looking forward to working with them to help defeat the stigma that surrounds disabilities and Health problems, when looking for employment.

Data Security

Data breaches are a "time bomb" under companies that let customer information go astray, warns a security expert. Bryan Sartin, Verizon's head of global security services, said he was "surprised" more breaches had not become public. Companies that lose data face fines of up to 4% of their global revenues, under European data protection laws. Mr Sartin was speaking following the publication of a [report](#) analysing thousands of successful attacks. It revealed a growing threat to senior staff in large companies from well organised phishing attacks.

We at Kennedy Scott are expressly aware of this and try to do as much as we can to mitigate any risk to our company, to this end we have, again, successfully completed the ISO27001 audit for 2019. Having the ISO27001:2013 security standard is an integral part of being able to show the DWP, our partners and local government our commitment to ensuring high standards of data security. As part of this we have reviewed our Data Security Policies and have made some changes, ensuring we are fully up to date with current security standards.

On top of this we recently undertook a Cyber Essentials Plus certification for the first time, which is a UK Government-backed, industry-supported certification scheme introduced in the UK to help organisations demonstrate operational security against common cyber-attacks. Cyber Essentials sets out the necessary technical controls; the related assurance framework shows how the independent assurance process works for Cyber Essentials Plus certification, through an annual external assessment conducted by an accredited assessor. We are still awaiting the results of this, but are very hopeful of passing.

Key Staff Spotlight



Louise Evans is Kennedy Scott's Business Development Manager. Louise or Lou as she is known in the business, has been working for Kennedy Scott since 2004 and has carried out both operational and business

development roles.

Internally Lou supports a number of things including Merlin accreditation, implementation of new projects, overseeing the marketing department and linking operations with organisations that could support customers on our programmes. Externally Lou promotes Kennedy Scott and our partners at ERSA events, including being co-chair of the Communications and Political Insights Forum.

Lou said about her role: "Our partnership network is key to business development, we rely the on the connections that we have built up over the years to strengthen the way Kennedy Scott operates, by not only sharing ideas, but working in geographies we do not have a presence in, and providing specialist knowledge that can help both us and our partners."

Health and Safety

Since Kennedy Scott's last newsletter, the Health and Safety Executive has updated their guidance on health and safety in the workplace, the guidance now includes a **MHFA England** section on Mental Health. They have enhanced the First Aid guidance to help employers understand the existing need to consider mental health alongside physical health when undertaking their 'needs assessment'. There has, however, been no legal change to make Mental Health First Aid training mandatory, but at least it is a step in the right direction and shows progress when it comes to mental health awareness.

Kennedy Scott have been delivering Mental Health First Aid training to all internal staff since last year and we are now offering Mental Health First Aid training to our partners. If you would like to find out more please contact Leah Forsyth via email. leah.forsyth@kennedyscott.co.uk



Disability Confident

Kennedy Scott are delighted to announce that we are now a Disability Confident Leader. We achieved this accolade following an independent assessment by Genius Within. The status is valid for three years, and in order to achieve it a review of procedures was conducted, and feedback was collected from staff throughout the organisation to gain different viewpoints and perspectives. On top of this our staff went through intensive training to ensure they are all disability confident.

The Disability Confident scheme was launched in November 2016, providing employers with guidance and acknowledgement for recruiting, retaining and developing disabled employees; it was developed with employers, disability charities and disabled people. The scheme has 3 levels which are Disability Confident 'Committed', 'Employer' and 'Leader'. At each level employers commit to taking actions that will make a real difference to disabled employment.

As part of our Leader status, we will be acting as a champion for Disability Confident within our local area and business communities. We will be encouraging and supporting other businesses in our supply chains and networks to become Disability Confident. In doing so, we will support our partners and the employers that we work with to lead the way in becoming Disability Confident. If your organisation would like support to become a Disability Confident Employer, feel free to contact Simon Bates our EDI Champion, and we can help you through the process. simon.bates@kennedyscott.co.uk.