

Key Staff spotlight

Deborah Roe is Kennedy Scott's Supply Chain Manager and many of our current partners will already know her well as she is their first point of contact regarding any queries they have on their contract.



Deb is always willing to help and speaks to partners sometimes on a daily basis to help them review their performance, quality and compliance scores and to share best practice between the supply chain. Deb was joint lead on our Merlin reaccreditation and started working at Kennedy Scott in April 2017 when she was brought in to strengthen the support we could provide as a prime to our subcontractors. Deborah said about her role "Working with all our partners is always an absolute pleasure as they form an integral part of Kennedy Scott. Our subcontractors strengthen the way Kennedy Scott operate by not only sharing their ideas with us, but also working in geographies we do not have a presence in or providing specialist support to our customers to support them in their journey to work."

Data Security

It has been just over four months since GDPR came into affect and by now everyone should have in-depth knowledge of the regulations. These regulations were set up to protect the data of our clients, how it is used and how it is stored. This is especially pertinent these days with so much hacking you hear about in the news about data breaches.

Some of you may have been affected by this if you have recently flown on BA and are one of the 380,000 people whose data was compromised.

If your organisation has not acted on GDPR its highly recommend you look into this and ensure you are compliant as you can be fined up to 4% of annual turnover. This isn't just about being hacked as it counts for losing data as well.

Danny Bagley, Data Security Manager

The Government makes progress on UKSPF

There has at last been some good news in trying to chart through the uncertain water Brexit is causing. Just before the government recess at the end of July the Chancellor announced that organisations who had secured funding through EU programmes up until the end of 2020 will be guaranteed this funding by the UK government, even in a no deal scenario. This ensures successful bids for EU funding until the end of 2020 will receive their full financial allocation and will continue to receive funding over the project's lifetime.

The government has also made a modicum of progress in designing the UK Shared Prosperity Fund (UKSPF) – the successor to EU structural funds. Up until this point, a couple of lines from the Conservative manifesto provided the available information about what this fund will do "to reduce inequalities between communities across our four nations". Now the government has added five bullet points to show progress in discussions.

The 'new' news here is that the objective of the fund centres around "strengthening the foundations of productivity", with emphasis on simplification and integration. The fund will also be UK wide and 'engage' devolved administrations. The old news is that it sits in the context of Local Enterprise Partnership (LEP) reforms, with a policy paper on LEP roles and responsibilities published alongside, and Local Industrial Strategies will provide the mechanism for mayoral combined authorities and LEPs to prioritise UKSPF spend.

*With thanks to Sam Windett,
Head of Policy and Communication at ERSA*

www.ersa.org.uk

Safeguarding

At Kennedy Scott we take safeguarding of our staff and customers very seriously. Recently all staff at Kennedy Scott have undertaken Modern Slavery training to ensure they are aware of the signs to look out for and the processes they should follow if they have any concerns. To find out more about your requirements under the Modern Slavery Act click [here](#).

Merlin Standard

It is with great relief that I can report we have just completed our second Merlin assessment and are delighted to announce we were rated "Good" with a score of 82%.

Our assessment was undertaken by two assessors, over 1.5 days and involved them speaking to 72% of our Tier 2 Supply Chain partners in addition to a representative sample of potential and past Supply Chain Partners. They also interviewed Kennedy Scott staff who were involved in the strategic and day-to-day management of the supply chain in order to enable a full understanding of the delivery model, as well as how our systems and processes are implemented.

Kennedy Scott originally gained the Merlin Standard back in 2016 when we were rated "Satisfactory" with a score of 67%. Back then we had only been a prime for just over a year so two years later we were ready to show how much we had learnt, and the positive differences our supply chain had experienced as a result of the improvements we had made.

With a 15% increase in score, the assessors highlighted that ours was the greatest increase in score they had seen against the new 2018 standard, and in fact that Kennedy Scott had bucked the trend as many organisations were seeing their scores lowered!

Kennedy Scott would like to thank their staff and Supply Chain Partners (current, future and past) for all their support both before and during the assessment process. We really couldn't have done it without you. You can find our full report [here](#).

Louise Evans, Business Development Manager
(Joint Merlin Assessment Coordinator)

New Partners



Genius Within recently joined Kennedy Scott as a new partner in June 2018, they will be operating the DWP/European Social Funded Specialist Employability Support contract covering the West Midlands. Genius Within bring with them their strength in helping people with neurodiversity, having been set up in 2011 specially to help people with neurodiversity fulfil their potential in employment and their careers. Enabling them to maximise their potential and work to their strengths.

Kennedy Scott Mission Statement and values

We take what we do very seriously and we have a mission statement and core values which we hold dear.

Our mission statement is :

"High quality training and support for participants to identify and overcome barriers, facilitating their skills development to enable them to achieve their employment and training goals."

The CEO, Board of Directors and Senior Management Team place considerable emphasis on our corporate values and it is expected that all Kennedy Scott team members embrace these guiding principles. These values are based on the belief that we can develop and progress all participants and are committed to improving their future.

Kennedy Scott will soon be working with our supply chain partners to mutually agree a set of core principles and behaviours that together we can work towards and demonstrate. This is in line with the Merlin Standard and will result in us having the ability to measure ourselves against these throughout the lifetime of our contracts.

Kennedy Scott will also commit to completing further listening exercises and include prospective supply chain partners in our service design at procurement stage.

Kennedy Scott's Business Development Manager asked to chair ERSA meetings

I am honoured to have been asked to co-chair the ERSA Communications and Political Insight Forum ([CPIN](#)), which is held on a quarterly basis. I will be co-chairing with Mark Gale from the Women's Trust, and the Vice Chair will be Liz Sewell of Belina Consulting. I was invited to join as a co-chair by ERSA due to the recent support we have provided them in regards to the ministerial visits and case study evidence for their research. The CPIN network supports the media and public affairs agenda for the Welfare to Work industry and it is vitally important that our voice, as an SME, and you, our partner, is heard and I plan to ensure that this will be the case in my new role.

Louise Evans, Business Development

Kennedy Scott COO conducts a listening exercise

As in many organisations nowadays, Kennedy Scott employees are increasingly working remotely. We know from speaking to our partners that this is also true for them. Due to this, isolation is a factor often experienced by staff who are “on the road”, where they can struggle to feel included in a team environment. To help all staff feel part of the team and more connected to the company as a whole, our COO Faye Thomas went “on the road” herself to perform a listening exercise speaking to a wide range of staff at all levels and on all contracts including support staff.



The aim of the exercise was to ensure that all staff, not just managers, felt they had a voice, their opinion mattered and that they could effect change within the business. Providing clear channels for communication across the business not only enhances transparency, but builds trust and continues to promote the true openness in culture that Kennedy Scott has.

After listening to the views of a wide range of staff, Faye found it was a great way of to take the temperature of the organisation, seek ideas on improving the business and give people the opportunity to have a 1-2-1 with a senior member of the business. Overall Faye found the exercise to be rewarding and beneficial as all staff she met with were open, honest and approached their meeting with her with a spirit of good intent.

After the success of the internal listening exercise, it was decided to conduct a similar exercise with our supply chain. Again it proved a great success and actions are now being completed to improve the experience of all our subcontractors.

Whistleblowing

Did you know that Kennedy Scott have a dedicated Whistle Blowing number?

We take whistleblowing very seriously and believe everyone should be aware of the importance of preventing and eliminating wrongdoing in the workplace.

We also regularly review our Whistleblowing policy. Maybe its time to review yours, if you need some help feel free to ask Deborah.

Sustainability

We are bound by ESF regulations to look at our sustainability, which is a good thing since we all have to live on this planet. There are some great things happening in the world around sustainability, with 24 finalists announced for the 2018 sustainability awards which you can find more about [here](#). There is also the new drive to clean up our oceans with the worlds largest ocean clean up underway in America with a brand new \$20 million system designed to clean up the 1.8 trillion pieces of rubbish floating in The Great Pacific Garbage Patch. To read more about this story [click here](#). But its not just these major projects that count as its also small things that matter, we at Kennedy Scott have started a drive to remove all plastic cups from our offices with a drive for staff to bring water bottles in with them. Our staff have embraced this challenge and Kennedy Scott is now looking to measure the impact this is having not only on our plastic use but the financial cost this originally incurred.

Partner Spotlight

Elite SEA are our end-to-end partner in South Wales for Specialist Employment Support otherwise known as SES.



SES is a voluntary provision aimed specifically at customers with disabilities and/or long-term health conditions who have employment support needs. The programme is designed to assist those at risk of exclusion from the job market to secure and sustain paid employment, or self-employment, through an individually tailored combination of guidance, learning and training.

In the past two months Elite have been showing some amazing results. In the last two months alone they have got 9 participants into work with an attrition rate of 7%, considering the maximum attrition rate for this customer group is 25% we feel this is an amazing result! Not only that, but they have started 14 new participants onto the programme in the last 2 weeks as well.

We would like to say well done to Elite for gaining these fantastic results and thank you for your continued hard work and commitment to helping the most disadvantaged find work.