

Partnership Network Newsletter

Issue 1 – June 2018



Welcome!

Welcome to Kennedy Scott's first Partnership Newsletter, which we will be sending out to all partners registered on our Partner Network on a quarterly basis.

Each quarter, we will have a number of regular articles including Key Contract Spotlight, Partner Spotlight, Key Themes, Industry News, New Partners, Training Opportunities and our latest Business Development News.

If you would like to see anything else included in our newsletter, please email Louise Evans our Business Development Manager at louise@kennedyscott.co.uk.

Kennedy Scott Key Contact: Teresa Scott OBE

Teresa started off her career in education before founding Kennedy Scott in 1989. Teresa started Kennedy Scott to support people to achieve their potential and progress in their careers and lives and this remains central to the organisation today. Launched at the outset of outsourced Employment services in the UK, Kennedy Scott has evolved and grown organically under her leadership, developing an excellent reputation for supporting those most marginalised in our society into work.

Teresa's passion and drive for excellence and innovation through teamwork, whilst keeping the customer at the heart of all we do has informed the innovative Circle of Support model, which was the subject of a fact-finding visit by DWP Strategy Department in 2017.

Teresa is also a board advisory member of Spiral, a Social Enterprise who offer support to disaffected 14 to 16 years in London to prevent them from becoming NEET. She is also a board member and fellow of the Institute of Employability Professionals.

As a longstanding member of the Chartered Institute of Marketing and a fellow of the Chartered Institute of Personnel and Development, Teresa offers strategic guidance to Boards and the professional membership organisations on future growth and development opportunities.

In 2016 Teresa was awarded Business Woman of the Year at the Network SHE awards and the ERSA Lifetime Achievement Award.

In January 2018, Teresa was awarded an OBE for services to Entrepreneurship and Employability in the Queen's New Year's honours list. Teresa has used her OBE to highlight the good work that the employability industry does to support those with multiple and complex needs back to work.



Partner Spotlight: Enterprise Mentoring

Enterprise Mentoring are a national sub-contractor for Kennedy Scott's Specialist Employability Support contract, helping those with multiple and complex health conditions/disabilities to move into self-employment.



ENTERPRISE MENTORING
empowering people through enterprise

Enterprise Mentoring provide a specialist self-employment model customised to each customer to ensure they have a successful business idea that is thoroughly planned, researched, appropriately invested in, sustainable and ready for launch.

As Kennedy Scott's highest performing subcontractor on our Specialist Employability Support contract, Enterprise Mentoring are consistently exceeding their targets and were Partner of the Year finalists at this year's ERSA Awards.

Due to Enterprise's unique business model, 86.5% of customers successfully move into sustainable self-employment with 94.4% of these sustaining at 26 weeks.

If you would like to know anything further about Enterprise Mentoring please contact Ashley McCloy their Business Development Manager at ashley@enterprisementoring.com.

Disability Confident

Kennedy Scott currently holds Disability Confident Employer status and we are in the process of preparing our application for Level 3 'Leader' status.

Disability Confident is the DWP scheme for employers that replaced the old 'Two Ticks' standard and is designed to help businesses recruit and retain disabled people and those with long-term health conditions. There are three levels: 'Committed', 'Employer' and 'Leader'.



Being a Disability Confident Employer, involves actively looking to attract and recruit disabled people by providing a fully inclusive and accessible recruitment process and demonstrating a flexible approach to the assessment of applicants. Once staff are recruited, a Disability Confident Employer supports employees to manage their disabilities and/or health conditions, ensures there are no barriers to the development and progression of disabled staff and provides training to all employees. As a Leader, Kennedy Scott will be promoting the scheme and sharing best practice throughout our supply chain, partner organisations and business networks.

We fully recommend that our partners work towards gaining Disability Confident status if you have not already done so. If you would like any more information about Disability Confident please contact Simon Bates Kennedy Scott's EDI Lead at simon.bates@kennedyscott.co.uk.

A list of organisations with Disability Confident Status can be found [here](#).

Equality and Diversity – The Inter Spinal Unit Games



Kennedy Scott Marketing Intern, Owain Greenshields, competed in the 26th annual Inter-Spinal Unit Games at Stoke Mandeville Stadium in April. This was organised by a charity called Wheelpower and there were 12 teams from all over the country representing different spinal unit hospitals.

The event was held to promote a healthy and active lifestyle through sport for people who had been paralysed in the last year. The games featured a mix of competition and 'have-a-go' sessions, allowing participants to experience a wide range of sports including archery, table tennis, bowls, swimming, fencing, basketball, rugby and athletics (javelin, wheelchair racing, shotput and discus).

After the games Owain said he particularly enjoyed the wheelchair rugby and archery where he represented The National Spinal Injury Centre based at Stoke Mandeville Hospital. His team came second in the whole competition which was won by Salisbury Spinal Treatment Centre.

Health and Safety

As in many organisations nowadays, Kennedy Scott employees are increasingly working away from office locations. We know from speaking to our partners that this is also true for them.

Kennedy Scott are mindful to ensure that our staff and partners feel safe in their working environments and have previously offered lone worker training to partners employees who had not previously received this training from their own organisation.

Due to the isolation factor often experienced by staff who are "on the road", Kennedy Scott staff and our current delivery partners have access to Peer Support Calls. These are run on a monthly basis, to act as a platform to share best practice and offer support to those who often struggle to feel included in a team environment.

Having seen the benefit of these calls, we would actively encourage you to introduce these in your organisation, so you too can see how team morale can be improved and sustained.

Safeguarding - Blog by Felicity Bagshaw – Pivotal year for the Safeguarding sector in 2018

Safeguarding professionals play a critical role in protecting the health, wellbeing and rights of vulnerable children and adults, so it's essential that the sector is governed by watertight rules and standards to prevent at-risk individuals from experiencing further poor treatment at the hands of a system designed to help them. In 2018, many of these standards and regulations are being revised or updated to ensure they are fulfilling this purpose.

As such, managers will need to ensure they have made the necessary investment in learning and development to provide their staff with a firm understanding of any changes that might occur. This will ensure that vulnerable people are able to continue receiving the highest standard of safeguarding care throughout 2018 and beyond.

New updates to safeguarding guidance

This year looks set to be significant in terms of updates to official guidance on best practice within the safeguarding sector, with the government and charitable organisations both looking at new ways of ensuring their guidance is fit for purpose.

To support this aim, the government launched a consultation last year to gather opinions on Working Together to Safeguard Children, the statutory guidance used to coordinate approaches to safeguarding and promoting the welfare of children. More than 700 stakeholders responded, offering a wide range of feedback on potential changes.

Key findings from the consultation included a desire for schools to play a greater role in safeguarding; for seniority and expertise to be more greatly emphasised for safeguarding partners; for the responsibilities of relevant agencies to be clarified; for the current review process to be made clearer and for proposed changes to the system for child death reviews to be amended, so as not to overtax the system.

The government will be reviewing the findings of this consultation this year, with the goal of bringing any necessary changes into law, so professionals would be well-advised to keep tabs on how this is proceeding. At the same time, many organisations are still acclimating themselves to the new safeguarding standards and guidance introduced by the NSPCC last year, underlining the importance of ongoing training to keep pace with these trends.

A unified response among charities to the Oxfam scandals

A key reason why improved safeguarding standards are receiving a lot of coverage at the moment is a need among those in the sector to present a strong response to the recent scandals involving Oxfam, which has been accused of sexual impropriety among workers on a number of occasions in recent months.

Last year, the charity hit the headlines for all the wrong reasons when sexual abuse and exploitation accusations against key staff members were widely reported by the press; its reputation has since taken another hit after further allegations surfaced, suggesting that vulnerable victims of the Haiti earthquake had been taken advantage of by aid workers.

Naturally, staff in the charity sector will be keen to draw a line under these scandals, as evidenced by the Charity Commission calling on all charities to review their safeguarding and governance arrangements in response to the first wave of allegations last year. Incidents of this kind represent the worst possible failure of safeguarding standards and the focus is now on the industry to show they have learned from Oxfam's mistakes.

Source: Virtual College

Sustainability – *How Big Brands Are Committing To Cutting Plastic Waste By 2025*

More than 40 of the UK's largest businesses have signed a ground-breaking "Plastics Pact", committing to making 100% of plastic packaging they use reusable, recyclable or compostable by 2025.



The UK Plastics Pact is the first of its kind in the world and has united 42 household names including supermarkets such as Aldi, ASDA, Lidl, Tesco, Sainsbury's, Waitrose and Morrisons, in a bid to tackle plastic waste and protect the environment. These businesses are responsible for over 80% of the plastic packaging on products sold through UK supermarkets.

Big brands including Coca Cola Europe, Nestle UK and Unilever UK have also signed up. They're joined by a further 15 organisations, including the British Retail Consortium and

the British Plastics Federation. The powerful collective is spearheaded by sustainability charity WRAP and plans to eliminate "problematic" single-use plastic through package redesign and innovation.

Environmental charities have praised the move, although some have raised concerns the alliance won't go "far enough" to tackle plastic pollution.

The 57 businesses and organisations in the pact have committed to hit a series of targets by 2025:

Eliminate problematic or unnecessary single-use plastic packaging through redesign, innovation or alternative (re-use) delivery models.

Make 100% of plastic packaging reusable, recyclable or compostable.

Ensure 70% of plastic packaging can be effectively recycled or composted.

Use 30% of plastic packaging must be made from recycled materials.

The pact is set to be replicated in other countries to form a powerful global movement for change as part of the Ellen MacArthur Foundation's 'New Plastics Economy initiative'.

Commenting on the launch Environment Secretary Michael Gove, said: "Our ambition to eliminate avoidable plastic waste will only be realised if government, businesses and the public work together. Industry action can prevent excess plastic reaching our supermarket shelves in the first place. I am delighted to see so many businesses sign up to this pact and I hope others will soon follow suit."

The immediate focus of the group will be identifying the priority projects that will deliver greatest impacts in the short and long term, such as finding ways to increase the amount of recycled materials used in new packaging, developing reusable packaging and working with partners to overcome the issue of un-recyclable "black plastic".

Sian Sutherland, co-founder of campaign group A Plastic Planet, welcomed the pact as a great "first step" to tackling waste, but said "in some areas it's clear it doesn't go far enough".

"Recycling is often touted as the answer to the packaging crisis, yet plastic will almost always end up in the environment sooner or later. Most plastic can only be recycled a handful of times before it becomes unusable." she said. "We've been able to recycle plastic for decades yet there is now an estimated 6.3 billion tonnes of plastic waste somewhere on our planet - in our soil, in our oceans, in our air. Plastic is everywhere and we must do everything possible to slow down its production."

She called on manufacturers to look at alternatives to plastic - such as metal, glass, carton board and wood pulp - rather than focussing all energy on plastic itself.

Friends of the Earth plastics campaigner Julian Kirby also said the pact is a "Move in the right direction" but added "government measures are also needed to ensure everyone plays their part, and that these targets are actually met".

"Ultimately the only long term solution is a complete phase-out of plastic for all but the most essential uses," she said. "Ministers must draw up an action plan, covering all plastic-polluting sectors, including clothing, cosmetics and vehicles, to make this a reality."

Source: HuffPostUK

Data Security - GDPR

The EU GDPR, *European Union General Data Protection Regulation*, provides a coherent and thorough personal data privacy law across all EU member states. It aims to prevent security breaches and loss of personal data by organisations that hold or



process Personal Identifiable Information, PII, and affects any organisation that offers goods and services or monitors the behaviour of EU citizens. In essence, the GDPR is a legal set of rules that must be adhered to by organisations that process, harvest, store or make use of personal information.

If you would like further advice about how GDPR could affect your organisation please contact itsupport@kennedyscott.co.uk.

Training

Information, Advice and Guidance

Capital City College Training are currently offering Information, Advice and Guidance level 2 qualifications. This qualification is suitable for those who are either new to the industry or who do not already have an Information, Advice and Guidance qualification.

If you would like to find out more about this qualification then please contact John James at, John.James@capitalcct.ac.uk, Employment Engagement Coordinator at Capital City College Training.

ERSA Awards

The ERSA awards were held on 14th June in London. Kennedy Scott are proud to announce that all our nominations were shortlisted, which was unprecedented!



Rose's Homecare, who have supported our Work Choice and Specialist Employability Support contracts in Luton, won the SME of the Year Award! Rose's Homecare have provided work trials, work experience placements, employment opportunities and some of our customers have even been promoted whilst in employment with the company. Congratulations to Rose's Homecare who were a worthy winner of this award!

Ruby Pepper, an OxForward customer who became a volunteer on the OxForward contract, now works for My Life My Choice, and was highly commended for the Significant Achievement Award. During her time with OxForward, Ruby took part in an NHS video to encourage those with learning disabilities to go to their GP for Health Checks and since gaining employment at My Life My Choice, has been voted onto their Board of Trustees so she can help make important decisions on behalf of the charity.

Enterprise Mentoring are a Kennedy Scott partner on the Specialist Employability Support programme and provide self-employment end-to-end provision for customers. They deliver very high success rates nationally and were an award finalist for Partner of the Year after being nominated by Kennedy Scott.

Mark Turnbull, Caseworker in the North East on the Specialist Employability Support contract, was shortlisted for Advisor of the Year. Mark was nominated as he has consistently excelled in supporting customers with challenging needs into sustainable employment along with mentoring other staff. Mark has done all this whilst his own daughter has been in and out of hospital with complex health needs.

Kennedy Scott would like to congratulate all the finalists and award winners of this year's



ERSA Awards. More information about the ERSA awards can be found [here](#).

New Partners

Kennedy Scott are pleased to welcome the following partners to our delivery chain.

STEM Recruitment Academy

STEM joined Kennedy Scott as a new partner in December 2017 on the DWP Help to Work contract which is part funded by the European Social Fund. They are based in Croydon and work with all client groups, and in particular seek apprenticeship opportunities for their caseload. STEM are an asset to Kennedy Scott and have a good reputation in Croydon with local and national employers, colleges and the JCP.



SR Employment

SR Employment recently joined Kennedy Scott as a new partner in May 2018 also on the DWP Help to Work contract which is part funded by the European Social Fund and cover the Redhill and Leatherhead areas. SR Employment work with established employers who can offer sustainable employment and focus on lone parent friendly hours and entry level positions.



Merlin

Kennedy Scott are currently in the process of renewing their Merlin accreditation and are due to have their assessment at the beginning of September.

If you would like to know more about the Merlin Standard please see [here](#).



Business Development News: New Business Development Opportunities

We are always looking out for new Business Development Opportunities. If you see an opportunity but your organisation is too small to apply, please feel free to contact Louise (louise@kennedyscott.co.uk) to see if it's something we can work in partnership with you on.