

## LETTER FROM THE CHAIR

Yet another year is drawing to a close and what a year it has been. We have all faced numerous challenges this year so I am delighted that so many of you have taken the time to attend our events. Our 2009 seminar series has been a great success with attendance levels fluctuating between 45 - 80 attendees at each event.

We are finalising our 2010 seminar programme but are able at this stage to confirm seminar dates and topics as detailed below. The topics reflect your interests as shared with us via the seminar feedback sheets. I can assure you that the 2010 programme will be as informative and engaging as usual and we very much look forward to seeing old and new faces in attendance. It would be wonderful to see more line managers and CEO's in attendance on a regular basis as well as local politicians.

***In closing, I would like to wish you all a very Merry Christmas and a Prosperous New Year.***

Sally Gallichan  
 JEND Chairman Tel: 07797 712435

## JET Able to Work conference

The inaugural Jersey Employment Trust Able to Work Conference, held at the Radisson Hotel on 11 November, featured guest speakers from Jersey and the UK and explored in detail the field of employment support for people with disabilities. Representatives from Speakout (an organisation run by people with disabilities) spoke from the perspective of people with disabilities and gave insight on what is needed. Directors from the Scottish Union of Supported Employment (SUSE) were expert advisors and ran workshops to reflect on lessons learned from the UK and how Jersey can further develop. The Chair of JEND Sally Gallichan and Head of HR and Learning for SandpiperCI Stephen Forrester both spoke from the employer's perspective and gave practical hands on advice. Richard Plaster Chair of the Skills Board gave insight into the agenda of Skills Jersey and their focus on creating more jobs.

The Conference ended with a panel session drawing out some of the key messages of the day including:

- 1) The role and contribution of Speakout.
- 2) Jersey cannot afford to ignore the pool of untapped talent.
- 3) There is still evidence of disability discrimination - when & how will Jersey legislation take effect.
- 4) The benefits to businesses of employing people with disabilities.
- 5) 20% of working population has some form of disability.

A full report of the conference and outcomes will be available on [www.jet.co.je](http://www.jet.co.je)

## JEND Seminar programme 2010

Hosted by the Pomme d'Or Hotel : 08:00 - 10:00

Date	Topic
Thursday 18 February	Signs/indicators and the consequences of mental health issues in the workplace
Thursday 18 March	AGM and networking event - no supporting seminar
Thursday 20 May	Understanding Alcohol and Substance Abuse Issues
Thursday 16 September	Practical strategies for managing mental well being in the workplace
Thursday 18 November	HIV - what every employer should know

Our seminars always prove to be popular so please pencil these dates in your diaries now to avoid disappointment. Line Managers and senior management are always welcome to attend our events.

### Useful Websites:

[www.jet.co.je](http://www.jet.co.je)  
[www.base-uk.org](http://www.base-uk.org)  
[www.unitedresponse.org](http://www.unitedresponse.org)

# Summer - June 2009

## Thank you

A huge thank you to Sandpiper who have dedicated considerable time and resources to help JEND deliver their seminar programme, they have also continued to offer a wide variety of learning and work experience opportunities to Skill Solutions clients. Particular thanks are given to Stephen Forrester.

PWC continue to publish and circulate our newsletter - thank you once again.

2009 has been a challenging year for us all for a whole host of reasons and as Chairman I would like to thank you all Committee members, members and Support Agencies for their time and efforts. Lastly a big thank you to the Pomme D'Or Hotel for hosting our seminars free of charge apart from the catering costs. In the current climate such a gesture is genuinely appreciated.

## Membership Update

Unfortunately, during 2009 we have lost some of our long standing members due to blanket cost cutting measures. We have however also seen some new members sign up for the first time which is very exciting. Our aim for 2010 is to recapture some members we have lost and also continue to attract new members from all industry sectors.

## New contact emails

chair@jend.je

secretary@jend.je

treasurer@jend.je

## Food for thought

- 350,000 people in the UK are left with a long term disability following a stroke
- Stroke is the third biggest killer and a leading cause of severe disability in the UK
- More than 1 in 3 people will develop some form of cancer
- One in 50 people will have epilepsy at some time in their life
- Back pain is the largest single cause of sickness absence in the UK
- Look beyond the behaviour it is an indicator not the problem

## What employers really, really want?

When employers were asked what they needed to change so that they could look to offer more opportunities for people with a disability they responded as follows:

- Support agencies to send CV's through to them providing full details of candidates currently looking for opportunities
- Candidate CV's to account for gaps and present skills and experience relevant to the work place
- Legislation to be drafted that promotes equal opportunities e.g. flexible working practices
- Realism with regard to the commercial reality of being able to job carve, offer reduced and part time posts on a permanent rather than just work experience basis

## Disability Solutions - an Individual Approach to Disability

Disability Solutions is a dedicated Barclays Wealth resource for individuals and also for line managers who would like advice on how to handle situations involving disability. The confidential service helps employees design and implement their own set of personalised solutions, complementing existing resources - occupational Health and the Reasonable Adjustments Scheme.

The service was born from a focus group following the Barclays Wealth Employee Opinion Survey, which showed that despite the best intentions of the organisation, the provision of solutions to disabled colleagues can sometimes be stymied by details. The service is available to all employees, regardless of location.

For more details please contact Craig Jones MBE, Head of Diversity, Barclays Wealth  
[Craig.Jones@barclayswealth.com](mailto:Craig.Jones@barclayswealth.com)

Craig was one of our guest speakers at our November 2009 event.

## Useful Websites:

[www.mid.org](http://www.mid.org)

[www.visionaware.org](http://www.visionaware.org)

[www.actionforblindpeople](http://www.actionforblindpeople)