

# Congress on Disability, Employment and the Workplace



## Programme

**April 30  
2018**

**Glasgow Marriott Hotel,  
500 Argyle Street,  
G3 8RR**



**One  
Scotland**  
Scottish  
Government



## Social Media

**We encourage all of our attendees to share their thoughts, views and experiences of the day on social media. We will be tweeting throughout the day, more details can be found on the information sheet in your pack.**

### **WiFi**

Public WiFi is available, more details will be on the information sheet in your pack.

### **sli.do**

We will be making use of sli.do throughout the day, to join in the conversation go to [www.sli.do](http://www.sli.do) and enter the access code that is on the main screen.

### **Accessibility**

If you have any problems throughout the day, please ask one of our volunteers who will be able to help you. We have a number of BSL interpreters and palantypists who are available for you to use.

### **Dietary Needs**

Let us know if you have any specific dietary needs as early as you can on the day. If you have already told us, this will have been noted and there is no need to reconfirm.

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## 1. Congress on Disability, Employment and the Workplace

**Welcome to the Congress on Disability, Employment and the Workplace, hosted by the Scottish Government and our partners. We hope that you will enjoy today's discussion, breakout sessions and speeches. More than that, we hope that you, as employers, will leave at the end of the day ready to realise the opportunities which await you, by tapping into the wealth of talent, skills and motivation that exists across Scotland's disabled communities.**

We have worked hard, alongside our partners: Inclusion Scotland, Glasgow Disability Alliance, Business in the Community Scotland, the Scottish Trades Union Congress and the Scottish Commission for Learning Disabilities to create a day which is geared towards helping you employ disabled people, or if you are already an employer of disabled people, consider broadening your workforce further.

To that end, the congress is broken down into five broad themes:

- Inspire;
- Hire;
- Grow;
- Celebrate; and
- Commit.

The Chair of today's conference is Graeme Whippy, MBE, and key participants includes the First Minister, Nicola Sturgeon MSP, the Minister for Social Security, Jeane Freeman MSP, and the Minister for Employability and Training, Jamie Hepburn MSP. Bringing an international perspective we are delighted that the conference will also be addressed by Helga Stevens MEP, Co-Chair of the European Parliament's Disability Intergroup. In addition, we will have a number of breakout sessions aimed towards giving you the opportunity to discuss, debate and air your views on hiring, supporting and retaining disabled employees. Whether you have questions regarding support provided by the Department for Work and Pensions through its Access to Work programme or wish to find out more from fellow employers on how to create an inclusive atmosphere to get the best from your employees, we will have a breakout session for you.

It's important to stress that improving the rate of disability employment matters to all of us. Today, one in five Scots are disabled. You are likely to have a family member or friend, who despite their talents cannot find their way into the labour market to contribute to Scottish society to their fullest. This is a grievous loss, not only for those individuals, but for employers themselves – who are missing out on the dynamism, drive and ambition of Scotland's disabled people.

Finally, we hope that you enjoy the day and come out of it more confident in your ability to hire disabled people thereby improving your company's inclusivity and its competitive edge.

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## 2. Agenda

09:30	Registration
10:00	Welcome - Chair, Graeme Whippy, MBE
10:10	<b>INSPIRE</b> - Keynote address by the First Minister, Nicola Sturgeon MSP
10:25	<b>INSPIRE</b> - Address by Helga Stevens MEP, Co-Chair, European Parliament Disabilities Intergroup
10:40	<p><b>HIRE</b> - Panel Discussion, led by the Minister for Social Security, Jeane Freeman MSP</p> <p>Including:</p> <ul style="list-style-type: none"> <li>• Shirley Campbell, Director for People, Workplace and Organisational Development, Scottish Water</li> <li>• Bela Gor, Business Disability Forum</li> <li>• Craig Stevenson, Braehead Foods</li> <li>• Tressa Burke, CEO, Glasgow Disability Alliance</li> </ul>
11:20	Refreshment Break
11:45	<b>INSPIRE AND HIRE: Breakout Session 1</b>
12:30	Lunch
13:30	<b>GROW</b> - Audience Discussion, led by the Minister for Employability and Training, Jamie Hepburn MSP, and facilitated by Graeme Whippy.
14:00	<b>GROW</b> - Breakout Session 2
14:45	Refreshment Break
15:05	<b>CELEBRATE</b> - Scotland's Got Talent
16:05	Close

## 3. Biographies



### **Nicola Sturgeon MSP**

First Minister

Nicola Sturgeon is Scotland's first female First Minister, and the first female leader of any devolved UK Government. In government she has held portfolio responsibilities for Health and Wellbeing, as well as Infrastructure, Investment and Cities.

As Scotland's First Minister, she has been at the forefront of ensuring her Government is doing everything it can to make Scotland a more equal and prosperous society.



### **Jamie Hepburn MSP**

Minister for Employment and Training

As the Minister for Employability and Training, Jamie Hepburn has overseen the development and launch of Scotland's first devolved employability service, Fair Start Scotland, which is aimed at giving tailored pre and post-employment support for a minimum of 38,000 people.



### **Jeane Freeman MSP**

Minister for Social Security

As Scotland's first Minister for Social Security, Jeane Freeman is focused on using the Scottish Parliament's powers to create a social security system that is based on dignity, fairness and respect. Prior to her election as an MSP, Jeane had a keen interest in employability, founding Apex Scotland, a criminal justice employment organisation.



### **Helga Stevens MEP**

President of the disabilities intergroup, European Parliament

Helga Stevens is the first female deaf Member of the European Parliament and a member of the N-VA, which is the leading Flemish political party in Belgium. She was elected into the European Parliament in 2014, is Vice-President of the ECR group and Co-Chair of the EP Disability Intergroup.

**Graeme K Whippy MBE, Business Disability Consultant**

Congress Chair

Graeme is a consultant who helps organisations become excellent in employing disabled people. He has been responsible for a paradigm shift in the way companies approach IT accessibility, and more recently has created an award winning Workplace Adjustments process.

He is an experienced Chair and host, who has worked for Channel 4 and has previously consulted for Viacom to improve their disability employment support.

**Shirley Campbell**

Director for People, Scottish Water

As the Director for People for Scottish Water, Shirley believes that as a major employer, they have the responsibility to develop people's skills and capabilities which can then be taken back to their communities.

With 16 years cross sector experience at executive level Shirley has held senior roles at Heriot Watt University, Royal and Sun Alliance and Aviva, before joining Scottish Water in 2011.

**Tressa Burke**

CEO, Glasgow Disability Alliance

As a founding member of GDA, Tressa has steered the Alliance from its fledgling vision of supporting disabled people's voices and tackling isolation in 2001, to the award winning community of 4,000 that it is today.

Aside from being the CEO of GDA, Tressa has held leadership roles in several third and public sector organisations, developing a people led programme which builds on an individual's strengths and capacity to participate, and contribute to their own lives, communities and wider society.

**Bela Gor**

Business Disability Forum

Bela is the Head of Campaigns, Resources and Legal at Business Disability Forum (BDF). She has over 20 years' experience of all aspects of disability discrimination law and best practice.

Bela has worked closely with the financial, retail, broadcast media and health sectors and advises on a variety of subjects ranging from the law and reasonable adjustments in both employment and customer contexts to consumers in vulnerable situations and accessible technology and mental health. She is a lawyer who took some of the earliest cases under the then new Disability Discrimination Act 1995 while working for the Disability Law Service, a nationwide law centre for disabled people, and has since influenced the development of the legislation.

**Craig Stevenson**

Managing Director, Braehead Foods

Craig joined Braehead Foods in 1998, while it was a small supplier of game products based on a farm on the Craufurdland Estate, Ayrshire. Craig loved the business so much, he bought it, and went on to achieve a £1 million turnover in the first year. Since then the company has continued to expand, continuing to grow across Scotland, and Europe as a whole.



## 4. Breakout Sessions

### **INSPIRE AND HIRE: Breakout Session 1**

**Workshop 1:** Scottish Government Agenda

**Led by:** Julie Bilotti, Scottish Government

**Workshop 2:** Access to Work

**Led by:** Stuart Edwards, Department for Work and Pensions, and Claire Hodgkins, Remploy

**Workshop 3:** Adaptions for training and development

**Led by:** Anne MacPherson, NHS Greater Glasgow and Clyde, Michelle Fisher, Inclusion Scotland, and Phyl Meyer, Inclusion Scotland

**Workshop 4:** Recruitment and selection of disabled people

**Led by:** Brian Scott, Glasgow Disability Alliance and Diana Easley Montador, MD of Flexiworkforce

### **GROW: Breakout Session 2**

**Workshop 5:** Single Gateway – pilot in Fife and Dundee

**Led by:** Senga Cree, Scottish Government and Wendy Third, NHS Tayside

**Workshop 6:** Access to Work – Support

**Led by:** Stuart Edwards, Department for Work and Pensions, and Claire Hodgkins, Remploy

**Workshop 7:** Supply Chain and Procurement

**Led by:** Jo Mitchell, Scottish Government Procurement and Cynthia Marks, Business in the Community

**Workshop 8:** Inclusive promotion, progression; training and development adaptions

**Led by:** Elaine Barr, Golden Jubilee Foundation and Gordon Johnston, ISS World

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