



Wow - May and June have sped by in a wave of bank holidays and half term, sunshine and showers! We've celebrated awareness days for [Stroke](#), [Tourettes](#), [Ehlers Danlos Syndrome](#) and [Hypermobility Spectrum disorders](#) as well as [Digital Accessibility](#) awareness day, [Diabetes](#) awareness week and [Learning Disabilities](#) week. Not sure what some of these are? You can check out the links provided and get your place of employment involved and inclusive. Test your knowledge of different health conditions on this months [conversation crossword](#).

Speaking of inclusion, 87% of consumers would prefer to give their business to companies that hire people with disabilities. Is that you? Would you like it to be you? We held a fabulous networking event at County Hall on Wednesday 19th. If you missed it you can always reach out and ask us - [The DEED team](#) are waiting to help you and your workplace.

We've also been out and about in the High Peak to find out your experiences with work and health. It turns out there is a lot of good practice going on in Derbyshire Businesses - more on that next month. For now read on to find out about the great work our Careers Service is doing.

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Careers workshops - Derbyshire County Council

Are you a Derbyshire resident looking for support to get a new job or improve your career prospects? Help is available in a series of free online workshops from our careers team. You must be aged 19 or over, but 18-year-olds not in education, employment or training can also apply. The 1.5 hour workshops, delivered via Microsoft Teams, will run throughout 2024, giving information and advice on the following:

- Applying to the Civil Service
- Employment Support for those over 50
- Interview Skills
- Writing CVs and Job Applications that really work
- Identifying your Transferable Skills
- Applying for Derbyshire County Council vacancies

Find out more [here](#)

Is your place of work struggling with recruitment and training? We'd love to talk about how we can work together. Get in touch with our award winning [Careers Team!](#)



Creating a Company Culture that's Good for Business!



87% of consumers would prefer to give their business to companies that hire people with disabilities and it's easier to do this with help and support. A great way to learn what's available is at our EmployAble events - here's some images from our last event (where I learned that I need to take better photos!)

Thank you to our wonderful guest speakers from Workpays, Standguide and Healthy Workplaces Derbyshire who were at County Hall this month reaching out to workplaces and making partnerships. Also thanks to the services such as Derbyshire Carers, Welfare Rights, Joined Up Careers Derbyshire, EMC, Deafinitely Women and Derby City Council who were on hand to support workplaces.

**Missed the event but wanting to know more about support available for your workplace?
Contact the DEED team: employable@derbyshire.gov.uk**

Um, what is that exactly?



So an employee has developed a health condition and you don't know much about it? Maybe someone new to the team or one of your best customers has mentioned something and you're not sure what to do next?

This is pretty common and the best thing to do is ask. Yes, you can Google to get a general idea, but actually disabilities, health conditions and neurodiversity effect everyone differently so its best to have that conversation with the person directly.

This might sound like a scary challenge so why not start a conversation at work the easy way? Use our interactive conversation crossword to see what people know! The spelling this time is not for the faint-hearted!

BTW - If your employees (and especially their managers) need awareness training then [Access to Work](#) may be able to fund this, Contact the [DEED](#) team for more information.

Answers in the '[And Finally](#)' section at the bottom of the newsletter if you get stuck!

Our Brand-New Online Disability Employer Partnership Forum.

Are you a ...
Supported Employment Provider?
Training Provider? Assistive Technology Provider?
Equipment Provider? Disability Charity?
Employer? Hiring Manager?



Online
Disability Employment Partnership Forum
 Every 2 months. Come and build your network

Sharing Good Practice Networking
 Guest Speakers Promoting Services and Events
 Information and Support Training

 **EMPLOY**
 TOGETHER WE CAN DO MORE
ABLE

To join, email: Rebecca.Weeks@derbyshire.gov.uk

Here at DEED we love telling you about all the support that is available to employers in Derbyshire. So we are pleased to announce our new online Disability Employer Partnership Forum (or DEP for short).

Taking place every two months, for two hours, the forum is dedicated to informing employers about the various support services available. Each session will be based around a different business sector, with guest speakers from the industry sharing their best practice. There'll be regular updates from the DWP and our own fabulous Welfare Rights team.

Sounds great. Even better - we already have a huge range of services attending, so it is a great opportunity for networking – although you will have to make your own cups of tea (well, we can't give you everything!)

Like to join? Want some more information? Would you like to present about your service?
 Email Rebecca.Weeks@derbyshire.gov.uk

What is DEED?



We're the Disability Employer Engagement Derbyshire Team. And if you've got a problem, you know [where to find us](#). No need to hire the A-Team - our services are here for free to support you and your employees with disabilities and long-term health conditions in the workplace.

And Finally...

Would you like your business success story to be in our newsletter? Do you have a friend or family member with a disability or long term health condition and in need of help finding employment? We have an expert team of Disability Employment Officers across Derbyshire. Contact the team on disabilityemploymentservice@derbyshire.gov.uk

Crossword Conversation Starter answers

Across

5. Postural Orthostatic Tachycardia Syndrome. POTS for short – If you knew this without googling then I'm super impressed.

8. Cerebral Palsy This affects people in a wide variety of ways and extents.

10. Arthritis

Down

1. Multiple Sclerosis – also known as MS.

2. Ankylosing Spondylitis – Another extreme spelling challenge.

3. Diabetes is very well known – but do you know the difference between type 1, and type 2? Or that there is a type 3 and 3c as well as Gestational Diabetes?

4. Dyscalculia – although people with this struggle with numbers it doesn't have to stop you. Check out [Emma King the award winning mathematician](#) with Dyscalculia and the strategies she uses.

6. Tourettes - This is a condition that causes a person to make involuntary sounds and movements called tics.

7. Ehlers Danlos Syndrome.

9. Fibromyalgia - also used to be called muscular rheumatism and has been known about for over 200 years.