

Supporting Disabled People into Business: Review of the Business Enablement Project and Recommendations for Bradford MDC

Strategic Solutions

Dr Vanessa Hogbin

Mob: 07944 995 287

vanessa@strategicsolutions.eu.com

www.strategicsolutions.eu.com

*Strategic research and development
for the public and third sector*



Contents

1. Introduction	1
2. Methodology	3
3. Enterprise and disability	4
3.1 Enterprise and disadvantage	4
3.2 Disability	7
4. Findings	13
4.1 BEP pilot	13
4.2 What customers want	14
4.3 Availability of services	15
4.4 Issues for delivery	17
5. Recommendations	20
5.1 BEP	21
5.2 Infrastructure	22
5.3 General	23

Annex 1 List of interviewees

Annex 2 Access to Work

Annex 3 Examples of potential good practice

1. Introduction

For the last ten years, there has been an increasing interest in encouraging entrepreneurial activity in economically disadvantaged communities. Nationally, the Government charged its mainstream business support network, the Business Links, to pick up this challenge. It soon became obvious that many mainstream providers were struggling to reach these communities and specific measures were introduced to create and share good practice. At a local level, the emphasis on enterprise as a tool to help community regeneration has depended entirely upon each council's own priorities and has therefore varied over time and across areas. The introduction of the Local Enterprise Growth Initiative (LEGI) opportunity for councils that are eligible for Neighbourhood Renewal Funds has focused more attention on entrepreneurial activity.

In Bradford, securing LEGI funding gave the council the opportunity to integrate a properly financed package of enterprise measures into the mosaic of business support, skills, and regeneration programmes that already exist. Special focus was put on filling existing gaps and raising levels of enterprise in communities that lagged behind the average. Disabled people were identified as a group that needed extra help to overcome barriers to self-employment and business start-up.

The Business Enablement Project (BEP) was initiated as a pilot project in 2007 with the aim of providing capital grants to disabled people who need to make structural changes to their homes or require specialist equipment to run a business. Evidence from the first months of the pilot suggested that the majority of clients needed advice and help to access services rather than capital grants. There was also a suggestion that the pilot overlapped with Job Centre Plus' Access to Work Scheme. A strategic review of the pilot was commissioned to assess its performance and make recommendations for future provision of enterprise services for disabled people in Bradford.

2. Methodology

The review was not intended to be a full economic evaluation of the pilot and therefore quantitative analysis of the inputs, outputs, and outcomes was not required. Qualitative research with stakeholders and customers of the service was carried out through a series of one to one interviews, two examples of service delivery to disabled clients was observed and the clients were engaged in the group and individually. Additional desk research was undertaken of services available to disabled people in Bradford and to identify potential examples of good practice.

In total 40 people who are involved in delivering or receiving services to disabled people in Bradford were interviewed either face to face or by telephone. A list of individuals and organizations consulted is attached at annex 1. The interviewees represented all aspects of the chain of delivery from policy to customer. Five disabled people were interviewed separately, of whom four had received help through the BEP. In addition to these client interviews, two groups of disabled people attending different courses were engaged collectively or individually and delivery was observed. The majority of interviews were with agencies that provide services that are, or could be, relevant for disabled entrepreneurs in Bradford.

Desk research to provide contextual information for the report and to identify potential examples of good practice for further consideration was also carried out.

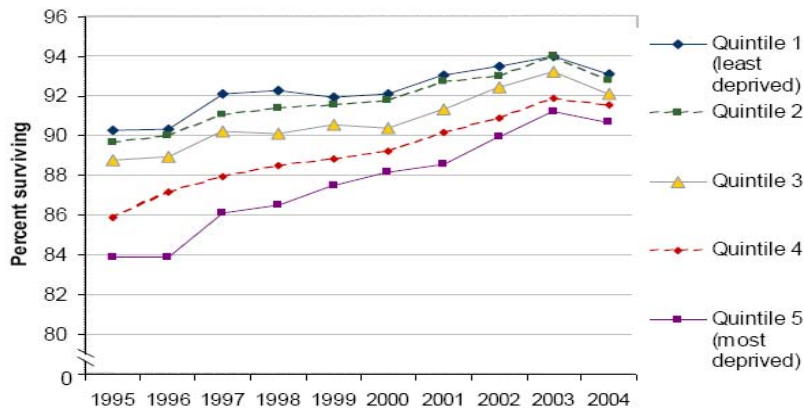
3. Enterprise and Disability

In February 2006, Bradford was awarded £21.4 million over three years to deliver the targets in its LEGI bid. The bid identified disabled people as one of its priority groups; under the objective “Barriers to new enterprise - flexible accommodation” the bid included provision for “Home enterprise support for those with personal difficulties who can adapt and operate a business from home”. A target for helping disabled people in this way was also included: “150 of those with mobility difficulties will have been helped to operate their business from home.”

3.1 Enterprise and Disadvantage

There is still a lack of quantitative evidence about the part played by encouraging enterprise in long-term economic revival of disadvantaged areas. Nevertheless, some trends are encouraging, for example, the gap between the least and most deprived areas (based on the Indices of Deprivation) for one year business survival rates has closed significantly from 1995 to 2004.

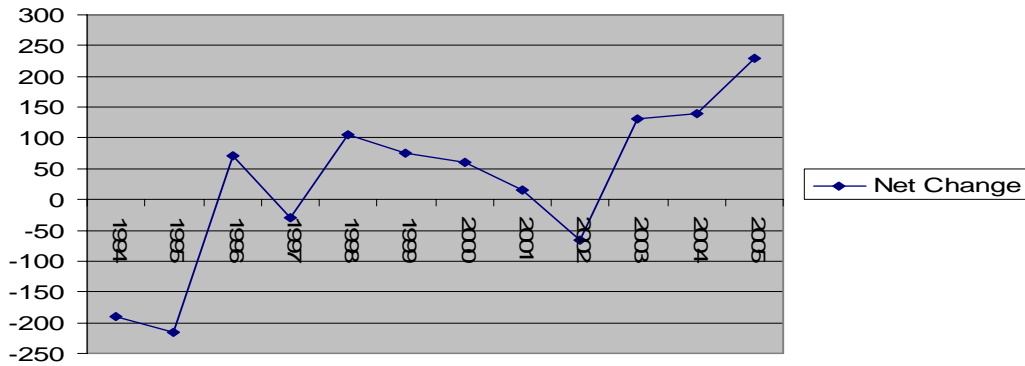
Figure 1 Survival rates of businesses after 1 year



Source: DTI Small Business Service

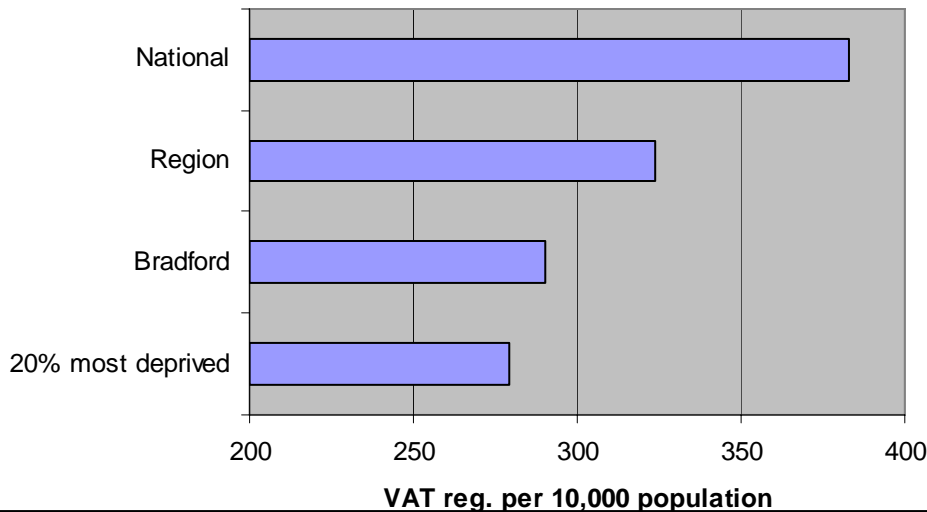
Evidence from evaluation of specialist programmes shows that enhanced support does have an impact on the likelihood of individuals within those communities thinking about and actually becoming self-employed. It also shows that for groups such as disabled people that suffer from discrimination in employment, self-employment can be a real alternative.

Figure 2 Net changes in VAT registrations in Bradford 1994 - 2005



There was a positive trend in the rate of VAT registrations in Bradford from 2002 to 2005 following falls in the previous four years (see figure 2 above). Nevertheless, the rate of VAT registrations per 10,000 population in Bradford (290) lagged behind the regional (324) and national (383) averages.

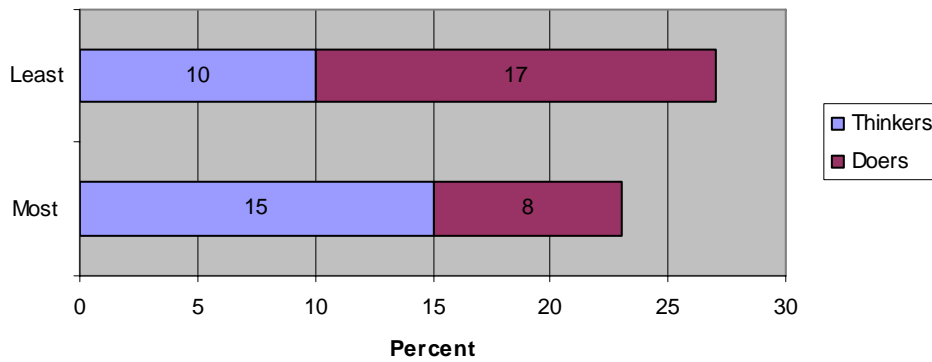
Figure 3 Comparison of Annual VAT registrations per 10,000



The LEGI team has estimated that to close the gap with the region an additional 400 VAT registrations per year will be needed. This target of 400 is over and above the VAT registrations that would have occurred without the extra support being provided by LEGI. The parts of Bradford that fall within the 20% most deprived super output areas have even lower rates of VAT registration (279). As

the majority of people in deprived areas starting a business or self-employment will not register for VAT in the first three years, a different target for start-ups has been set – the team hope to nearly double the business start-up rate by encouraging an additional 600 people to start-up in the first three years of the programme. The Small Business Service 2005 Household Survey of Entrepreneurship, reports on the trends in proportions of people thinking about, and actually starting a business. The results show that while the total proportion of ‘thinkers’ and doers’ is not dissimilar between the 20% least deprived SOAs (27%) and the 20% most deprived SOAs (23%), that the ratio of ‘thinkers’ to ‘doers’ is reversed between the two groups (see Figure 4 below). There is a higher proportion of people thinking about being self employed or owning a business (15%) in the most deprived areas than any other, but the lowest conversion rate of thinkers into doers.

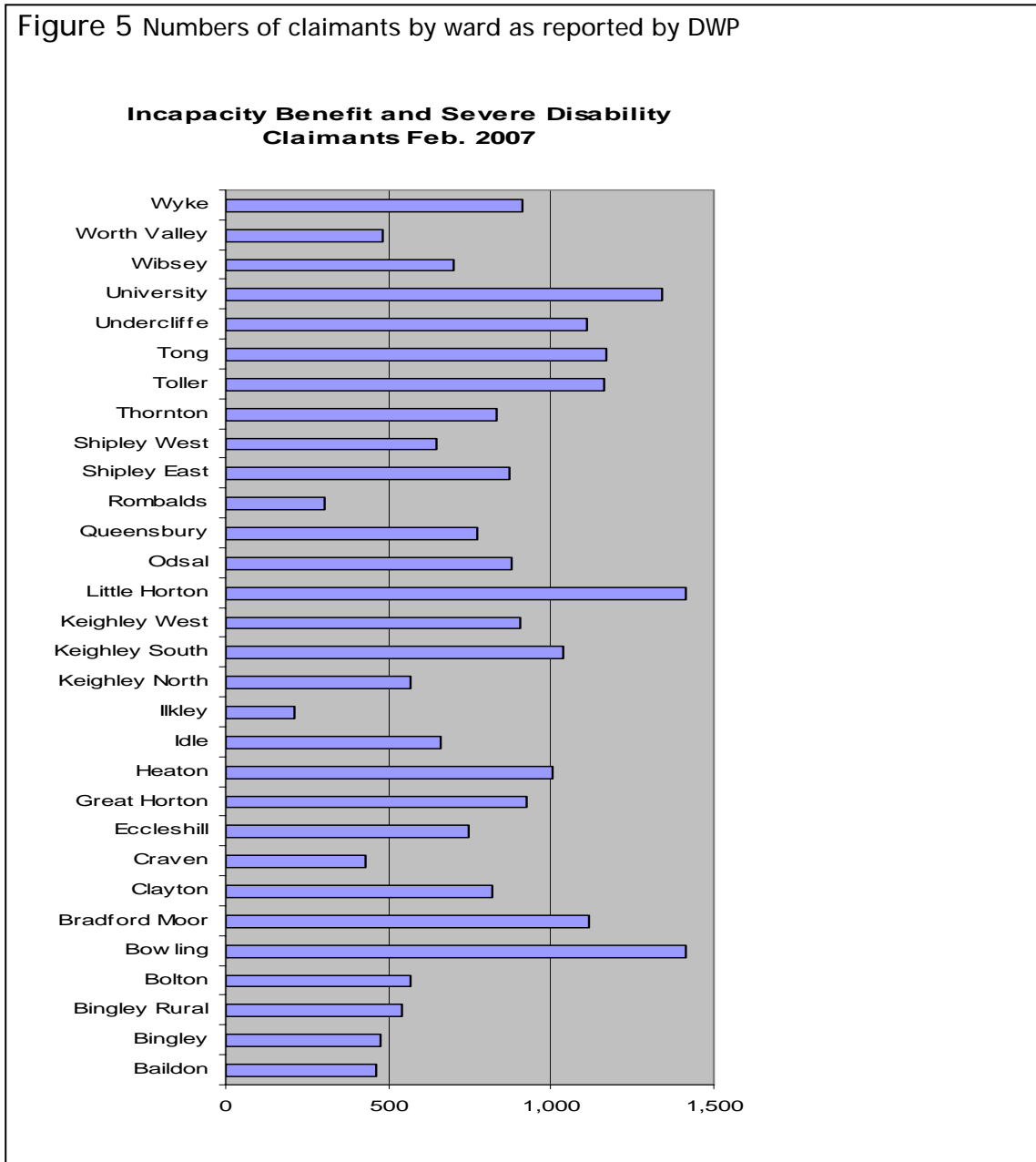
Figure 4 Proportion of ‘thinkers’ and ‘doers’ in least and most deprived ID quintiles (SBS, 2006)



3.2 Disability

There is no official statistic that counts disabled people (based on the definition in the Disability Discrimination Act of 1995) and therefore proxy statistics are used to estimate the size of the client group. Disabled people exist in all parts of our communities (representing 20% of the total working age population) but they are less likely to be economically independent than their non-disabled counterparts (50% as compared to 81%). One statistic that is sometimes used as a proxy is the number of people receiving Incapacity Benefits and Severe Disability Allowances.

Figure 5 Numbers of claimants by ward as reported by DWP



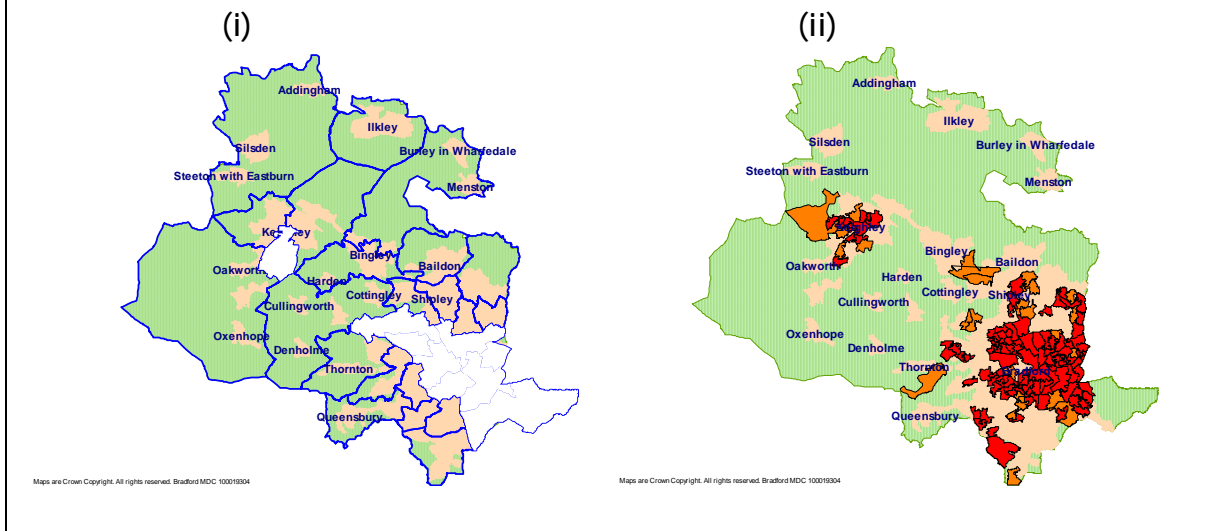
According to the Department of Work and Pensions (DWP), approximately 24,500 people in Bradford were in receipt of these allowances in February 2007, representing about half of all people receiving a workless benefit.

DWP reports their claimant counts against the pre 2004 ward boundaries rather than super output areas. Figure 5 shows how the number of claimants varies from ward to ward even though each ward has similar size of population. Use of

BEP STRATEGIC REVIEW – FINAL REPORT

wards as the basis for the claimant count makes direct comparison with the 20% most deprived areas awkward. However, mapping the wards that had one thousand or more claimants shows that there is a correlation between high claimant rates and the more deprived areas of Bradford, as can be seen in Figure 6.

Figure 6 Maps of Bradford district with (i) wards highlighted where IB and SDA claimant count was 1000 or over in February 2007 and (ii) super output areas highlighted that were in 20% most deprived in England in ID 2004.



In their application for DWP City Strategy funding the Council estimated that nearly 30,000 people in Bradford are classed as being sick or disabled, and that 26 of the 307 SOAs in the District have an Incapacity Benefit claimant rate of over 20% and that there are SOAs where over 30% of the working age population is either sick or disabled.

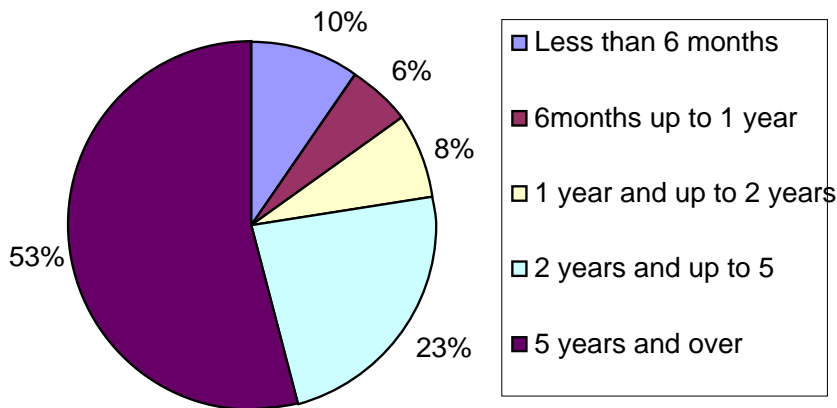
The term 'disabled' covers a large range of mental, physical, and emotional conditions, which may affect the individual's capacity to be an entrepreneur, and their needs with regard support, quite differently. Understanding the characteristics of this client group therefore is extremely important in order to ensure services are properly designed. At present, a lot of information exists in different places, about different segments of the group but there is no single authoritative source of data at national or local level. The situation in Bradford

BEP STRATEGIC REVIEW – FINAL REPORT

requires further analysis to determine how this client group is constituted and how it can best be segmented with respect to delivery of enterprise services.

DWP data for IB and SDA claimants in Bradford reveals that three quarters of claimants have been in receipt of benefits for over two years and over half for more than 5 years (Figure 7). The longer people remain on benefits and out of employment, the greater the issues they face in trying to resume economic activity and therefore the more in depth, the support they require.

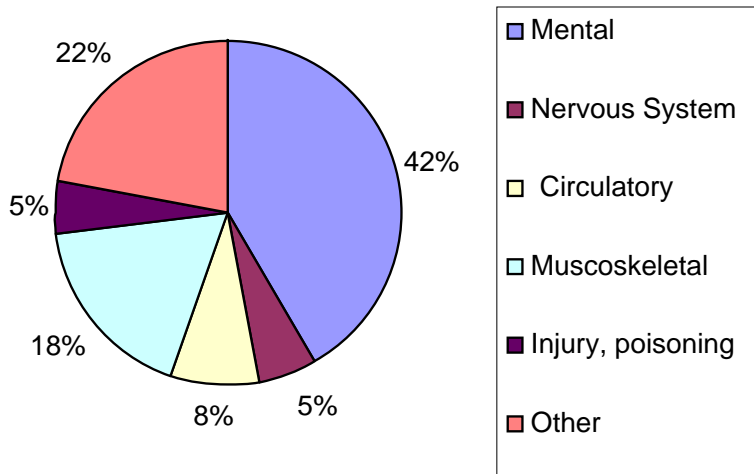
Figure 7 IB and SDA Claimants in Bradford according to length of time claiming (DWP, Feb 2007)



DWP also collect information about the primary health issue for claimants (Figure 8), which show that over 40% cite mental health problems as their primary issue.

Figure 8 IB and SDA claimants in Bradford according to primary health issue

BEP STRATEGIC REVIEW – FINAL REPORT



This data conflicts with the information from the Labour Force Survey¹, which reports that nationally, in 2001, the most common condition cited by disabled people was musculoskeletal problems (34.8%), followed by chest/breathing (13%), heart, (11%) and mental health (9%). The difference between the two data sets is likely to be explained by the fact that DWP are collecting information about the primary cause for claimants not being able to work, which in many cases may have to do with stress rather than the actual physical condition.

Understanding these variations within the client group is essential in order to know where the greatest effort needs to be placed. When the word disabled is mentioned, most service delivery organizations immediately think of people in wheelchairs, and people with sight or hearing difficulties. In fact, these represent quite a small proportion of all disabled people. Disabled people also have differing rates of employment according to the nature of their disability. For example people with sight and hearing difficulties (each representing less than 2% of the client group) have employment rates of 44% and 68% respectively. While people with learning disabilities and with mental health problems have unemployment rates of about 80%. 60% of employers readily admit that they would not employ someone with a history of mental illness.

The changing proportion of disabled people according to age is also significant.

¹ Allan Smith, Breda Twomey (2001) Labour Market experience of People with Disabilities, Labour Market Trends, vol 110, no 8

BEP STRATEGIC REVIEW – FINAL REPORT

The DWP's claimants statistics show that in Bradford over a third of the claimants are aged between 50 and 59 years old (Figure 9). This is a time of life when, traditionally, people have been looking towards retirement rather than starting new enterprises. The Labour Force Survey collects information about people's age in different groupings. However, this data also shows a steady rise in the proportion of disabled people in the working population between 16 and 50 years with a significantly higher rise between 51 and 65 (see Figure 10).

Figure 9 Ages of IB and SDA Claimants in Bradford (DWP, Feb 2007)

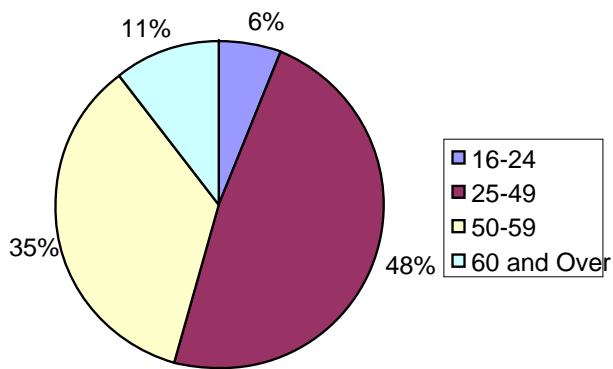
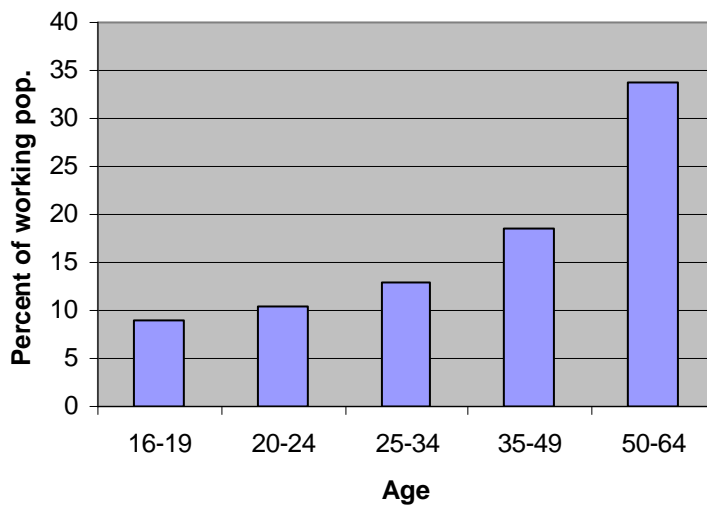


Figure 10 Proportion of disabled people in working age population according to age (Smith and Twomey, 2001)



4. Findings

4.1 Business Enablement Project pilot

The BEP pilot ran for a relatively short period. After a slow start, about 35 referrals were dealt with during four months. Responding to the client needs, the service concentrated more on providing advice and support, and less on access to capital grants. The project worker also spent time developing relationships with enterprise, disability and community organizations to raise the profile of the pilot and to encourage referrals.

The pilot was deemed a partial success by most of those associated with it; there was a strong feeling that with clearer objectives at the start and with more time a greater impact could have been achieved. The clients themselves were very positive about the help they received. They were particularly pleased that, for the first time, they had someone to whom they could talk who understood their needs and who took their business ideas seriously. The financial support was also appreciated; particularly that the process of getting financial help was relatively straight forward and quick. The speed at which help was available was seen to be in direct contrast to the help available from the Access to Work programme (see Annex 2 for more information about Access to Work). Enterprise providers and disability/community groups also felt the service provided had a positive impact on their services. The project worker as seen as providing expert advice on disability issues for business advisers, and as an efficient means of communication between the disability/community organizations and the business support agencies.

Given the short duration of the pilot, care should be taken in assessing its success, but lessons can be learned. The main learning points are that

- all parties found it extremely useful to have easy access to expert advice on the specific needs and issues for disabled individuals;
- any advice on business start-up should come from an experienced business adviser;
- targets for the service must be set low enough (or resources increased) to account for the amount of time spent with each individual and the length of time from initial contact to the point of starting self-employment;

BEP STRATEGIC REVIEW – FINAL REPORT

- there is a need to raise the awareness in enterprise providers and disability organizations about each other's services;
- there is a lack of knowledge and understanding about the characteristics of the client group that hampers planning for service provision;
- services available from Job Centre Plus (Disability Employment Advisers and Access to Work grants) are a good resource for disabled people starting-up a business but are not always easy to access as quickly as required.

4.2 What customers want

Talking to clients of the BEP, and other services provided in Bradford, revealed that there is no such thing as a typical disabled person. Unfortunately, some providers who lack experience of dealing with disabled people tend to concentrate on the most obviously disabled, such as those with sensory deprivation and wheelchair users. Clients with different needs therefore find it very frustrating when service providers make assumptions about their needs or, even worse, do not consider them at all. Each client wants to be treated as an individual, and primarily as prospective business client. BEP clients stressed how important it was to have someone who took their ideas for business seriously.

At the same time they do not want to have to keep explaining about their disability and the impact it has on their ability to work, access training etc. They want to be able to talk to someone early in the process who understands the constraints their particular condition may cause, the needs they have and how those needs can best be met. Disabled people would then prefer to have that same person act as an intermediary if they need to access other services. The BEP clients also considered the availability of funds to pay for specialist services as crucial in removing the additional barriers to self-employment that they face.

There seemed to be a general acceptance that they would not be offered general start-up grants (i.e. not tied to specialist services/equipment) but clients would have liked help to access such grants, or any other relevant funding, available elsewhere.

Clients accepted that sometimes they had to make an extra effort, but felt that

too often they had to make all the effort to access services. They claimed that even if they were being 'met halfway' that would make them feel more valued. There were ambivalent reactions to the issue of provision of segregated services such as training. Some felt that by being separated from services from non-disabled people they were receiving a lower standard of delivery; others felt it was the only way to ensure their needs were met. Most importantly, disabled people want to have access to the same quality of support as non-disabled people.

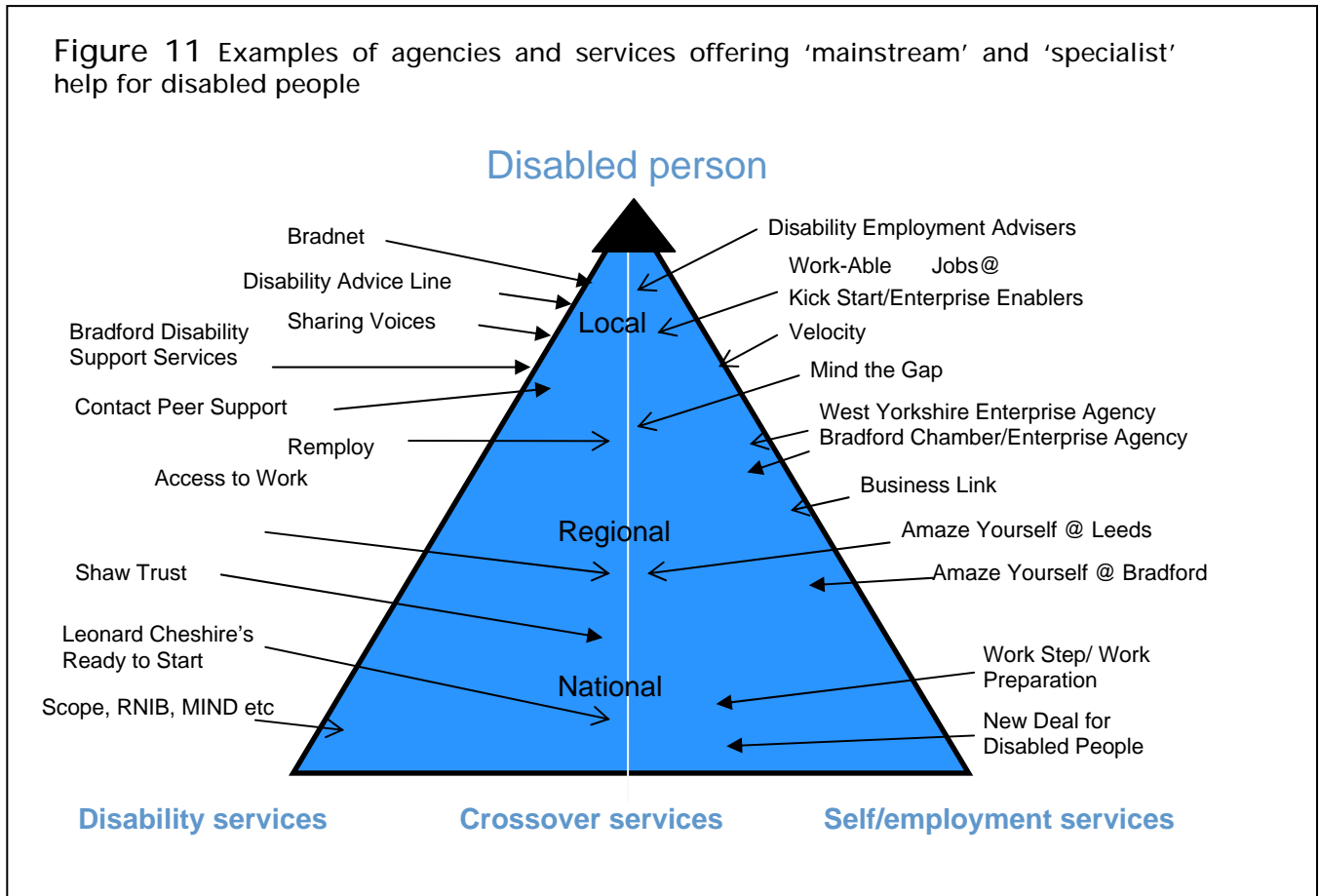
4.3 Availability of services

Disabled people potentially have access to a very varied set of services and support agencies. There are many layers of provision depending upon the characteristic being considered and together they create a web of provision that is confusing for the providers let alone the clients. With respect to enterprise three main categories of service are used in this review: mainstream² enterprise promotion and support; general support for disabled people; specific enterprise services for disabled people. Services are variously delivered at national, regional, local, neighbourhood, and community levels. Some are available to all disabled people, others are available to specific sub groups e.g. people with learning disabilities; people receiving a workless benefit; or people who have a visual impairment.

The review 'mapped' the major providers of enterprise support for disabled people in Bradford and considered how they work together, in particular identifying if any gaps exist and how the whole system could work better to meet the needs of disabled people. Figure 11 shows a graphic showing a sample of services available to demonstrate the range and diversity of services and agencies involved in this market place.

² For this review, mainstream is used to describe services for non-disabled people e.g. it includes business support available under LEGI as well as Business Link.

Figure 11 Examples of agencies and services offering ‘mainstream’ and ‘specialist’ help for disabled people



Despite the number of agencies in the public and voluntary and community sectors that are delivering services, there is still insufficient provision for disabled people. Some agencies spoke of the difficulty of meeting customer demand and had stopped advertising their services so they would not raise expectations they could not meet.

4.4 Issues for delivery

Some of the issues for disabled people accessing enterprise services are common with the issues for disabled people accessing other services such as skills training; and some issues are shared with non disabled people, for example people who are workless and receiving benefits. However, there are a number of issues exclusive to this client group.

One issue, which is common for disabled people (although in varying degrees from person to person), is their mindset in relation to trusted sources of advice.

BEP STRATEGIC REVIEW – FINAL REPORT

In some cases, especially where a strong relationship has developed between the client and one organization, the client can become very comfortable within the relationship and may be wary of approaching other organizations. Their fear is that other organizations will not understand their particular needs, treat them as well, or value them as much. This reliance on one organization can become a barrier if a disabled person needs to access business support services from different organizations e.g. business club, one to one advice, start-up training.

This sort of 'institutionalisation' of clients can be compounded by the culture of some disability organizations and community groups. Their *raison d'être* is to represent certain communities, to help them in any way they can and even to speak on their behalf. Their authority, and in many cases funding, is derived from the number of clients they have using their services. Therefore developing a very close, long-lasting relationship with their clients is very important. Even if there is no conscious effort to make their clients reliant on them, that is sometimes the consequence.

Another issue for disabled people is the amount of time and effort sometimes required to find and access the service they need. As mentioned before, the number and variety of services available is confusing and trying to find out for which services you are eligible can be a daunting task for someone who is unwell, or has low energy, or has hearing difficulties, or is easily stressed etc. Research has shown that many non-disabled entrepreneurs do not access business support because they cannot face having to unravel the web of services available to them by themselves. How much worse then for disabled entrepreneurs for whom the service is more complex, and who have a reduced capacity to search for appropriate services.

Disabled people on benefits share a major barrier to self-employment with other people who are long-term benefit claimants and this is an issue well documented elsewhere. The so-called benefits trap has been shown to be as serious a disincentive to would be entrepreneurs as it is for those moving into employment. The situation can be more complex for disabled people depending on the package of benefits for which they are eligible and because it may not be clear exactly how becoming self employed would affect those benefits, for example whether carers benefits would still be available.

BEP STRATEGIC REVIEW – FINAL REPORT

In Bradford all service providers need to account for the different language and cultural mores of the diverse population. This is no different for services for disabled people. Providers need to keep in mind that disabled people may have other needs that have to be taken into account.

Evidence from specialist business support services indicates that people from disadvantaged communities often suffer from lack of confidence with respect to self-employment. Obviously, this will vary from person to person but the experience of disabled people has often led them to have less faith in their own abilities. They have sometimes been subjected to many years of being told they cannot do things, need to be realistic, need to limit their objectives. On average, disabled people are also less well qualified than non-disabled people, another factor that can affect self-confidence. Taking 'the plunge' into self-employment is seen as a risk by nearly all non-disabled people and only a minority have the confidence to take that step, disabled people will often require even more support to make the decision to move into business.

If disabled people are to feel confident in their abilities to be self-employed, it is vital that the support and advice they receive from the start is of the highest quality. Two issues arise from this requirement. First, that the community/disability organizations that are able to reach out to disabled communities can provide information and advice about self-employment that is accurate, comprehensive and based on experience of helping people to become self-employed. If disabled people receive inadequate advice at the point of thinking about becoming self-employed, they are unlikely to pursue that option. The second issue relates to the accessibility of mainstream enterprise services. The lack of awareness of the full range disability issues amongst providers means that disabled people feel unwelcome or cannot access the services they need and to which they have a right.

5. Recommendations

“The new (Disability Equality) Duty will mean that any public body will need to actively look at ways of ensuring that disabled people are treated equally. It requires organisations across the public sector (including hospitals, local and central government, schools and colleges) to be proactive in ensuring that disabled people are treated fairly.

However, this duty is not necessarily about changes to buildings or adjustments for individuals, it’s all about including equality for disabled people into the culture of public authorities in practical and demonstrated ways. This means including disabled people and disability equality into everything from the outset, rather than focusing on individualised responses to specific disabled people.”

Doing the Duty: An overview of the Disability Equality Duty for the Public Sector by Disability Rights Commission

From December 2006, public bodies have an obligation under the law to ensure disabled people are treated equally. Likewise, any organization providing services to the public is required to take reasonable measures to ensure their services are accessible to disabled people. This means as well as considering the future of any enterprise service provided specifically to disabled people, the LEGI team should review the extent to which all their services comply with the law.

Based on the needs of disabled people, the current provision of services in Bradford, and the experience of the BEP pilot I have made a total of 18 recommendations. I have listed the recommendations in three groups according to the main focus of the recommendation. The first group concerns the future of the BEP, the second relates to improvements in the infrastructure required to ensure the BEP can be successful, and the third group concerns general issues for providing enterprise services to disabled people.

5.1 Business Enablement Project

1. Clarify role of BEP
 - reactive or proactive
 - enterprise scheme or social service
 - person centred approach or generic service
2. Decide which delivery model is appropriate for Bradford:
 - Put emphasis on disability organizations to deliver enterprise services
 - Put emphasis on enterprise organizations to provide accessible services
 - Introduce more specialist enterprise provision specifically for disabled people (using existing contractors or develop a social enterprise)
 - Adopt the “braided” approach whereby account manager facilitates a seamless customer journey for disabled people through available ‘specialist’ and non-specialist services.
3. Create a rigorous and comprehensive evidence base for target group, and develop market segmentation plan based on segmented need
4. Provide expert enterprise awareness and pre-start-up support for disabled people
5. Ensure expert advice on disabled people’s needs is readily available to all business counsellors
6. Build up pool of resources (actual and virtual) so that front line staff can quickly access appropriate services or equipment
7. Agree targets for BEP based on realistic assessment of progress that can be made with target client group – softer, indicator targets should be agreed as well
8. Ensure BEP has early strategic engagement with DWP/JC+ on existing services and benefits and changes planned for Autumn

5.2 Infrastructure

9. Review capacity and capability of disability/community organizations to provide appropriate enterprise services
10. Investigate and share learning from providers with potential good practice (see annex 2)
11. Provide enterprise awareness training for all relevant disability/community support organizations that can act as feeders for BEP projects
12. Mandatory disability diversity awareness training for all front line staff in relevant enterprise organizations
13. Arrange training for business counsellors on implications of self employment option for disabled people's benefit entitlements
14. Facilitate programme of relationship building between relevant enterprise and disability organizations to:
 - tackle issues of institutionalisation and protection of clients
 - encourage sharing of good practice
 - promote more coherent approach to service provision

5.3 General

15. Review all LEGI services and literature to ensure they comply with accessibility requirements under the DDA
16. Ensure that other services accurately capture and publish data about disability
17. All training aimed specifically at disabled people should be delivered by staff qualified for the target group
18. Bring pressure on relevant authorities to ensure needs of disabled entrepreneurs are reflected in the various regional, sub-regional and local economic and skills strategies

INDIVIDUALS AND ORGANIZATIONS CONSULTED FOR BEP REVIEW

Chris Weston	Occupational Therapist, Business Enablement Project advisor
Dave Leather	Skills Broker for LEGI programmes
Sue Haddock	Social Services
Dave Smith	Manager, Work-Able
Sue Howland	Employment Link Team Leader, Work-Able
Janet Hulse	Objective 2 team, Business Enablement Project, Manager
Carson McCombe	Skills policy for Leeds City Region
Claire Power	Job@ Manager
Richard Hudson	LEGI team, Enterprise Manager
Andrea Wilcock	LEGI team, monitoring
Mary Dean	Bradford Strategic Disability Partnership, member
Steven Wilkinson	Business Enablement Project applicant
Allen Ford	Business Enablement Project applicant
Sandra MacIntosh	Business Enablement Project applicant
Barry Manley	Business Enablement Project applicant
Neville Roland	Facilitator, Bradford Strategic Disability Partnership
Paul Anderson	Contact Peer Support
Vanessa Marshall	Leonard Cheshire, Yorkshire and Humber Region
Dave Hamilton	Reemploy
Mohammed Shabir	Sharing Voices
Asif Hussain	Bradnet

BEP STRATEGIC REVIEW – FINAL REPORT

David Odunukwe	Action for Black Community Development
Paul Ingliss	JC+, Access to Work Business Centre
Phil Hopkins	JC+, Disability Employment Advisor
Kay Wells	Mind the Gap, Development Manager
David Newell	SACAR, Employment Officer
Steven Jhakra	Mind - Bradford
Maxine Muff	ATL
Mike Quiggan	Arts and Resource Centre, Maps & Stats project
Dawn Best	Business Link West Yorkshire
Sandra Wood	West Yorkshire Enterprise Agency
Eleanor Clyde-Evans	University of Bradford - Amaze Yourself @ Bradford
Jenny Irvine	University of Leeds – Amaze Yourself at Leeds
Carolyn Coleman	Bradford Chamber, Manager Kick Start
Colin Holmes	Bradford Chamber, Kick Start Business Counsellor
Attia Hussain	Digitalife
Anthony Waddington	Bradford Vision, Enterprise Enabler
Hazel Bone	Consultant –Employ Disability Project
Jim Ledwidge	Consultant –Employ Disability Project

Access To Work

Information on delivery of the programme supplied under Freedom of Information by DWP

- In 2006, £60million spent on Access to Work nationally.
- Access to Work support tailored to individuals; DWP do not collect information about amount of individual awards.
- In 2006, Y&H received around 2,000 applications to Access to Work, of which around 70 were from self employed people.
- In April DWP introduced new benchmarks to measure speed of access, i.e. the time from a completed application being received to the time that support is actually in place and useable.
 - Travel to Work - 20 working days
 - Support Worker - 30 working days
 - Special Aids and Equipment - 40 working days
 - Adaptations to Premises/ Equipment - 60 working days

Examples of potential good practice

Local

Digitalife

Carlisle Business Centre

60 Carlisle Rd

BD8 8BD

Tel: 01274 481272

Email: info@digitalife.co.uk

Website: www.digitalife.co.uk

One of Kick Start contractors delivering pre-start training for women entrepreneurs based on Personal Action Programme that encourages self-employment as a viable career option through engaging in self-development and business training.

Also provides training in managing diversity and has developed the BTEC Professional in Managing Diversity, the course is the only Nationally Accredited Edexcel Diploma in Managing Diversity available in the UK.

Mind the Gap

Mind the Gap

Bradford Design Exchange

34 Peckover Street

Little Germany

Bradford

BD1 5BD

Tel: 01274 729575

Fax: 01274 730137

Email: arts@mind-the-gap.org.uk

The largest disability related theatre company outside London. Has worked with thousands of people through touring, training and outreach work. Mission is to dismantle the barriers to artistic excellence so that learning disabled and non-disabled artists can perform alongside each other as equals

Sheffield and Doncaster LEGI bids

Doncaster - Can Do Enterprise aimed at people on IB and Severe Disability Allowance

Sheffield – Digital Inward Investment and Enterprising Neighbourhoods (local workspace)

Regional

Amaze yourself at Leeds

University of Bradford

Project Management Office

Tel: 01274 236770

Email: amazeyourself@bradford.ac.uk

Or Jenny Irvine on 0113 343 7638

The AmazeYourself programme aims to support unemployed people to develop the right personal and professional skills to enter employment in an enterprise environment, to embark on an exciting business start up journey. The programme is delivered by a [partnership](#) of six Universities and three Colleges across the Yorkshire and Humber region led by University of Bradford. University of Leeds leads for the region on help for disabled people.

Leonard Cheshire – Ready to Start

Regional Co-ordinator

Vanessa Marshall

Tel: 08456 717173

Email: vanessa.marshall@lc-uk.org

Working with Barclays to help disabled people take greater control of their lives through self-employment. Ready To Start is a programme specifically designed to meet the needs of disabled people supporting them all the way into enterprise.

Over three years, will support more than 600 disabled people across the UK to establish their own business and give many others training and careers advice too. We will also have a recognition awards programme for individual achievements.

The programme is free and provides support for the whole journey of getting into self employment:

- Free computer equipment and software
- Providing training programmes that meet individual learning needs
- Giving business advice for specific start-up issues and pointing people in the right direction for relevant trade bodies and business associations
- Access to a 'buddy' who will be on hand to offer friendly support and encouragement

National

BEP STRATEGIC REVIEW – FINAL REPORT

Train 2000

5th Floor, Wellington Buildings,
The Strand,
Pier Head,
Liverpool,
L2 OPP
Tel: 0151 236 6601
Fax: 0151 236 2090
Email: info@train2000.org.uk

Business support provider specialising in enterprise for women with a special focus on women from disadvantaged groups. Adopt a policy of positive action to meet special needs of any client. Pioneered Social Accounting as a way of finding new ways to demonstrate value for money of delivery to disadvantaged clients.

incredit Ltd

1st Floor Saffron Ground
Ditchmore Lane
Stevenage, Hertfordshire
SG1 3LJ
Tel: 01438 794 444 or 0845 272 2227
Fax: 01438 358 039
Email: info@incredit.org.uk

Enterprise support social enterprise aimed at disadvantaged communities and groups. Provides full access for disabled people to training and support and specialises in support for serving and ex-offenders. Through the latter has developed expertise in helping people with mental health problems.

Breakthrough UK

B.E.V.C.
Aked Close
Ardwick
Manchester
M12 4AN
Tel: 0161 273 5412
Fax: 0161 274 4053
Email: admin@breakthrough-uk.co.uk

Liverpool and Manchester social enterprise by and for disabled people providing employment services Breakthrough UK Ltd uses the social model of disability in its policies and practice. The social model of disability has come about as

disabled people and their own organisations have challenged the traditional view that they are disabled by their individual conditions of mind, body or senses (impairments). People who have impairments are a part of the normal diversity of the population and as such should be taken into account in all areas of life. It is because society does not recognise people with impairments as a normal part of the population that they are excluded and discriminated against - that is, they are disabled by this situation.

Disabled Entrepreneurs Project

Enterprise South Devon
Teignbridge Business Centre
Cavalier Road
Heathfield
Newton Abbot
TQ12 6TZ.
Tel: 08456 447558
Email: info@enterprisesouthdevon.co.uk

The Disabled Entrepreneurs' Project (DEP) is an eighteen month programme specifically designed to support pre-start disabled entrepreneurs. The project is funded by Devon Renaissance, North Devon Leader+ and the district councils of North Devon, West Devon, Torridge and South Hams. DEP's key objectives will be to provide a bespoke business service, with relevant and accessible information and advice, which will encourage disabled entrepreneurs to realise their own personal and business potential. This will include the following:

- How to set up, launch and promote your business successfully
- Assistance with business planning
- Guidance from experienced advisors
- Training and on-going support

C2 Enterprises

Units 2c - 2e Port Road Business Park
Port Road
Carlisle, Cumbria CA2 7AF
Tel: 01228 606483

Previously a sheltered employment agency for disabled people. Taken over by and run for disabled people as a social enterprise selling recycling services to the community. When Disability Association Carlisle and Eden took over the management of Cumbria Industries the name was changed to C2 Enterprises, representing a new beginning for the business and staff, and a shift from commercial to social enterprise. C2 Enterprises is Cumbria's foremost social enterprise employing and training local disabled people to recycle computers. It is also Cumbria's

BEP STRATEGIC REVIEW – FINAL REPORT

only social enterprise producing high grade animal bedding from recycled cardboard - Creature Comforts.

Social Firms UK

1st Floor, Furness House

53 Brighton Road

Redhill

Surrey

RH1 6PZ

Telephone: +44 01737 764021

E-mail: info@socialfirms.co.uk

Website: <http://www.socialfirms.co.uk>

Provides help and guidance for organizations wishing to set up a social firm.