

TO: EMPLOYMENT COMMITTEE – 16th March 2005

SUBJECT: Raising Awareness through Mentoring (RAMP) Project

FROM: Equalities

1. PURPOSE OF REPORT

- 1.1 To actively promote the involvement of the Council Employees in the RAMP Project.

2. BACKGROUND

- 2.1 The Raising Awareness through Mentoring and Personal Support (RAMP) Project is funded by the PIE SRB6 Project aimed at addressing barriers around the lack of disability awareness in the job market and provide one-to-one support and advice to those disabled people wishing to use the scheme. The Project is designed specifically to assist disabled people into employment and supporting businesses to employ skilled disabled people.
- 2.2 The project is an innovative partnership between the Council of Disabled People in Warwickshire for the Mentoring in Business Scheme, CSWP Ltd/Connexions for the Personal Advisor Scheme supporting Disabled People into employment and Warwickshire County Council (WCC) for the Business Link work, with support from a number of Agencies.
- 2.4 The scheme begins with the new financial year and will offer businesses both large and small the opportunity to contribute towards their local community through enabling members of staff to become mentors. A volunteer mentor will in turn learn everything a business needs to know about complying with the latest instructions contained in the Disability Discrimination Act (DDA) legislation coming fully into force on 1 October 2004 and will be classed as the disability champion within their own workforce. The RAMP Project will take on the responsibility for recruiting and selecting Mentors.
- 2.5 Volunteer mentors will be by the RAMP trained in mentoring skills, disability equality and the DDA, with the course designed specifically to address confidence boosting skills, training needs, career development and the problems that disabled people face when trying to access employment.

3. POLICY AND BUDGET FRAMEWORK

- 3.1 This supports the Council's key priority within the Corporate Strategy, C.O.7 to target resources to areas of greatest need.
- 3.2 Work will be carried out within existing staff resources.

4. **RECOMMENDATIONS**

- 4.1 To promote the recruitment of Mentors within staff teams as both a contribution to the Corporate Strategy and a development opportunity.
- 4.2 To allocate staff time commitment (estimated as 2 hours per month) to effectively mentor Disabled individuals.

Bernadette Allen
Policy and Projects Officer

BACKGROUND PAPERS

Nil

Areas in District Affected: **All**
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Key Decision: No

Included in Forward Plan: **No**

For further information about this report please contact:
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