

*My***PLUS**⁺
RECRUITERS'
CLUB

Member
Events
2024

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Disability Insights
Workshops
Webinars

Be disability confident in employment

Our calendar of events is an integral part of how we support MyPlus Recruiters' Club members to achieve real progress around attracting, recruiting and developing disabled talent. We host Disability Insights, Workshops and Webinars which provide members with the opportunity to learn about key issues, share best practice and network with others facing similar challenges.

MyPlus Recruiters' Club events are aimed at building knowledge around disability employment. Some events are focused primarily on attraction and recruitment, others on support and development and the remainder on both. Being specialised experts in early years employment certain events are specifically focused on student employment, the remainder on general disability employment. Symbols have been assigned to each event on the page 3 Events Calendar to highlight the different focus areas.

Disability Insights

The Disability Insights (previously known as Breakfast Seminars) are incredibly popular, providing an opportunity to hear from individuals who are dealing with a disability on a daily basis. Students/recent graduates and those further on in their career will share their lived experiences of disability with the aim of bringing the subject to life.

These events are suitable for anyone passionate about the subject and who is keen to build their knowledge of disability and their understanding of different types of disabilities and the impact it can have on the workplace.

Disability Insights are run virtually.



Workshops

The workshops are practical training sessions designed to upskill individuals working in this space. Focused on different aspects of disability employment and specific disability related subjects in more depth, they provide an opportunity for discussion, learning what other people are doing and sharing best practices.

Run by Helen Cooke, CEO of MyPlus and expert in disability employment, they bring together a broad group of individuals, providing different views from experts, lived experiences or personal insights. Suitable as an introduction or a refresher, and appropriate for anyone who would like to understand more about the topic of disability.

One workshop will be run in-person, and the remainder will be virtual.



Webinars

Webinars, like the workshops, are practical training sessions designed to upskill those working in the disability space. Run by Helen Cooke, CEO of MyPlus and expert in disability employment, they are suitable as an introduction or refresher and they are appropriate for anyone interested in disability employment.

The webinars are recorded and available to members through our website for 1 month, enabling a wider audience to benefit from the expertise and resources of your MyPlus Recruiters' Club membership.



Events Calendar

Webinar	25th January 2024 10.00am to 11.00am	Understanding disability employment Recruitment and workplace support for students with disabilities	Hosted virtually by MyPlus	R D DS
Disability Insight	7th March 2024 9.30am to 11.00am	Disability discussions Learning from the professionals	Hosted virtually by MyPlus	D DS
Workshop	25th April 2024 9.30am to 11.00am	The power of difference Supporting neurodiverse employees in the workplace	Hosted by Linklaters	R D DS DI
Annual Event	23rd May 2024 6.00pm to 8.30pm	MyPlus Annual Reception & Disability Progress Awards 2024 A magical evening	Hosted by Herbert Smith Freehills	By invitation
Workshop	18th June 2024 9.30am to 11.00am	Talent attraction Understanding how disabled students search for jobs	Hosted virtually by MyPlus	R D DS
Webinar	23rd July 2024 10.00am to 11.00am	The essentials Creating a genuinely disability inclusive workplace	Hosted virtually by MyPlus	R D DS DI
Workshop	10th September 2024 9.30am to 11.00am	Leveraging neurodiversity Supporting students – from recruitment into the workplace	Hosted virtually by MyPlus	R D DS
Workshop	31st October 2024 9.30am to 11.00am	Beyond reasonable Providing disability recruitment and workplace support	Hosted virtually by MyPlus	R D DS DI
Disability Insight	10th December 2024 9.30am to 11.00am	Personal perspectives Hearing from disabled students	Hosted virtually by MyPlus	R DS



The MyPlus events have it all – informed speakers, an opportunity to participate and a practical way forward to put the learnings in place within the business

Ashley Hever
Enterprise Mobility, Assistant Vice President
Talent Acquisition



Event Focus

- R** Recruitment
- D** Development
- DS** Disabled Students
- DI** Disabled Individuals

Thursday 25th January 2024;
10.00am to 11.00am

Webinar

Understanding disability employment

Recruitment and workplace support for students with disabilities

With 16% of students in UK universities identifying as having a disability any organisation that is serious about recruiting & developing the very best talent, must be inclusive of everyone; this obviously includes those who have a disability. Being able to leverage this talent pool considerably increases the overall talent pool for any employer.

While progress is being made in this area, many employers continue to say that engaging with disabled students remains challenging and progress isn't happening as fast as they would like it to be. This webinar will provide delegates with the practical advice and guidance required to either kick start their journey into disability & student employment or to turbo charge what they are already doing.

From understanding more about 'disability' and the employment challenges facing this talent pool, to encouraging disclosure and implementing support, delegates will build their knowledge and confidence to ensure they are able to provide the relevant support for students with disabilities required both during the recruitment process and in the workplace.

Particularly suitable for early years recruitment, ED&I, Interviewing/Line Managers and HR Managers responsible for development.

Also ideal for those who are new to the area of disability as well as those who have been working in this area for a while and wish to consider some of the key issues from a fresh perspective. Joining this webinar will enable you to reach and support this growing talent pool more effectively.

Agenda:

- Building your understanding of 'disability'
- Highlighting the current challenges faced by disabled students seeking employment
- How to support applicants through the recruitment process
It starts with encouraging disclosure
- Implementing support in the workplace
- Developing your confidence to engage with disabled candidates

Disability discussions

Learning from the Professionals

All employees want, and need, is to be managed and supported in the workplace to enable them to work effectively and fulfil their potential. And, at times, some of us may need additional support for various reasons. However, the support required by an individual with a disability or health condition can be very different to what those without a disability require, and it can be difficult to envisage what this looks like.

We talk about 'reasonable adjustments' but what is reasonable? What types of adjustments should employers be providing? How do we source them? And how do they work in practice?

To shed light on these questions we will be joined by a panel of individuals who will talk about their personal experiences of disability, and how they manage this in

the workplace. There will be the opportunity to learn about the types of support and adjustments that can be provided as well as about the different approaches that various organisations take to disability and how they support their disabled employees.

Our Disability Insights provide an opportunity to hear from those with lived experience of disability. They are designed to be hugely interactive and thought provoking. There will be the opportunity to engage in conversations and debate with our speakers, to ask questions, and to learn more about subjects that are unfamiliar to us. Our Disability Insights will enable you to understand more about certain disabilities, of how workplace adjustments work in practice, as well as other considerations in the workplace.

Suitable for anyone interested in understanding more about disability from first-hand experiences.

Thursday 7th March 2024;
9.30am to 11.00am

Virtual Disability Insight

Thursday 25th April 2024;
9.30am to 11.00am

**In person Workshop
Hosted by Linklaters,
Central London**

The power of difference

Supporting neurodiverse employees in the workplace

In the last few years, it is (finally) being recognised that individuals with a neurodiverse* condition bring different perspectives and skills to the workplace which, in turn, can make a positive difference to the organisation.

With the substantial increase in the number of adults being diagnosed with neurodivergent conditions and the increasing number of neurodiverse graduates entering the job market, it is therefore crucial that employers build their understanding about this subject if you are to leverage the unique skills and abilities that these individuals have. You need to understand the abilities of neurodivergent individuals, how your organisation can attract neurodiverse talent and how to support employees once they have joined your workforce.

MyPlus are delighted to be joined by a number of experts who will provide a clear and practical understanding of neurodiversity including the benefits of a neurodiverse workforce, and how to provide relevant support in the workplace itself.

This workshop will be invaluable for those wishing to understand more about neurodiversity, and how to support neurodiverse individuals both during the recruitment process and in the workplace.

Please note we will be running a similar workshop in September specifically focused on supporting neurodivergent 'students' during the recruitment process and into the workplace.

*Neurodiversity is an umbrella term for a set of hidden disabilities such as autism, dyslexia, dyspraxia and ADHD (Attention deficit hyperactivity disorder).

Agenda:

- Understanding 'Neurodiversity' *Autism, dyslexia, dyspraxia and ADHD*
- Providing support in the workplace
- Insights and first hand experience

MyPlus annual reception & disability progress awards

A magical evening

The MyPlus Annual Reception is a key event in the Recruiters' Club calendar. It provides an opportunity for our clients and partners to hear the latest from MyPlus and network over drinks and canapés.

During the evening the winners of the MyPlus Disability Progress Awards for 2024 will be announced.

These awards recognise the progress some of our clients and individuals have made around disability employment.

Entertainment will be provided once again by Dean Leavy, member of The Magic Circle, the world's most prestigious Magic Club!

The MyPlus Annual Reception is exclusive to our Recruiters' Club members, consulting and university clients, partners and select guests from our network of individuals and businesses associated with disability.

For MyPlus Recruiters' Club members invitations will be sent to our main contact who will be asked to invite colleagues within their organisation based on the number of places they are entitled to. Places vary depending on membership level. All other guests will receive a direct invitation from MyPlus.



Invitation only event

Thursday 23rd May 2024;
6.00pm to 8.30pm

**Hosted by Herbert Smith
Freehills, Central London**



Tuesday 18th June 2024;
9.30am to 11.00am

Virtual Workshop

Talent attraction

Understanding how disabled students search for jobs

Whilst engaging with disabled students and encouraging them to apply for student opportunities remains one of the key challenges faced by many organisations, in reality, it's not that hard. The starting point, as with all talent pools, is to understand them.

Disabled students have the same wants, needs and aspirations about their career as any other student does; they also search for careers in the same way and expect to have the same fantastic candidate experience that their non-disabled counterparts will have. However, their disability brings an additional dimension to the mix and must be taken into consideration when designing your attraction strategy, developing your marketing messages and considering the support that is required.

For this workshop we will be joined by a number of Careers Advisers who specialise in supporting disabled students as they transition from education to employment. They will share the concerns of students, what they are looking for from an employer, and what employers can do to effectively engage with this talent pool. They will also talk about the support that students will require during the recruitment process and the reassurance that students require when requesting and agreeing this.

Particularly suitable for anyone involved in the Early Years Attraction Strategy, Marketing, Early Years Recruitment and HR.

The essentials

Creating a genuinely disability inclusive workplace

With 1 in 3 of us impacted by disability, disability inclusion must be embedded throughout your organisation. This requires it to be 'business as usual' as opposed to something that is considered an 'extra' or an 'add on'. However, disability is a huge topic, and it can be difficult to know where to start your journey of building a disability inclusive workplace.

At MyPlus we take a 6-step approach to building disability confidence; in this webinar we are going to explore 3 of these. We will start with developing your strategy not least that progress is hard to achieve if you aren't clear where you currently are and where you want to be with regards to disability inclusion, and what needs to happen to get there.

We will then move on to look at how to create an inclusive culture since diversity on its own isn't sufficient. An environment that promotes inclusion must also be created and valued if business benefits are to be truly realised, and where all employees can be open & access the support and adjustments they require.

And finally, we will look at inclusive recruitment; no organisation intentionally has barriers in its recruitment process however it is crucial to objectively review your end-to-end process through a disability lens to ensure that no barriers exist. At each stage of the process, you need to be asking yourself the question: Are we doing enough to create a level playing field?

This webinar will be invaluable for those at the start of their disability agenda and are wondering where to begin, as well as for those who are further progressed and wish to check in on their progress and approach. It will be particularly insightful for anyone responsible for the EDI strategy and implementation at all levels.

Tuesday 23rd July 2024;
10.00am to 11.00am

Webinar



If disability is not on your board's agenda, then neither is diversity

The Valuable 500



Tuesday 10th September 2024;
9.30am to 11.00am

Virtual Workshop

Leveraging neurodiversity

Supporting students – from recruitment into the workplace

Neurodiversity is an umbrella term for a set of hidden disabilities including, but not limited to, autism, dyslexia, dyspraxia and ADHD (Attention deficit hyperactivity disorder). It is increasingly being recognised that individuals with a neurodiverse condition bring different perspectives and skills to the workplace which, in turn, can make a positive difference to the organisation.

With a growing number of students with neurodiverse conditions going to university and applying for student internships, placements and jobs, it is crucial that employers build their understanding about this subject. To leverage the unique skills and strengths that these individuals have, you need to understand the 'plus' that being neurodiverse can bring, how your organisation can attract neurodiverse talent and how to support students once they have joined your workforce.

For this workshop, we will be joined by a number of experts who will provide a clear and practical understanding of neurodiversity including how to ensure that recruitment practices are inclusive and supportive, and how to provide relevant support in the workplace itself. In addition, we will be joined by students who identify as being neurodivergent who will share their own experiences of applying for jobs and the support they require.

This workshop will be invaluable for those responsible for recruiting and developing early careers talent and ensuring that their processes are inclusive and appropriate support is provided.

Please note we will be running a similar workshop in April focused on supporting neurodivergent 'individuals' during the recruitment process and into the workplace.

Agenda:

- Understanding 'Neurodiversity' *Autism, dyslexia, dyspraxia and ADHD*
- Common characteristics of neurodiverse employees
- Inclusive recruitment and best management practice
- Providing support in the workplace

Beyond reasonable

Providing disability recruitment and workplace support

Employers recognise the importance of providing support for all of their employees to enable them to unlock their potential and perform fully in their role. This is particularly true for those individuals who have a disability who, without the required support, may struggle to either gain a job or be able to keep it once they have secured it. However, knowing what types of support and adjustments to provide for those with a disability isn't always clear. And neither is knowing how to source them and how they will work in practice.

This workshop will start by exploring the concept of 'reasonable adjustments' before moving on to look at what best practice looks like in terms of working with an individual to put the support in place that they will benefit from during the recruitment process and once they start work.

There will also be the opportunity to hear from those who benefit from support and adjustments in the workplace and the process they went through to access these.

The workshop will be delivered in an interactive style and will provide delegates with plenty of opportunity to ask questions including from those providing insights in to their support.

Particularly suitable for Early Years & Lateral Hire Recruiters, HR, Interviewing Managers and Line Managers

Thursday 31st October 2024;
9.30am to 11.00am

Virtual Workshop

Agenda:

- Understanding 'reasonable adjustments'
Our legal duty
- Implementing support and adjustments
During recruitment
In the workplace
- Adjustments in practice
First-hand insights

Tuesday 10th December 2024;
9.30am to 11.00am

Virtual Disability Insight



Personal perspectives

Hearing from disabled students

Recruitment processes are designed to be challenging. However, for the 16% of students in UK universities who identify as having a disability, they can be even more challenging because of the additional considerations that having a disability or health condition frequently bring; challenges such as disclosure, requesting support and stating mitigating circumstances.

Understanding these challenges is fundamental for employers if you are to successfully engage with this talent pool and support them through your recruitment process.

Our Disability Insights provide you with the opportunity to hear from students and recent graduates about the additional challenges and concerns they face because of their disability. They will share insights about how they manage their disability day to day, applying for jobs, disclosing their disability to employers and requesting the support they may require. There will also be discussions around divisive topics such as guaranteed interview schemes, and 'skipping' parts of a recruitment process.

Their insights will also remind us of the 'plus' that individuals frequently develop due to managing their disability and navigating the barriers and obstacles that life throws their way; skills such as resilience, determination and problem solving, all of which are an asset in the workplace.

Our Disability Insights will be interactive and enable delegates to engage in conversations with our speakers and to ask the questions that they normally wouldn't have the opportunity to ask and / or feel comfortable asking. Debate, discussion and alternative viewpoints are all encouraged not least that they are all an excellent vehicle to build our understanding of this challenging topic.

Suitable for anyone interested in understanding more about disability from first-hand experiences. Particularly suitable for Early Careers Recruiters, Interviewing Managers and Line Managers.

Membership package inclusion

MyPlus Recruiters' Club members are entitled to 8* complimentary places for all virtual events. For the MyPlus Annual Event the following applies:

	Platinum	Gold	Silver
Annual Event	4	2	2

*Places at in person Workshop will be limited based on venue capacity.

How to register

MyPlus Recruiters' Club members will be emailed an invitation for individual events 6 weeks before the event.

Non-members may purchase places for Disability Insights, Workshops and Webinars. Webinar recordings are not included for non-members.

The MyPlus Annual Event is by invitation only.

Costs

£95 plus VAT for non-members

To find out more about any of the events listed or for further information on becoming a MyPlus Recruiters' Club member, contact us using one of the following:

Email: info@myplusconsulting.com

Visit: www.myplusconsulting.com



Really insightful introduction to a complex subject. Particularly enjoyed the personal experiences of the speakers.

Jenny Shanks
Freshfields, HR Executive

