

Wiltshire Employment Support Team

Meet Sarah . . .

Sarah had attended Foxes Academy in Minehead where she learned kitchen skills, including washing up and laundry tasks. On her return to Wiltshire she was referred to WEST for support to look for paid work. Looking back this was not the right time for Sarah to be looking for a job as she was only prepared to look for café work and would not consider any other option. This limited her job search.

Sarah was referred to Community Connecting with the aim of getting some social activities and trying different things which would increase her confidence and widen her choices.

In the time Sarah worked with Community Connecting she was supported to join a jewellery making class and start a volunteer role in a care home and make new friends.

With these new skills and confidence, Sarah started her job search again with the support of her Job Coach.

A job was advertised for a Kitchen Porter at South Wilts Grammar School. Sarah applied by completing an application form and sending it to the school's Human Resources Manager.

Sarah was supported at her interview and after the interview was over Sarah was offered the job.



She accepted and the school needed Sarah to have something called a DBS check, which stands for Disclosure and Barring Service. The school had to do this as Sarah would be working with young people within the school cafeteria. The check makes sure that all staff at the school have no criminal convictions that stop them from working with young and vulnerable people.

Sarah had an induction, which involved her being shown around the school and meeting with other people that worked in the kitchen. She was given training in school Health and Safety, Fire procedures and reporting incidents, including bullying.

“Sarah is a much valued member of the team. She is happy in her work and is chatty with other members of staff”

Helen and Izabela

Sarah's colleagues were given training on understanding autism and epilepsy.

Sarah quickly felt part of the team and relied on the support of her colleague's if she was unsure of what she should be doing.

She was trained in her job in the kitchen and her name was added to the list on the wall for all kitchen staff of what duties were daily and weekly.



After a few weeks Sarah started to feel pressured to complete one of her main duties on time. She was worried she was unable to do this, which caused her to be upset and anxious. The school made what is called a 'reasonable adjustment'. They hired another member of staff to assist with the duties that Sarah was struggling with. Sarah's hours have now been reduced as a result of this, but Sarah and the other kitchen team are much happier that Sarah feels less stressed at work. She is now able to work

efficiently in all of her other duties and has been given a few extra duties such as helping to prepare ingredients for the next day's menu.

“Sarah is now starting to take on new tasks that she sees needs doing without being asked”
Helen and Izabela

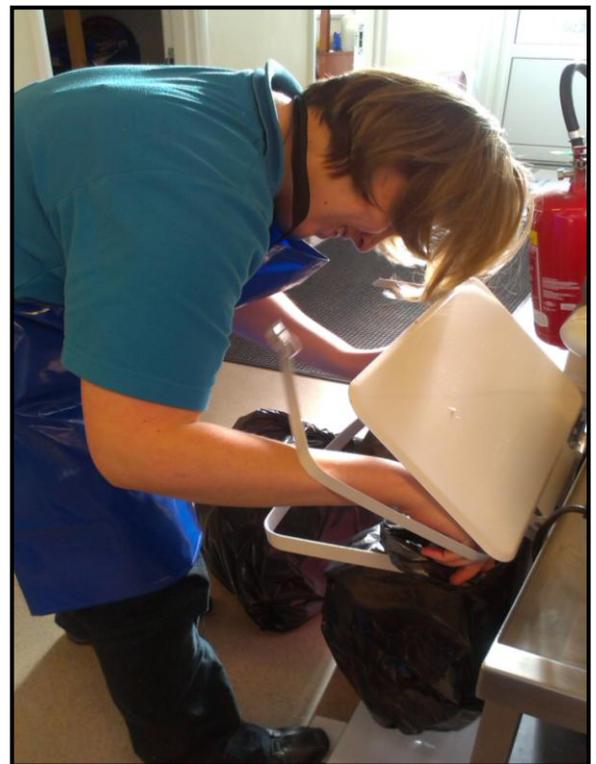
Sarah works term-time, which means she does not work during school holidays.

Sarah used to travel to and from work on the bus with a companion from her support staff. Once she began to be more confident at work she decided to get some travel training so she could use the bus on her own. She wanted to become more independent.

From the beginning of 2014, Sarah has started to travel without support by bus to her job.

She is very happy in her work and has been out for social occasions with other staff. Her employer is really supportive and Sarah works in a great working environment.

“I am happy to have a job”
Sarah



Supported by Tanya Fenwick
Wiltshire Employment Support Team
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“It is really great to see Sarah grow in confidence as she is becoming settled in her new role”
Helen and Izabela