



Fife Business Diversity Awards

2015

celebrate equality &
respect diversity



Contents

Health and Disabilities Category

Sandra Robertson.....	6
Callum Dillury.....	6
Nicola Montgomery.....	7

Youth Category

Jamielee Dunnigan.....	8
Louisa Ramsay	9
Aaron Owens.....	9

Adults Category

Ben Wight.....	10
Alana Paterson Brown.....	10
Leighton Cruikshank	11

Achiever Category

Pauline McConnachie	12
Andrew Prieslty.....	13
Gemma Grandison.....	13

Certificates of Achievement	14
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Introduction

The Opportunities Fife Partnership host Fife Business Diversity Awards in recognition of the work success of people who have overcome significant disadvantages to find and keep a job.

Opportunities Fife are instrumental in developing Fife's Employability and Skills strategy. The partnership has made significant progress in helping people to overcome barriers arising from disadvantage, by providing support programmes and training opportunities that lead to individuals realising their work ambitions.

Sponsors



FBDA 2014 Winners



Silver



Sandra became unwell after working for 22 years whilst at the same time caring for her family. She was a prisoner in her own home, fearful of venturing into her own garden. Sandra changed her life by taking part in personal development courses, and she's now working in retail.

Bronze



The pain Callum endured due to arthritis had prevented him from working. However, improved treatment has enabled him to take on his first job at the age of 43 as a maintenance assistant, with NHS Five

“I feel like I am part of society now earning a wage and am so glad to get into paid work.”




Gold
Winner

Nicola has a facial disfigurement and hearing impairment. She has endured extensive corrective surgeries that have affected her physically and psychologically. Nicola challenged her overwhelming shyness by taking part in employment and training opportunities. She is now working with Leonard Chesire Scotland helping other people lead fulfilling lives.

FBDA 2015 health & disabilities category

Gold
Winner



Jamielee became the head figure of her family at a very young age, taking on the caring roll for her father and grandmother. Unfortunately, Jamielee lost her way at school due to potential life-changing issues and behaviours. She turned her life around by participating in training that helped her to focus on her personal and professional development. Jamielee now works full time at Room 2 in Kirkcaldy.

FBDA 2015 youth category

Silver

Louisa has cerebral palsy and epilepsy. Seven years after leaving school she still hadn't found her dream job in catering. By taking part in training and work placements, Louisa found the job that she loves, working in the canteen of her former school.



Bronze

Aaron has Autistic Spectrum Disorder, which affects his confidence in social situations. His aptitude for catering led him to a placement at Fife College in Glenrothes, and he's now studying hospitality. Pam Fowles, Fife College said " I will never forget the look of pride on Aaron's face when he entered the kitchen kitted out in his whites."



Silver



Ben has always had a strong work ethic but found it difficult to sustain employment due to severe mental health issues and coping with a diagnosis of paranoid schizophrenia. He became very unwell and left his job in telesales in 2014. He is back on his journey to mental health recovery, and working as a Tenancy Support Assistant.

Bronze



Alana has William's syndrome, a learning disability which causes physical and psychological difficulties. Her determination and positive personality are an inspiration to everyone. She has been supported to work, and now, for the first time in her life, self travels to and from her job as a Catering Assistant at Ladybank primary school.

Gold
Winner



Leighton (second from left) endured years of significant and overwhelming mental health issues before finding the support he needed to begin his journey towards work. His personal experience provides him with a unique insight into the impacts of disability and mental illness. He now channels his energies into helping young people with social, emotional and behavioural issues to find their own path to employment.

FBDA 2015 adults category



Gold
Winner

Pauline lost part of her leg in a horrific accident on Christmas Eve in 1993. Despite the enduring physical and psychological effects of the loss of a limb, she has achieved significant successes for herself and her community. As founding member of Fife Sailability, she says of her passion for sailing, “If you have a disability and have been restricted by it, the feelings of freedom and empowerment can be life changing” Pauline achieved her own success in work and is now a student support assistant at Fife College.

FBDA 2015 achiever category

Silver

Andrew has a learning disability which affects his confidence when speaking to people. His interest in gardening, led him to Elmwood College where he gained an NC in Green Keeping. He secured a job with Fife Council, working at Beveridge Park. He has overcome his communication difficulties and is now in daily contact with members of the public who are at the park enjoying the facilities.



Bronze

Gemma has a cochlear hearing implant and a learning disability that affects her short term memory and concentration. She is being supported to achieve her goal of becoming a fully qualified hair stylist. Gemma is delighted to be attending Fife College Hair training course and a work placement at Exist Hair Salon.



Certificates of Achievement

- Mark Ibrahim
- Neyland Balfour
- Room 2 (Sarah Imrie)
- Gilvenbank Hotel (Nick Moffat)
- Fife College (Pam Fowlis)
- Work 4U, Supported Employment Service
- Disability Awareness Training, Supported Employment Service

Opportunities Fife

connecting learning, skills and jobs



Opportunities Fife actively engages with Fife's Businesses through the Employer Offer.

Employers who engage with Opportunities Fife through the Employer Offer receive:

- Free resources and office space to deliver training and hold interviews
- Employee training and induction
- Job specific accredited training and certification
- Advice and training on the recruitment, selection and retention of people from diverse backgrounds

Support for employees experiencing disability or health issues

The benefits of the Employer Offer are:

- Reduced costs in recruitment, selection and training
- A pool of applicants who are motivated to work
- Candidates from a diverse pool with pre-requisite transferable work skills and experiences suited to the business

Opportunities Fife works with all employers regardless of size.

We support national and local businesses, start-up employers and long established companies.

Opportunities Fife is represented by public and private organisations.

Further information can be found on **www.opportunitiesfife.org.uk**



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Fife Business

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