



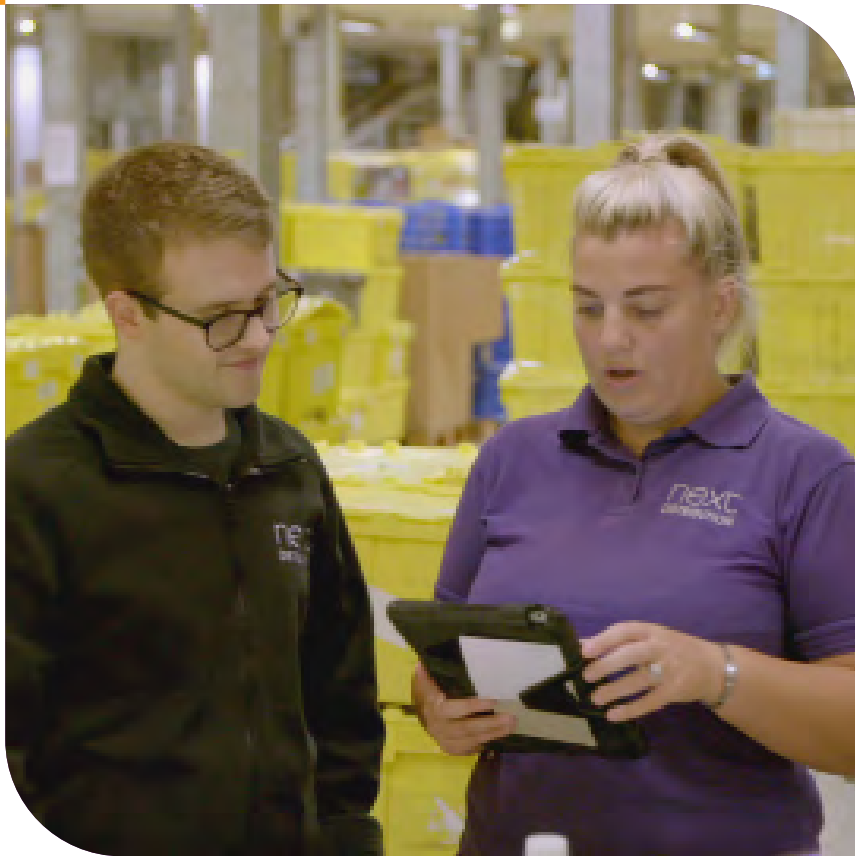
# Impact Report

## 2021



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■ INTRODUCTION

# Legal and Administrative Information

Trustees	D Forbes-Nixon OBE (Executive Chair) E M Colquhoun OBE M B B Hudson L A-M Kogbara J L Riehle S Rutkowski L J Sullivan (resigned 30 March 2022) E M Sun N C Brentnall (appointed 9 June 2021)
Charity number (England and Wales)	1183834
Charity number (Scotland)	SC049891
Company number	11488209
Registered office	10 Norwich Street London EC4A 1BD
Independent auditor	Dixon Wilson Audit Services LLP 22 Chancery Lane London WC2A 1LS
Bankers	Barclays 1 Churchill Place Canary Wharf London E14 5HP
Solicitors	Macfarlanes LLP 20 Cursitor Street London EC4A 1LT
Accountants	Humphrey & Co 7-9 The Avenue Eastbourne East Sussex BN21 3YA
Business address	10 Norwich Street London EC4A 1BD



# Transforming Lives for the Better



# A message from our Executive Chair and CEO



**David Forbes-Nixon OBE**  
Executive Chair



**Claire Cookson**  
Chief Executive Officer

The proportion of adults with a learning disability, known to adult services, in paid employment has decreased from 6.0% in 2014/15 to a low of 5.1% in 2020/21.

Evidence shows that being in work improves people's quality of life and well being and gives one a sense of purpose and self worth. Also, employing people with a learning disability makes good business and financial sense as people with a learning disability typically stay in their jobs three to five times longer than their non-disabled co-workers.

We know that it has been a very turbulent time for the UK economy, with redundancy rates growing faster than during the 2008 to 2009 financial crisis<sup>1</sup>, and disabled employees being hit the hardest, reporting a higher-than-average redundancy rate<sup>2</sup>. 71% of disabled people employed have been impacted by loss of income, furlough, unemployment or feeling at risk of redundancy, and 42% of employers have felt discouraged from hiring disabled applicants. Moreover, 20% of employers said they would be less likely to hire disabled people in the future<sup>3</sup>.

In addition to this, some of the highest redundancy levels were in key sectors that DFN Project SEARCH interns often work, such as:

- Accommodation and food service (redundancy levels increased by 368%)
- Administrative and support service (redundancy levels increased by 363%)



- Manufacturing (redundancy levels increased by 212%)
- Human health and work activities (redundancy levels increased by 169%)

All these sectors also had a decrease in the number of vacancies, as much as -64% in accommodation and food

service<sup>4</sup>. During the lockdown, young people were more likely to be away from paid work than other age groups<sup>5</sup>.

And 61% of employers surveyed in a study cancelled some or all of the work placements they offered to young adults<sup>2</sup>.

<sup>1,2</sup> [www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourmarketeconomicanalysisquarterly/deceember2020](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourmarketeconomicanalysisquarterly/deceember2020)

<sup>3</sup> <https://www.leonardcheshire.org/about-us/our-news/press-releases/disabled-people-plunged-crisis-covid-employment-landscape>

<sup>4</sup> <https://www.leonardcheshire.org/about-us/our-news/press-releases/disabled-people-plunged-crisis-covid-employment-landscape>

<sup>5</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourmarketeconomicanalysisquarterly/september2020>





An analysis by Ofqual<sup>1</sup> also showed that SEND pupils saw a decrease in attainment when compared to non-SEND pupils. In the face of these most uncertain times, we have witnessed incredible dynamism and tenacity. *We have had the privilege of witnessing DFN Project SEARCH interns completing their supported internship during the pandemic and securing fantastic jobs as front line essential key workers.*

We have opened new DFN Project SEARCH sites, developed additional host business relationships, established exciting business advisory networks, and witnessed creative innovations across our entire partner network.

We also grew our central team significantly to demonstrate our unwavering commitment to ensuring high quality transition to employment for all interns. This allowed us to provide more support, training, coaching and resources when our partners needed it most.

During the most unsettling of times, we saw unfailing commitment from our partners in business, education, supported employment and Local Authorities, all coming together to ensure that nothing compromised this life changing experience for our interns.

*We have felt incredibly proud and humbled to witness the value systems*

*our partners live and work by every day.* In order to thrive, our host business partners understand the fundamental role they all play in the fabric of our lives. Because we don't just want to work or buy from companies - we want to buy into them.

The whole DFN Project SEARCH community has shown that we are a force that is already transforming how we all work and live.

Thank you to all our DFN Project SEARCH partners for being the superheroes who kept engagement high and supported

internships running, who made incredible adaptations and created new opportunities, who embraced change and were always willing to share their learning across our growing communities of practice.

A special thanks also goes to our committed trustees, patrons, and funders, without whom none of this would be possible.

**David Forbes-Nixon, Executive Chair**  
**Claire Cookson, Chief Executive Officer**



The artist, Rebecca Osborne, was so moved by the work of the DFN Project SEARCH partnerships across the UK that she created this moving illustration:

Not all superheroes wear capes...



... some are part of DFN Project SEARCH!

<sup>1</sup> <https://www.gov.uk/government/publications/analysis-of-results-a-levels-summer-2021/summer-2021-student-level-equalities-analysis-a-level>

<sup>2</sup> <https://www.suttontrust.com/wp-content/uploads/2020/07/Access-to-the-Workplace-Impact-Brief.pdf>

## Our latest outcomes

Our interns secured **209 jobs** in the most challenging and critical moments of the pandemic! Thanks to the support from the Department for Education and the Department for Work and Pensions, interns who could not complete all rotations were given the opportunity to re-join the programme in the following academic year.



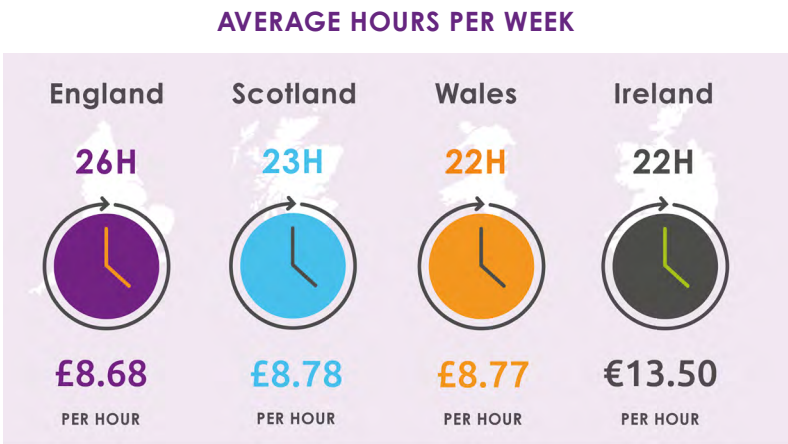
## Our numbers\*

	2016/2017	2017/2018	2018/2019	2019/2020
Number of sites	39	46	56	67
Number of Interns enrolled	368	423	515	505**
Number of Interns completed	338	399	477	435
Full-time jobs	192	239	254	175
Total jobs	227	272	295	209

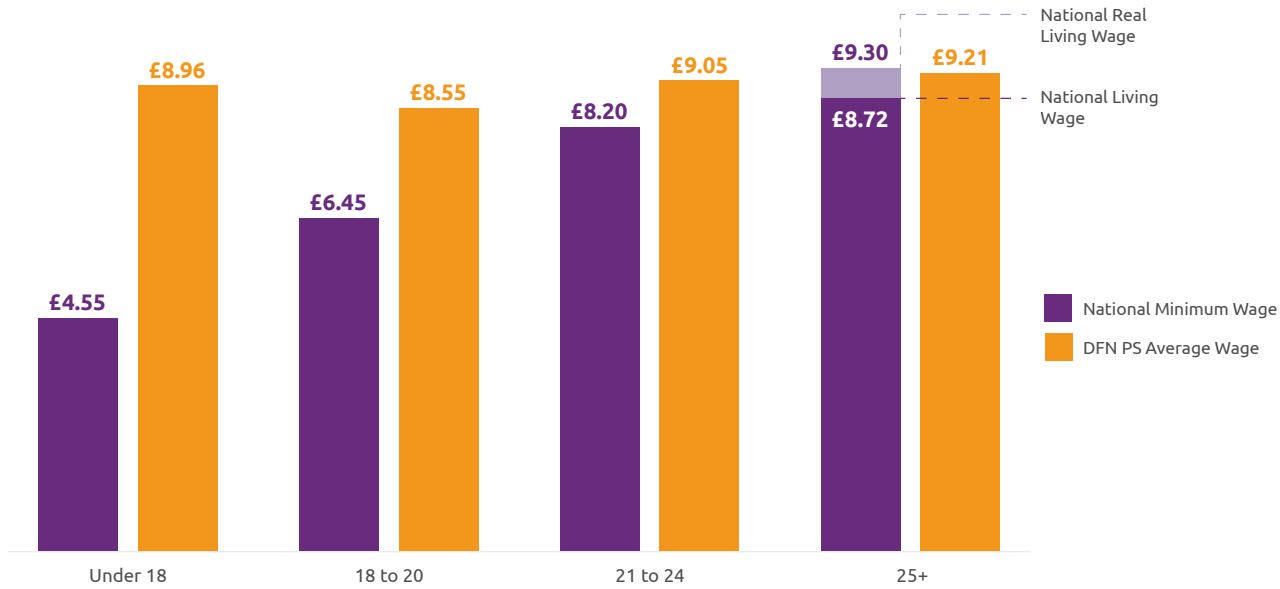
\* The data collection occurs nine months after the interns complete their programme. Our latest data come from the 2019/20 cohort and were collected in June 2021.

\*\* 89 interns not included here decided to join the next cohort due to Covid-19

While interns in England tended to get contracts with longer hours per week, the numbers in other parts of the UK and in Ireland have been increasing.

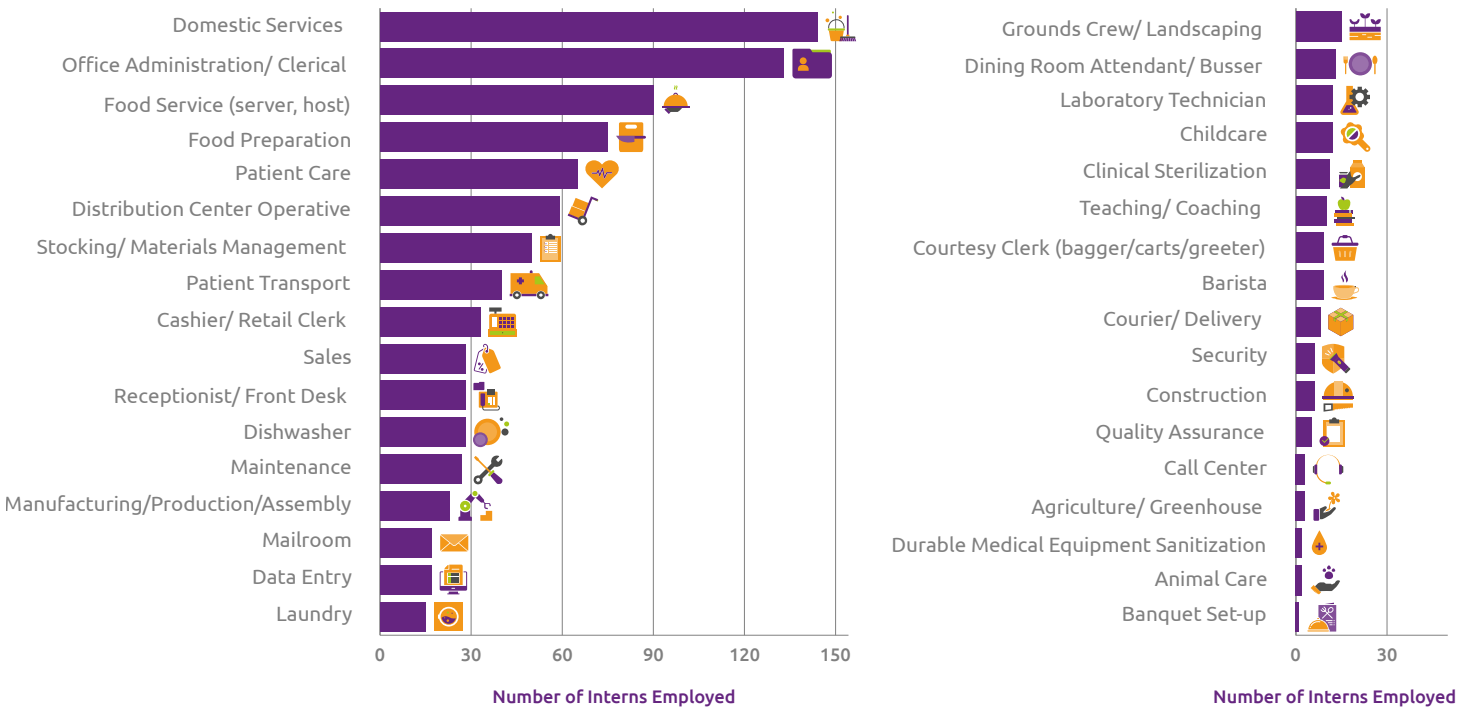


## National minimum wage from April 2020 to April 2021 and DFN Project SEARCH wages by age



Our interns work **25 hours per week on average**, significantly more than the government definition of 16 hours per week for a full time job. The average hourly wage was £8.73 which is above the National Living Wage for all age groups.

## Types of jobs in the past four cohorts





## DFN Project SEARCH's commitment

We remain fiercely committed to our critical success factors and believe that 100% of each class can achieve full time, non-seasonal, paid employment in an integrated workplace within nine months of graduation.

We only consider **employment** as a successful outcome because:



### Wellbeing

Paid work enables people to achieve financial, emotional and social independence.



### Health

Employment is associated with better health.



### Financial savings

Thousands of pounds can be saved from taxpayer's money when people with a learning disability are working.



### UK economy

A rise of 5% in the disability employment rate (not only those with learning disability) would lead to an increase in Gross Domestic Product of £23 billion by 2030.



**Sue Hannon,**  
Assistant Principal,  
Furness College

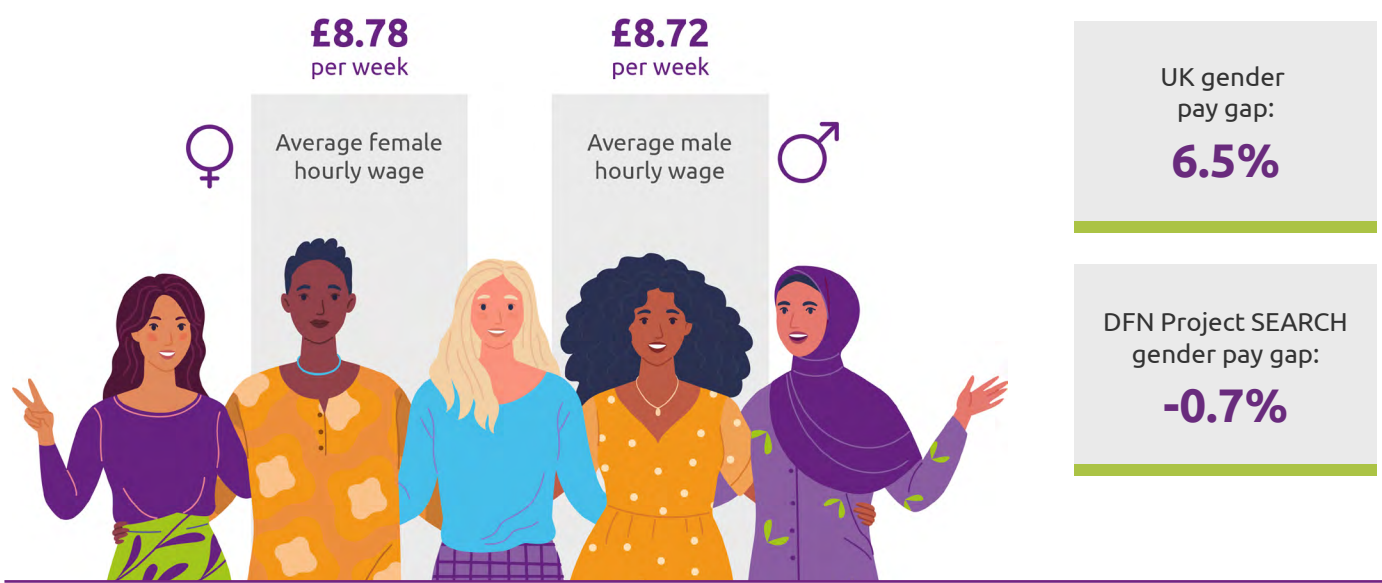
"I wanted to bring DFN Project SEARCH to Furness because I know that you are the best in this field and you share my passion for change, and I only want the very best for our students."



## Spotlight on women

We are delighted to share that our programme has achieved **gender pay parity**. The proportion of women enrolling in the programme is also higher than the proportion of those with an Education and

Health Care Plan (33% against 28%). We were also pleased to learn that sites are employing strategies to enrol more women and ensure families are fully aware of the key role they play in the success of interns.



We have identified, however, that women have slightly lower employment rates and work fewer hours per week on average. We are finishing a piece of research on that and our findings (which will be relevant for the

whole sector) will be published in late 2022. This will inform strategies to ensure women work the same number of hours and have the same employment rates.



**Tegan Mulby,**  
DFN Project SEARCH Graduate and Youth Advisory Group member

"My experience at DFN Project SEARCH has been extraordinary as I got to meet so many people from different countries and cities. For example, the CEO of my host business, Helen, asked me if I could speak at a national webinar for housing associations and I spoke naturally about my daily life and work experience at Calico Enterprise. I was confident and answered lots of questions."

# Our contribution to Environmental, Social, and Governance (ESG)

There is a growing awareness of the impact companies have on society and the environment. Governments and companies need more than ever to demonstrate that they give more than they take, both at the societal and environmental levels. Companies are starting to realise that promoting social good is good for business.

A telling example are the Mars Chocolate UK adverts centred on disabled people. The series of adverts celebrating diversity and resilience is the firm’s most successful advertising campaign in ten years<sup>1</sup>.

While ESG is not a new concept, it has become a top priority for many organisations. ESG investment is predicted to reach US\$1 trillion by 2030. While there is understandable scepticism considering the many unfilled “green” promises, there is also opportunity to make real, positive changes.



We at DFN Project SEARCH believe we can make a valuable contribution. Our employment oriented, business led programmes have been supporting hundreds of young people to achieve emotional, social and financial independence every year.

As a data driven organisation, we systematically collect our data and share it widely, unafraid of recognising areas for improvement. As our partners recognise, we can certainly help organisations to deliver positive social change.



# Spotlight on business

Businesses are a key part of our model. Internships take place in a business, are based on real life work experience, and, of course, our goal is to support interns to find employment in the host business or externally.

Our business partners and employers not only play a key role in creating life changing opportunities for young people with a learning disability, autism spectrum

condition, or both, but also benefit from a qualified, untapped workforce that stays longer in the job, performs their tasks as well as other staff and boosts the morale of teams<sup>2</sup>.

And that is not all. As summarised in the chart below, DFN Project SEARCH delivers a number of additional financial and reputational gains for partner organisations.



<sup>1</sup> <https://www.thedrum.com/news/2017/04/05/maltesers-ads-featuring-disabled-actors-prove-be-most-successful-advert-the-brand-10>

<sup>2</sup> <https://www.forbes.com/sites/forbesbusinesscouncil/2021/12/03/seven-reasons-why-hiring-people-with-disabilities-is-good-for-business/?sh=4ec44fc81832>



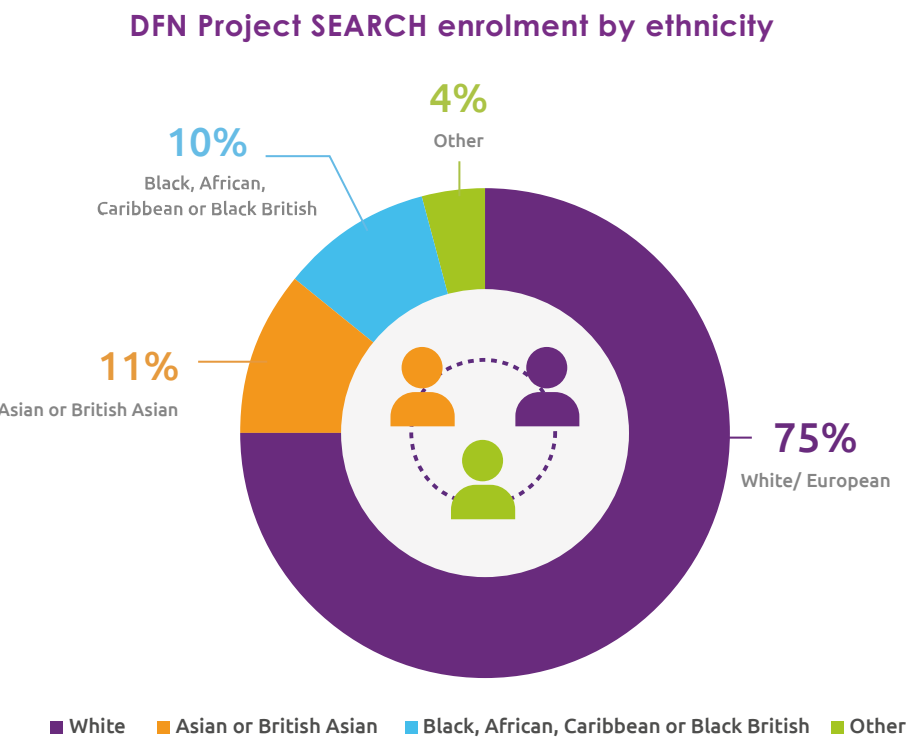
# Diversity and equity champions

Year after year our interns have the same outcomes regardless of their ethnic background. Even during the pandemic that hit ethnic minorities harder, diversity and equitability continued to be a key part of our programmes.



Enrolment rates for all ethnic minorities were higher than the actual population proportion as Asian/ British Asian represent 7% of the UK population, Black, African, Caribbean or Black British represent 3% and other ethnic groups represent 3%.

Interns also had statistically the same employment outcomes and worked in similar roles and sectors, regardless of their ethnic backgrounds.



“

The ensuing pandemic has thrown a harsh light on the fact that certain communities find themselves at the sharper end of systems, with no safety net to fall back on. Indeed, for people with a learning disability and those racialised as Black or an ethnic minority, life both before and during the pandemic will have been particularly hard.



DFN Project SEARCH, however, is a beacon of hope for young people with a learning disability who are from a Black or ethnic minority backgrounds. I am particularly delighted to see the DFN Project SEARCH programme launch in Lambeth for the first time. For such an ethnically diverse borough, whose communities were hit hard by the pandemic, the programme is a lifeline providing disabled and young people from ethnic minorities with long-term stable employment and the opportunity to live happy, healthy and fulfilling lives.”

**Yasmin Ibison**, Employment Programme and Partnerships Manager Black Thrive Lambeth



# Spotlight on the NHS



The NHS provides better care when the people employed in its services reflect the diversity of the communities that we serve. The NHS Long Term Plan recognises that the employment rates for people with a learning disability or autism spectrum condition or both have remained low for many years.

It commits to increasing the number of people with a learning disability and/ or autism employed in the NHS and to building workplaces where people feel confident in signalling their needs to leadership. One of the best ways of creating a sustainable pathway to work for people with a learning disability, and/ or autism is through the provision of high quality supported internship programmes leading to meaningful employment.

NHS England and NHS Improvement and Health Education England have partnered, with support from NHS Employers, with DFN Project SEARCH in 2021 and 2022 to create 42 new DFN Project SEARCH programmes in Trusts across England.

This partnership will create **long lasting change** for the young people who are on the programme, for their families, for their communities and for the Trusts which gain access to this largely untapped talent pool and create richer diversity in its workforce. NHS England and NHS Improvement is particularly proud of the achievements made during an exceptionally difficult two years, where we saw 69 interns secure essential, front line jobs supporting the NHS pandemic response.

We can build on this contribution further by adding these new programmes for young people to access.



Dr Leander Neckles,  
Patient Equalities Lead



# NHS data





## Listening to our partners

This is the second year we reached out to our partners to find out their views about DFN Project SEARCH. We are thrilled to learn that **excellent** ratings increased for all

aspects: services, support from staff, added value, training, resources, networking and communication. Our partners rated us as world class and told us that:

### Our partners...



## A world class Net Promoter Score (NPS)

Our Bain & Co NPS score went from 66% (excellent) to 72% (world class!).

As a comparison, Apple has a NPS of 47, Nike 30, American Express 29 and Disney -7. The average score of more than 150,000 organizations is 32.



### Our partners said that in the past year DFN Project SEARCH has...

- Impressively responded to the pandemic
- Been in touch with the global employment market for people with learning and special needs
- Improved structure and liaison with partners
- Followed up on suggestions and provided updates
- Improved communication and dissemination of resources

## Our new digital offer: INSET days

In 2020 and 2021, we invested heavily in digitalising our offer and supporting stakeholders. This included setting up regular Communities of Practice through INSET days each term. This allows all partners the opportunity to access additional training, share their own best practice, and make connections right across the DFN Project SEARCH international community.



We had amazing feedback from our partners who attended the INSET days in September and December 2021. Overall satisfaction was incredibly high and was corroborated by positive comments.

Based on suggestions from participants, in 2022 we will cover: Access to Work funding, how to support families to support interns, safeguarding, and networking with people from other sites.

Was this INSET day well planned?



Was the content relevant to your role?





## Supporting our sector

During 2021 we were able to collaborate with Ofsted looking at how inspectors could assess the quality of outcomes for learners doing a supported internship.

We know that inspectors will evaluate learners' progress in relation to their starting points, based on their rate of learning, acquisition of knowledge, skills and behaviours, and whether they have achieved their individual, challenging targets.

They will also take account of data about the destinations learners go to when they leave the provider. Together we explored and celebrated the different data captures we use across the DFN Project SEARCH model to collect unique and compelling evidence of the acquisition of knowledge, skills for employment, and work ready behaviours for each intern.

This enables all partners to track this throughout the internship year, as well as collect and track the long-term designation data for each cohort. We were also able to provide useful advice around how this could inform the SEND Area Review Inspections, as well as what a high aiming employability curriculum could look like across all key stages.

**DFN Project SEARCH feels well equipped to support all partners to prepare for and provide evidence for an Ofsted inspection.**

We were delighted to support the Department for Education when writing the updated guidance document for Supported Internships. This will be published in 2022 and places a greater focus on the outcome of paid employment.

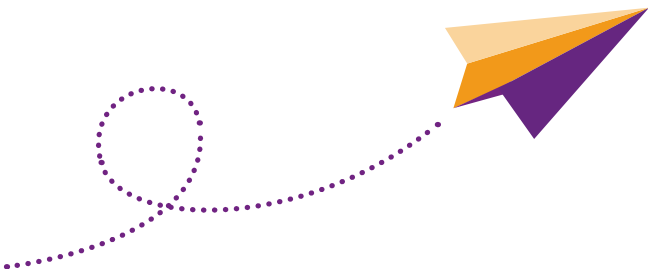
In March 2021 we saw the publication by the Centre for Social Justice (CSJ), "Now Is The Time", a ground-breaking report designed to feed into the Prime Minister's National Strategy. DFN Project SEARCH contributed to the chapters on Education and Employment, and our Executive Chair, David Forbes-Nixon was the Deputy Chair of the Commission.

The CSJ Disability Commission want to reduce the disability employment gap by seeing the introduction of mandatory workforce reporting, which it believes is a vital step in bringing greater transparency and a level playing field for measuring progress made.

The five key recommendations set out by the Commission are:

- Increasing supported routes into employment
- Introducing mandatory employment and pay gap reporting
- Leveraging Government procurement
- Reforming the Government's Disability Confident scheme
- Reforming the Government's Access to Work scheme

The Commission's report argued that a central feature of the Government's National Strategy for Disabled People must be the inclusion of robust measures focused on improving disabled people's employment prospects. It argues that until employment disadvantage is addressed, disabled people will continue to face social exclusion, financial hardship, and reduced well being.





The Commission was set up with the backing of the David Forbes-Nixon Charitable Foundation (the DFN Foundation) to feed into the Prime Minister’s National Strategy for Disabled People. Both the DFN Foundation and DFN Project SEARCH are committed to developing a new enabling vision that will seize the disability employment agenda and drive tangible and sustainable change.

**David Forbes-Nixon**, Commission Deputy Chair, says, “Having a disabled son has opened up my eyes to the inequalities in education, employment and life chances for disabled people in the UK. I hope the Commission’s recommendations, particularly in employment, will be embraced by the Prime Minister in his National Strategy for Disabled People so we can draw on this extraordinary and untapped talent pool.”



“

“There are lot of benefits for the trust, it is like having an in-house agency that we are able to fill the gaps within our staff that we may not have been able to recruit outside. It is amazing when you see the journey and the development of these young people.”

**Alastair Wilson**,  
Business LiaisonBarts Health NHS Trust  
Facilities Manager



## International conference

Bringing people together in a pandemic was challenging for obvious reasons, but we were thrilled to be able to collaborate with our US peers and offer all DFN Project SEARCH sites a place at our three day International Conference.

Attended by over 1,000 delegates from across the globe, professionals from education, local government, business, and supported employment had access to an array of conference sessions exploring new research and evidence based best practice in transition to employment provision.





## Guided by our interns and graduates

The DFN Project SEARCH Youth Advisory Group aims to give a voice to our interns and graduates and to give us unique feedback around various items. The group has recently been working on creating and delivering two different types of training for employers: one around inclusive recruitment and one for managers around how to provide meaningful ongoing support.

The recruitment process for the Youth Advisory Group saw interns right across the UK creating short videos explaining the difference that they wanted to make to the DFN Project SEARCH community, and

wider. We had an amazing response and were delighted to see the passion and drive of the young adults who applied. We look forward to co-producing the October 2022 DFN Project SEARCH conference with these special advisors.

Harry Georgiou joined DFN Project SEARCH in September 2021 as Youth Advisory and Co-Production Assistant and was proud to join a team that matched his beliefs and values. He has experience of standing up for equal opportunities for the disabled community and has used this experience to help set up the Youth Advisory Group at DFN Project SEARCH.



“I have a lived experience of a learning and physical disability and I understand the barriers that the disabled community face. Having gone through a special school education and then a supported internship myself, I have a deep insight into what this community goes through every day. I have worked to break down the barriers that face disabled people since the age of 14, when I really developed my passion to make a difference in this space”.

**Harry Georgiou**, DFN Project SEARCH Youth Advisory and Co-Production Assistant



## What the future looks like

In 2020 we set the audacious goal of supporting 10,000 young people with a learning disability, autism spectrum condition, or both, into paid employment by 2030 and 20,000 by 2035.

Having done extensive research into areas of the country with an unmet need, we have focused our growth on four regions: London and South East, West Midlands, North West, and Scotland.

During 2021 the team worked on opening over 35 new sites for September 2022, which will involve up to 140 new partners and will offer over 1,000 interns the life changing opportunity of getting a job.





## New sites in a global pandemic

While about 60% of employers in the UK surveyed in a study during the pandemic cancelled some or all of their placements, DFN Project SEARCH opened 14 new sites in the height of the pandemic\*.

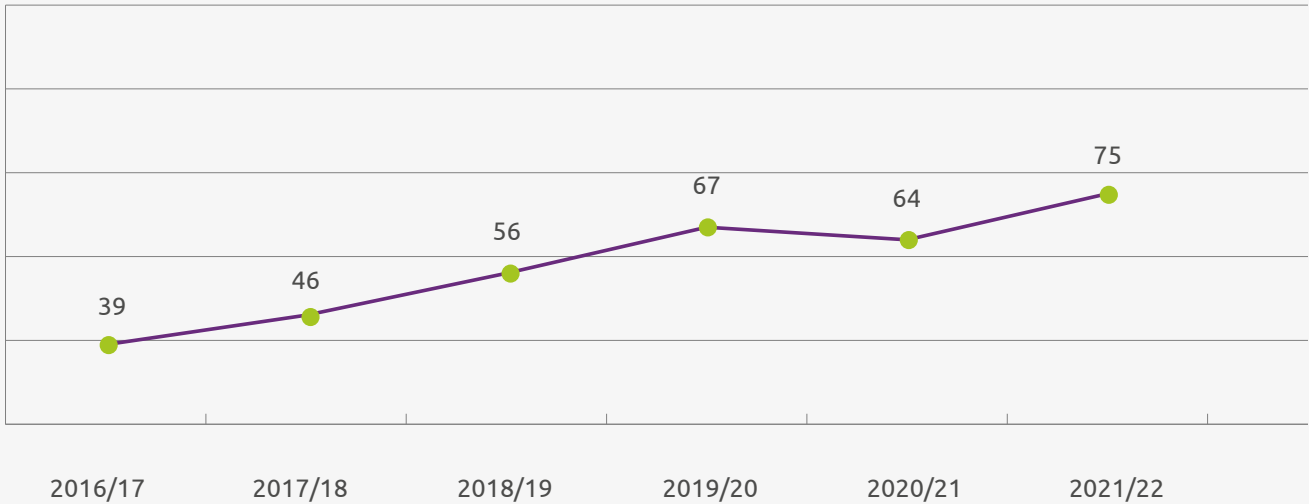
Even in the worst hit cohort so far (2019/20), **209 interns secured jobs**. Many of those were key workers who took frontline roles in sectors such as healthcare, retail, and logistics.

We have been growing on average 15% per year and expect to see nearly a 50% growth in 2022/23 in relation to 2021/22, despite the ongoing effects of the pandemic.

\* Some sites had to go on hiatus due to the pandemic



### Number of programmes



## Supporting DFN Project SEARCH in 2021

### Strategic partnerships

2021 marked the launch of our fundraising strategy to help realise ambitious plans to deliver 10,000 jobs by 2030 and support 3,000 young adults with a learning disability, autism spectrum condition, or both, every year into full time, paid work.

We got off to an incredible start, securing pledges totalling just under £1 million over the course of the year - testimony to the importance of what we and all our partners are doing to deliver equity for these young adults.

We are particularly grateful to **The Henry Smith Charity** for pledging a significant strategic four year grant to support the expansion of the DFN Project SEARCH supported internship programme across

the UK and the delivery of 42 new sites with NHS England and Health Education England.



"We know that young people with a learning disability, autism spectrum condition, or both can face multiple barriers to entering the world of work. We also know that getting and keeping a job can be a transformative change that positively impacts a young person's life in many ways. The Henry Smith Charity is really pleased to be supporting the roll out of DFN Project SEARCH sites over the next four years to support young people into employment."

**William Jacks**, Head of Learning and Evaluation, The Henry Smith Charity

We couldn't have got to this point without the early support of the Garfield Weston Foundation, who provided a three year grant in 2019 to help get us up and running as a newly established charity. 2021 marked the final year of this grant

and it was incredible to reflect on how much their support has enabled young adults with a learning disability, autism spectrum condition, or both, to live more independent, healthier, and happier lives. We are extremely grateful for their support.

DFN Project SEARCH Supporters' Circle

We also launched our Supporters' Circle to help connect with individuals who share our passion for social justice. We ask members to commit either £10,000, £25,000, or £50,000 a year for a minimum of three years, which we will match fund via the support that we receive from the DFN Foundation. As society opens again

following the Covid-19 pandemic we are looking forward to engaging with existing and new members through a programme of events.

We are pleased to report that we received no complaints about fundraising during 2021.

DFN Project SEARCH supporters

We rely on funders partnering with us and would like to thank the following who generously supported our work in 2021, as well as those who wished to keep their support anonymous.

- COINS
- David Forbes-Nixon Charitable Foundation
- Garfield Weston Foundation
- The Henry Smith Charity
- The Truell Conservation Foundation





# Our partners

## England

Organisation Name	City	Established
Bath and North East Somerset Council	Bath	2010-11
Blackpool Council	Blackpool	2014-15
Bradford Teaching Hospitals NHS Foundation Trust	Bradford, West Yorkshire	2013-14
Calderdale Royal Hospital	Halifax	2017-18
Calico	Burnley	2018-19
East Sussex Healthcare Trust Eastbourne District General Hospital	Eastbourne, East Sussex	2014-15
Gulliver’s Resort	Rother Valley, Rotherham	2020-21
James Paget University Hospital NHS Foundation Trust	Great Yarmouth	2019-20
Lancashire County Council	Preston	2018-19
Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim	Liverpool	2020-21
Mid Yorkshire NHS Trust - Dewsbury	Dewsbury	2019-20
Mid Yorkshire NHS Trust - Pinderfields	Pinderfields	2017-18
Musgrove Park Hospital	Taunton	2015-16
Next - Furniture	Armthorpe	2019-20
Next Distribution Ltd.	Wath-Upon-Dearne	2014-15
Next Stadium	Wakefield	2018-19
Next Toftshaw	Bradford	2018-19

Organisation Name	City	Established
Norfolk and Norwich University Hospitals NHS Foundation Trust	Norwich	2008-09
NORSE Facilities Management and Services	Norwich	2009-10
North Devon District Hospital	Barnstaple	2013-14
Nottingham University Hospitals NHS Trust	Nottingham	2011-12
Plymouth Hospitals NHS Trust	Plymouth	2010-11
Royal United Hospital Bath NHS Trust	Bath	2009-10
University Hospital North Midlands	Stoke On Trent	2018-19
University Hospitals of Derby & Burton NHS Foundation Trust, UHDB	Derby	2019-20
University of the West of England	Bristol	2019-20
University of Warwick	Coventry	2020-21

## London

Organisation Name	City	Established
Great Ormond Street Hospital	London	2016-17
GSK Global Headquarters	London	2012-13
Heathrow Windsor Marriott	London	2020-21
Hilton London Heathrow Airport Terminal 5	London	2014-15
Homerton University Hospital	London	2018-19
Imperial College Healthcare NHS Trust (Charing Cross Hospital)	London	2016-17
London Borough of Hackney	London	2019-20

Organisation Name	City	Established
London Borough of Hillingdon	London	2020-21
London Borough of Hounslow	London	2015-16
London Heathrow Marriott	London	2016-17
Newham University Hospital	London	2015-16
North Middlesex University Hospital	London	2019-20
Northwick Park Hospital	London	2017-18
Phoenix Community Housing	London	2019-20
Public Health England Colindale - National Infection Service	London	2016-17
Queen Mary University London	London	2019-20
Royal London Hospital	London	2015-16
Sheraton Skyline Hotel	London	2020-21
St. George’s University Hospitals NHS Foundation Trust	London	2012-13
The Whittington Hospital	London	2019-20
University of West London	London	2020-21
Wembley Park Site, Brent Civic Centre	London	2020-21
West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust	London	2018-19
Whipps Cross University Hospital	London	2013-14

Scotland

Organisation Name	City	Established
Borders General Hospital	Melrose	2016-17
City of Edinburgh Council	Edinburgh	2020-21
Culzean Castle	South Ayrshire	2018-19
Dumfries and Galloway Council	Dumfries	2015-16
Forth Valley Royal and Serco Hospital	Larbert	2018-19
NHS Greater Glasgow and Clyde Royal Infirmary	Glasgow	2013-14
NHS Lanarkshire - University Hairmyres Hospital	East Kilbride	2012-13
NHS Lothian Western General Hospital	Edinburgh	2020-21
NHS Tayside - Dundee Health & Social Care Partnership	Dundee	2020-21
Renfrewshire Council	Paisley	2015-16
Shetland Islands Council	Lerwick	2018-19
St. John’s Hospital	Livingston	2016-17
University Hospital Monklands	Airdrie	2012-13
University Hospital Wishaw	Wishaw	2010-11
University Hospital, Crosshouse	Kilmarnock	2013-14
University of Aberdeen	Aberdeen	2013-14
University of Strathclyde	Glasgow	2014-15



Wales

Organisation Name	City	Established
CTMUHB - Princess of Wales Hospital	Bridgend	2018-19
Betsi Cadwaladr University Health Board	Bangor	2017-18
Cardiff University	Cardiff	2016-17
ClwydAlyn, St. Asaph	Saint Asaph	2019-20
DOW Silicones UK Limited	Barry	2019-20

Ireland

Organisation Name	City	Established
Naas General Hospital	County Kildare	2013-14

Portugal

Organisation Name	City	Established
Jerónimo Martins	Braga	2017-18

Thank you

We would like to pay a special thanks to all our partners who are working with us to bring positive and lasting change, helping to unlock natural potential and build a more inclusive society.

Host Businesses

CTMUHB - Princess of Wales Hospital	Forth Valley Royal and Serco Hospital
Bath and North East Somerset Council	Great Ormond Street Hospital
Betsi Cadwaladr University Health Board	GSK Global Headquarters
Blackpool Council	Gulliver’s Resort
Borders General Hospital	Hilton London Heathrow Airport Terminal 5
Bradford Teaching Hospitals NHS Foundation Trust	Homerton University Hospital
Calderdale Royal Hospital	Imperial College Healthcare NHS Trust (Charing Cross Hospital)
Calico Enterprises	James Paget University Hospital NHS Foundation Trust
Cardiff University	Jeronimo Martins
City Health Care partnership	Kirklees Council
City of Edinburgh Council	Lancashire County Council
ClwydAlyn	Leeds Teaching Hospital Trust
Culzean Castle	Liverpool University Hospitals, Liverpool Heart and Chest, ISS and Avrenim
DOW Silicones UK Limited	Liverpool City Council
Dumfries and Galloway Council, Scotland	London Borough of Hackney
East Sussex Healthcare Trust - Eastbourne District General Hospital	London Borough of Hillingdon

London Borough of Hounslow	Northwick Park Hospital
London Heathrow Marriott	Nottingham University Hospitals NHS Trust
Mid Yorkshire NHS Foundation Trust Dewsbury	Phoenix Community Housing
Mid Yorkshire NHS Foundation Trust Pinderfields	Plymouth Hospitals NHS Trust
Moorfield’s Eye Hospital London	Progress Housing
Musgrove Park Hospital	Queen Mary University London
Naas General Hospital (NGH)	Public Health England Colindale
Newham University Hospital	Renfrewshire Council
Next - Furniture	Royal London Hospital
Next Distribution Ltd.	Royal United Hospital Bath NHS Trust
Next Stadium	Shetland Islands Council
Next Toftshaw	St. George’s University Hospitals NHS Foundation Trust
NHS Greater Glasgow and Clyde Royal Infirmary	St. John's Hospital
NHS Lanarkshire-University Hairmyres Hospital	The Whittington Hospital
NHS Lothian Western General	University Hospital Monklands
NHS Tayside	University Hospitals of North Midlands and Sodexo
Norfolk and Norwich University Hospitals NHS Foundation Trust	University Hospital Wishaw
NORSE Commercial Services	University Hospital, Crosshouse
North Devon District Hospital	University Hospitals of Derby and Burton and ISS
North Middlesex University Hospital	University of Aberdeen

University of Strathclyde	Wembley Park Site Brent Council , London
University of the West of England	West Middlesex University Hospital - Chelsea and Westminster Hospital NHS Foundation Trust
University of Warwick	Whipps Cross University Hospital

Supported Employment Agencies

Action on Disability	HACS - Hillingdon Autistic Care and Support
Agoriad Cyf	HFT
Barnet Mencap	Kaleidoscope Sabre
Better Jobs Better Futures	KARE
Blackpool Adult Learning Service	Kent Supported Employment
Calico Enterprises	Lighthouse Futures
Derby Enterprise Business Partnership	Newham Workplace
Direct Education Business Partnership	New Friars Specialist College
Discovery Supported Employment	Nottingham College
Ealing Mencap	Nottinghamshire County Council - I Work Team
Education Development Trust	PLUSS
Elite Supported Employment LTD	Plymouth CITY Council
Focus, Crl	Prospects
Generate	REAL Employment
Girvan Youth Trust	Sixteen Co-operative Ltd
Hackney Employment and Skills	Sussex Community Development Association (Lets Get Working)



The Bath and Mendip Partnership Trust	Values Into Action Scotland (VIAS)
Tottenham Hotspur Foundation	Virgin Care Supported Employment
Toucan Employment	

Local Authorities/ Government Agencies

Aberdeenshire Council	Flintshire County Council
Aberdeen City Council	Glasgow City Council Supported Employment Service - Strathclyde
Bath and North East Somerset Council	Hammersmith and Fulham Council
Blackpool Council	Haringey Council
Bradford Council	Harrow Council
Brent Council (London Borough of Brent)	Hull City Council
Bristol Council	Isle of Anglesey County Council
Calderdale Council	Islington Council
Camden Council	Kirklees Council
City of Edinburgh Council	Lancashire County Council
Derby City Council	Leeds City Council
Devon Council	Liverpool City Council
Doncaster Metropolitan Borough Council	London Borough of Barnet
Dumfries and Galloway council	London Borough of Hillingdon
Dundee City Council	London Borough of Tower Hamlets
East Ayrshire Council	London Borough of Waltham Forest
East Sussex Council	Newham Council
Falkirk Council Employment and Training Unit	North Lanarkshire Council

Nottinghamshire County Council	South Lanarkshire
Renfrewshire Council	Staffordshire County Council
Rotherham Metropolitan Borough Council	Stoke on Trent City Council
Scottish Borders Council	South Lanarkshire Council
Shetland Islands Council	Wakefield Metropolitan District Council
Slough Council	Warwickshire County Council
Somerset County Council	West Lothian Council

Education Providers

Ambitious About Autism	Calderdale College
Ayrshire College	Caledonian University
Barnet and Southgate College	CANDI
Bath College	Cardiff and Vale College
Blackpool Adult Learning Service	City College, Norwich
Blackpool Council	City College Plymouth
Borders College	City of Bristol College
Bradford College	City of Glasgow College
Bridgend College	Coleg Cambria
Bridgwater and Taunton College	Coleg Menai
Bristol City College	Co-op Academy Southfield
BSix Sixth Form College	Cricket Green School
Burnley College	Doncaster College and University Centre

Dumfries and Galloway College	Newfriars FE College
Dundee and Angus College	New Friars Specialist College
East Coast College	Newham College of Further Education
East Sussex College (Eastbourne)	North East Scotland College
Edinburgh College	Nottingham College
Focus	PETROC
Forth Valley College	Phoenix School
Fosse Way School	Plymouth City College
Foxwood Academy	Preston's College
Glasgow Clyde College	Queensmill School
Gower College Swansea	Rotherham Opportunity College
Greenbank College	Runshaw College
Harrow College	Samuel Rhodes MLD School
Hereward College	Shetland College
Highfield School	St Martins School, Derby
Kildare Wicklow Education Training Board	Thanet College
Kirklees College	The College of Haringey, Enfield and North East London
Lewisham Southwark College	The College of North West London
Lighthouse Futures	University of West London
Meadow High School	Wakefield College
New College Lanarkshire	West London College

West Lothian College	Whitefield Schools and Centre
West Thames College	Wilberforce Sixth Form College

Programme Affiliated Partners

Autism Network Scotland	Medirest
Avrenim Facilities Management	Morrison’s
Blackpool Teaching Hospital NHS	Motorpoint
Blackpool Tower	Office for Disability Issues
Blackpool Transport Services	PCAN
Bombardier	Rolls Royce
Centre for Social Justice	Royal School for the Deaf, Derby
Cloverleaf Advocacy	Serco
Department for Education	Severn Trent
Department for Work and Pension	SIC Children and Youth Services
Engage 2 Change	Sodexo
Gather and Gather	The Scottish Consortium for Learning Disability
Hackney Learning Trust	Think Forward
Hillingdon SEND Family Support	Warburton’s
ISS	West London Alliance (WLA)
Learning Disability Wales	Piota
Lewisham Children with Complex Needs Service	



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## Contact us

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