

How Silver Tree Primary School Embraced Hiring with DurhamEnable Transcript

[Audio: Upbeat music plays during clip.]

[Video Clip: Exterior shots of Silver Tree Primary School, children playing on playground. Helen Grainger smiles to camera.]

[Helen Grainger] My name is Helen Grainger, and I'm the head teach of Silver Tree Primary School.

[Video Clip: Talking head of Helen Grainger.]

DurhamEnable reached out following an advert for a lunchtime supervisor, asking whether we'd be interested in someone coming from DurhamEnable. We had a short conversation, which they explained the person who is interested has a learning difficulty and would require the questions beforehand, and she would require yellow paper if anything was written.

[Video Clip: Various shots of Karen walking and talking with DurhamEnable job coach, Laura Crane. Talking head of Helen Grainger.]

So agreed that that would be absolutely fine, and that led us to meeting Karen.

[Video Clip: Various shots of Karen working as a lunch time supervisor, talking to the children, walking through the playground, tying a child's shoelaces, talking with fellow staff members.]

DurhamEnable made the process virtually hiccup-free. The pre-interview time with her, they obviously prepared her really well. So, when she came into the interview, she was performing at her best. She'd read the questions previously, so she delivered a response that she was confident with, which led us to believe that she was a good fit for our school.

[Video Clip: Helen Grainger and Marie sat across from each other at a table in an office communicating through British Sign Language.]

[Helen Grainger] I reached out to DurhamEnable on this occasion and said, "I have a cleaning job. Do you have any suitable candidates?" There was a response from DurhamEnable saying "Yes, yes, we have somebody."

[Video Clip: DurhamEnable job coach, Laura Crane, and Marie sat across from each other at a dinner table communicating through British Sign Language.]

Meeting Marie at a first interview, we had a British Sign Language interpreter to the left of me, and I had Marie over the table, and myself, and had Laura from the service. And during that time, I realised that Marie was actually lip reading me. Marie said that she would have no problem understanding me, because of my gestures.

[Video Clip: Various shots of Marie cleaning a classroom.]

Ultimately, Marie is an absolutely fantastic cleaner. In the two hours, she can get our school spick and span.

[Video Clip: Karen takes the hand of a young girl and leads her through the playground.]

We've been lucky enough to get two employees who have brought a range of skills, their own talents, and diversity into our workplace. And we are all the better for having that.

[Video Clip: Talking head of Helen Grainger.]

I would recommend DurhamEnable to others, because the service is there and you're reaching out trying to find the best person for the job, and it may well come through DurhamEnable. And the support you get from DurhamEnable means they're not just abandoned within your school, you know, hoping they do really well, they're actually support really regularly to ensure that, you know, they have a job, hopefully for life.

[Text: DurhamEnable logo. A brighter future for inclusive employment. Base logos, Disability Confident logos. Visit durhamenable.info to find out more.]