



More success!

Stockport Metropolitan Borough Council
Opens Its Doors to Embracing Diversity Clients

"I like it here and enjoy the job. At first communication with the team was difficult but now it is developing and getting better all the time."

**George Galea has been working as a Joiner since 5th January 2004...
He's one of the thirteen Embracing Diversity clients to gain employment at the Council.**

George Galea signed up to “Embracing Diversity” after spending six months unsuccessfully looking for work.

Originally from Malta, where he worked as a Joiner/Fitter for a number of years, English is George’s second language and he also has a hearing impairment. Despite being a qualified joiner he had encountered many problems finding employment.

Referred by the Council's Sensory Loss Team George spent some time working with Michael Foley completing a Personal Development Plan. This helped Michael get to know George better and to find out more about the type of work and environment that would suit him. George then worked with Julie Mee to identify an opportunity within the Council. She approached Dave Shield, Head of Building Maintenance and, after an interview with Steve Forshaw, Joinery Workshop Manager and Jenny Bettles, HR Advisor, George was offered the job. Julie then consulted with the Health and Safety Advisor Bob Youel to complete a Risk Assessment and Health and Safety check to help identify if there were any adjustments that needed to be made for the job role.

The government initiative “Access to Work” and Jobcentre Plus provided money for minor adjustments and training for staff. Deaf Awareness training was organised through the RNID, which is the largest charity representing the 9 million deaf and hard of hearing people in the UK. Staff in the workshop all undertook this to help them to learn basic signs and gain a better understanding of how to communicate with George. The RNID also provided support with interpreters for George’s induction.

Julie Mee says, "It was a pleasure working with George to find a job. I'm sure he'll be a committed and professional member of the workforce."



George is regarded as a valuable member of the Stockport Direct Services team and Steve and Jenny have been on a Sign Language course to further improve their communication with him, though, according to Steve, George is providing them with training of his own!

George has weekly review meetings to ensure that there are no problems.

Steve Forshaw, Joinery Workshop Manager comments,

“When the opportunity first arose I had concerns about how it would work, but George has settled in really well and his work is great. Ten minutes into his second day he felt confident without an interpreter.”



Steve and Jenny are now looking to complete a recognised qualification in British Sign Language at Stockport College. George has progressed so well he has been offered a permanent contract and is now able to look at buying a house.



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