



MADE IN
GROUP

Brief look into the Advisory Board Inclusivity 17/10

17th October 2019 / 13:30 - 15:30 / ROOM 2 Manufacturing Technology
Centre, Coventry

ATTENDEES

Baroness Lorely Burt (Lib Dems)

Claire Robinson (MD, Wrekin Sheet Metal)

Wayne Bagnall (CEO, Schmolz & Bichenbach)

Claire Reid (Director, Ilston & Robson)

Jason James (BDM, Hexagon Metrology)

Chet Parmar (Community & Business Engagement, Colebridge Enterprises)

Nicky Evans (MD, Hitherbest)

Lucie Tait-Harris (Director, John Handley Bearings)

Jason Pitt (CEO, Made in Group)

Discussion points summarised:

- Mental health problems in certain demographics
- Compassion make employees want to do well in performance
- Paying staff when they are having problems outside of work - a solution to this could be [Paycare](#) (money taken from their wages) and financial management through [Brewin Dolphin](#)
- Diverse group of ages amongst a work-force is positive as younger people encourage older people to go out and participate in activities they wouldn't usually.
- Case studies on individual stories

- The effects of Brexit on staff and shared responsibilities - this having little effect as workers may think business have to deal with this only
- Helping Managers who are dealing with extreme stress at work- offering external help to employees. - [Edwards Trust](#) (Adults support organisation) and offer training to staff through [St John Ambulance mental health training](#)
- Encouraging those with disabilities or illnesses to continue work they enjoy and helping with this as managers - [Access to Work](#)
- What can we do to encourage positive mental health - stimulate healthy living and change the “Mental illness” to “Mental wellness”.

Outcome of discussion:

- Positive case studies to be shared
- Members to think about case studies that may contribute to the inclusivity campaign - **a way inclusivity has helped productivity or helped transform a business**
- Wrekin’s case study on Drake Hall - to be featured in the next issue of the magazine.
- Colebridge Enterprises offering an employee assistance program to management - To schedule an interview with Chet
- A featured Digest for inclusivity case studies and Category on the website for content on inclusivity
- Made in Group to put together a document of the help members can reach out to for support with mental health and finance issues regarding their employees. (**Internal links to organisations in this document, see discussion points summarised**) and to feature in newsletter
- To have a shared vision of what we would like as a group:
 1. Supporting women in engineering and the LGBT+ community
 2. Supporting staff with mental health
 3. More diversity in the Management structure
 4. Internships and supported placements for the most disadvantaged
- Made in Group to communicate to members when action of these points are being made