

Report to: **Cabinet**

Date: **28 April 2009**

By: **Director of Adult Social Care**

Title of report: **To consider the response of the Director of Adult Social Care to the Scrutiny Committee's report on Review of Employment Opportunities for Adults with a Learning Disability.**

Purpose of report: **To seek Cabinet agreement to the Action Plan drafted in response to the Scrutiny Review.**

RECOMMENDATIONS

Cabinet is recommended:

- 1. note and welcome the report of the Scrutiny Committee; and**
 - 2. advise the County Council that, in considering the report of the Scrutiny Committee, the Council be recommended to welcome the report of the Scrutiny Committee and to agree the response of the Director of Adult Social Care to the recommendations and their implementation, as set out in the action plan attached as Appendix 1 to this report**
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1. Financial Appraisal

1.1. There are no increased costs arising from the report recommendations. The action plan at Appendix 1 will be delivered within existing resources.

2. Background and Supporting Information

2.1 The white paper 'Valuing People: a new strategy for learning disability for the 21st century' (2001), set out the Government's vision in England for people with a learning disability. It concentrated on four key principles of rights, independence, choice and inclusion. The eleven objectives outlined in the paper aimed to meet these principles. In particular objective 8: moving into employment was aimed at "enabling more people with learning disabilities to participate in all forms of employment, wherever possible in paid work and to make a valued contribution to the world of work".

2.2 The cross-government agreement, 'Putting People First' (2007), aims to offer people with a learning disability greater flexibility around the support they receive through the use of personalised budgets. Personalised budgets provide people with more freedom to decide the type of support they wish to purchase to meet their particular needs. For some people this could see them moving away from a traditional day care service setting towards training and work based activities and could lead to more people being supported to access employment opportunities.

2.3 'Valuing People Now: a new three year strategy for people with learning disabilities' (2009), takes forward the policy set out in the 'Valuing People' white paper. It sets out the key policy objectives for 2009-2012 aimed at all people with learning disabilities and their families. Within these policy objectives there is a focus on people with learning disabilities fulfilling a life of their own, including opportunities to work and study.

2.4 The National Indicator Set (NIS) identifies NIS 146 Adults with learning disabilities in employment as a priority. This is a clear target in the Business Planning strategy for 2009/10

3. Current Position

3.1 A scrutiny review carried out by Councillors at East Sussex County Council in 2006 into the provision of services for adults with learning disabilities recommended that *"consideration is given to a more consistent application, by directly provided and independent services, in seeking training and employment opportunities."* This recommendation was taken forward by the Adult Social Care department through the Learning Disability Partnership Board. The Employment Partnership subgroup of this Partnership Board works with various partners to ensure that the right services can be put in place to help develop employment opportunities.

3.2 In 2006 a successful bid by the Directly Provided Learning Disability Service for funding from Learning Disability Development Fund (LDDF) enabled an employment service which seeks employment opportunities for clients (further information is provided at paragraph 18 of the Scrutiny Committee's report).

3.3 A recent review of Directly Provided Learning Disability Services in 2008/09 recommended that the service continues to develop in a way which will enable service users to develop skills and independence that will support them to progress in their lives and pursue employment. The review identified the need for employment related service developments in both Day Opportunity Services and Community Support Service. This is consistent with national policy and the local commissioning strategy which supports the move away from traditional day services to activities that promote independence. This is also in line with the development of Putting People First, which will see a shift towards a person centred approach and increased choice, in particular the introduction of Personal Budgets, which will enable people to make informed decisions about the type of services they wish to access.

4. Conclusions and recommendations

4.1 The Scrutiny Review of Employment Opportunities for Adults with a Learning Disability provides a welcome opportunity to further improve Adult Social Care services within East Sussex. The action plan provides opportunities to build upon and expand on existing developments. In response to the recommendations made by the Project Board, the action plan is a key document in the improvement process. It is therefore recommended that the action plan be agreed by the cabinet and a monitoring process established reporting back to the Adult Social Care Scrutiny Committee.

Chief Officer: Keith Hinkley, Director of Adult Social Care

Contact Officer: Gail Hughes, Head of Learning Disability Directly Provided Services

Lead Members: Councillors Glazier and Bentley

Local Members: All


East Sussex County Council Adult Social Care Learning Disability Directly Provided Services Action Plan

This plan contains specific actions in response to recommendation made by the Project Board of the Scrutiny Review of Employment Opportunities for Adults with a Learning Disability.

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That, in partnership with local colleges and clients with learning disabilities, a promotional video is developed to illustrate the positive impact that employment opportunities can bring for a person with learning disability, as well as the positive impact it can have for a company and its staff. This video should then be distributed to local employers to promote employment opportunities for adults with a learning disability.	1	<p>Make links with established contacts internally and externally to develop a suitable promotional DVD</p> <p>Develop a range of promotional and informative material including a DVD, leaflets, publicity material on the internet, large display material, information on benefits advise and information for parents and carers</p>	April 2010	Philip Pragnell	<p>Production of a range of promotional material including a DVD to:-</p> <ul style="list-style-type: none"> • Distribute to local employers to promote opportunities for Adults with Learning Disabilities. • Explain the positive impact employment opportunities can have for adults with learning disabilities

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That the Directly Provided LD Service develops a range of literature aimed at parents and carers to explain:</p> <ul style="list-style-type: none"> the employment opportunity services run by East Sussex County Council; the positive impact that employment opportunities can have for adults with learning disabilities; and <p>how benefit entitlement can be managed alongside employment opportunities.</p>	2	Redraft existing promotional literature	June 2009	Helen Futcher	<p>Production of a range of promotional material to:-</p> <ul style="list-style-type: none"> Distribute to local employers to promote opportunities for Adults with Learning Disabilities. Explain the positive impact employment opportunities can have for adults with learning disabilities

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That the Directly Provided LD Service publicises its work in supporting clients with a learning disability to gain employment opportunities by:</p> <p>a) Using news stories on the internet and in the local</p>	3	<p>Make links with established contacts internally and externally to develop suitable promotional material</p> <p>Liaise with ESCC</p>	<p>Establish links September 2009</p> <p>Ongoing maintenance</p>	Helen Futcher	<p>Production of a range of promotional material</p> <p>Improved opportunities for employment for people with learning</p>

<p>press to help promote the service and to highlight the range of employment opportunities that clients with a learning disability carry out;</p> <p>b) Developing a scheme that recognises and highlights those employers who have a good record for employing staff with a learning disability; and</p> <p>c) Promoting the work of the service to employers through events such as the Local Life show held in Eastbourne to help generate interest to offer employment opportunities.</p>		<p>Communications and Media Department to promote the ChoicES employment service</p> <p>Develop a database and recognition scheme or negotiate utilisation of the database held by Job Centre Plus regarding local employers who have achieved the two tick scheme</p>  <p>Involve service users in liaising with locality town partnership forums and Chamber of Commerce, local district and borough Councils to explore options of engaging with local communities to promote inclusion.</p>	<p>June 2009</p> <p>April 2010</p> <p>April 2010</p>	<p>Helen Futcher</p> <p>Helen Futcher</p> <p>Helen Futcher</p>	<p>disabilities.</p> <p>Safer and more receptive working environments for people with learning disabilities</p>
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Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
<p>That Adult Social Care aims to increase the numbers of adults with a learning disability who are supported into employment through a variety of avenues:</p> <p>a) redirecting current resources within Directly Provided LD Services so that there is greater focus on increasing the number of clients with a learning disability that can be supported to gain and maintain employment opportunities;</p> <p>b) improving partnership working with Job Centre Plus, employers and other partners to improve employment opportunities for people with learning disabilities and the support they receive; and</p> <p>c) Improving the commissioning of services from the independent and voluntary and community</p>	4	Develop a discrete cohesive employment service under one manager	July 2009	Helen Futcher	<p>A uniform single employment service that has room for growth and therefore can increase the numbers of people it supports into employment.</p> <p>Greater cohesive working with other employment agencies</p> <p>People with learning disabilities have access to appropriate, good quality employment support services provided by partner agencies.</p>
		ESCC DPS services to continue to be involved in the LDPB Employment partnership meetings	Ongoing	Helen Futcher	
		Link into established town partnership forums	September 2009	Helen Futcher	
		ESCC to continue to Chair LDPB Employment Partnership	On going. Regular performance reporting through LDPB performance reports from April 2010	Philip Pragnell	
		Ensure effective communication and joint working with Job Centre Plus	On going. Regular performance reporting through LDPB performance reports from April 2010	Philip Pragnell	

sectors to ensure provision of high quality services that are in line with the Valuing People Now and Putting People First objectives.		Develop a Day Opportunities service specification with a clear focus around employment support	April 2010	Philip Pragnell	Services commissioned by ESCC are of a high standard and good value for money and effectively support people into employment where appropriate.
		Establish a forum for providers of services for people with learning disabilities and ensure effective engagement around the development of employment support services	April 2010	Debbie Endersby	

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That the Directly Provided LD Service identifies funding for the co-ordinator post and appoints to this post as soon as possible. This will help create better links and improve efficiencies between the Learning Disability teams based in Hastings, Eastbourne and Wealden, as well as	5	Recruit to the Employment Co-ordinator post to manage the whole employment service as a single service across localities	July 2009	Gail Hughes	A uniform single employment service that has room for growth and therefore can increase the numbers of people it supports into employment. Greater cohesive

increase contact with the broader community to develop employment opportunities.					<p>working with other employment agencies</p> <p>A more streamlined and responsive referral process as there will be capacity to take on new referrals</p>
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Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That the Directly Provided LD Service amalgamates the ChoicES and Working Wonders employment services under one name. This will help eliminate any confusion around having two differently named teams providing the same service and will help with publicising the service in the future.	6	Redraft existing promotional literature to promote the single service across localities.	June 2009	Helen Fatcher	Production of a range of promotional material
		Liaise with ESCC Communications and Media Department to promote the ChoicES employment service	June 2009	Helen Fatcher	A uniform single employment service that has room for growth and therefore can increase the numbers of people it supports into employment.
		Recruit to the Employment Co-ordinator post to manage the whole employment service as a single service across localities	July 2009	Gail Hughes	A more streamlined and responsive referral process as there will be capacity to take on new referrals

Recommendations	Ref.	Action	Timescale	Lead Officer	Outcome
Scrutiny Review of Employment Opportunities for Adults with a Learning Disability					
That East Sussex County Council increases the number of employees with learning disabilities that it employs.	7	ESCC to lead by example	April 2010	Helen Futcher	An increased number of people with a learning disability employed by ESCC
		Identify protocols with PAT on how this can be achieved			Improved public image
		Develop a pathway within ESCC to identify potential recruitment opportunities			ESCC are leading by example
		Liaise with ESCC Communications and Media Department to promote ESCC as an inclusive employer	Post April 2010	Helen Futcher	