

Equality and Diversity Council Meeting Paper

26 July 2016

NHS Learning Disability Employment – Update

EDC Theme and objective (s) the paper links to:

Theme 3: Workforce Equality; Key Goals: Eliminating discriminatory practice

Key Goals: the employment of people with learning disabilities in the NHS (with increased numbers of people with learning disabilities in the NHS)

Context:

July 2016 marks a year since the NHS Learning Disability Employment Initiative launched to:

1. Significantly increase the number of people with global learning disabilities employed by the NHS
2. Lay the foundations for sustaining long term improvements in the employment of people with learning disabilities through leadership, partnerships, systems and processes

We have now gained the commitment of a significant number of NHS organisations and continue to work to create systemic change to enable NHS organisations to turn initial enthusiasm into meaningful employment opportunities.

1. Significantly increase the number of people with global learning disabilities employed by the NHS

Number of organisations pledging to participate:

The number of NHS organisations signed up to the NHS Learning Disability Employment Initiative pledge to employ people with learning disabilities now stands at 81 (see appendix A) and a map of pledges has been published on the NHS Employers website.

This number is comprised of:

- Providers: **64**
- Commissioning Organisations: **14**
- National Organisations: **3**

We continue to promote the pledge and most recently attended the NHS Confederation Conference to encourage NHS organisations to join those who are already signed up.

We are piloting extending the initiative to contractors and are working with the Department of Health and Mencap to enable Emcor to recruit people with learning disabilities to roles within the Department of Health offices they currently manage.

Of the national organisations represented at the Equality and Diversity Council, NHS England and Health Education England are the only organisations to of pledged.

Some national organisations are already employing people with learning disabilities, and all have signalled their commitment to the programme at the EDC.

Capturing Progress

While a large number of organisations have now signed up to the pledge, many have found it challenging to progress to successfully employing people with learning disabilities. This is due to a variety of factors such as being unable to identify local support, having a lack of capacity within the organisation and 'the urgent overtaking the important'. We also know that there is likely to be more good work underway than we currently know of and that a number of organisations are continuing to progress plans to employ people this year. We have circulated a short survey to all organisations signed up to the pledge to ensure we capture their progress and understand where there may be emerging challenges we are not aware of.

2. Lay the foundations for sustaining long term improvements in the employment of people with learning disabilities through leadership, partnerships, systems and processes.

NHS Jobs:

In partnership with the DH, we have begun the process of developing an easy read application form for the NHS Jobs website. These changes will make the application process easier for people with learning disabilities and has been a much requested improvement from NHS organisations looking to employ people with learning disabilities.

Apprenticeships

While it is estimated that 65% of people with learning disabilities would like to be in paid employment, only 6.6% are currently part of the UK workforce. To help address this challenge the Government has launched a new taskforce to review how apprenticeships may be opened up to people with learning disabilities. We are ensuring that we remain linked in to this development and the subsequent implication for recruiting people with learning disabilities in the NHS. The initial findings of the taskforce are due to be published imminently.

Department for Work & Pensions

We continue to build relations with the DWP and have met with the minister for disabilities to understand opportunities to support NHS organisations in employing people with learning disabilities. In talking to NHS organisations, we have identified a significant challenge in matching employment opportunities to the employment support available. The DWP is conducting a small number of pilots which aim to address this issue, matching up the voluntary sector, people with learning disabilities, and recruiters. We will explore opportunities to link up local NHS organisations with these pilot sites where possible.

Strategic Partners Programme:

As part of the NHS England Strategic Partners Programme, we will be working with Mencap to connect NHS organisations to the local supported employment services available to them as an employer and increase the confidence of support organisations in working with the NHS.

Workforce Disability Equality Standard:

We continue to ensure we remain linked in to Workforce Disability Equality Standard as it continues to progress.

Next Steps:

In the coming months, our actions will centre around three aims:

1. Continuing to increase the profile of employment of people with learning disabilities within the NHS through our active communications and system engagement.
2. Facilitating systemic change by continuing to build relationships with external partners.
3. Encouraging and enabling NHS organisations to turn initial enthusiasm into meaningful action.

Actions for EDC

1. EDC members to note the progress of the initiative and next steps.
2. EDC members are encouraged to sign up to the learning disability employment pledge as well as encouraging NHS organisations in their networks to do so.

Appendix A – Pledged organisations

NHS Provider Organisations:

5 Boroughs Partnership NHS FT

Royal United Hospital Bath NHS Trust

Airedale NHS FT

Arden and Greater East Midlands

Barking, Havering and Redbridge University Hospitals NHS Trust

Barnet, Enfield and Haringey Mental Health NHS Trust

Birmingham and Solihull Mental Health NHS Foundation Trust

Bradford District Care FT

Bradford Teaching Hospitals NHS FT

Calderdale and Huddersfield NHS FT

Cambridge University Hospitals NHS FT

Cambridgeshire and Peterborough NHS Foundation Trust

Camden and Islington NHS FT

Central Manchester University Hospitals NHS FT

City Hospitals Sunderland NHS FT

Derbyshire Community Health Services NHS Trust

Devon Partnership Trust

Doncaster and Bassetlaw Hospitals NHS FT

Dorset Healthcare University NHS Foundation Trust

Dudley and Walsall Mental Health Partnership NHS Trust

Greater Manchester West Mental Health Foundation Trust

University Hospital Southampton NHS Foundation Trust

University Hospitals Of North Midlands NHS Trust

Warrington and Halton Hospitals NHS FT

West London Mental Health [NHS] Trust

Yeovil District Hospital NHS FT

Sussex Community NHS Trust

Queen Elizabeth Hospital Kings Lynn NHS Trust

Mid Cheshire NHS FT

Surrey and Borders Partnership FT

Hampshire Hospitals NHS Ft

Homerton University Hospital NHS Ft

Kent and Medway NHS and Social Care Partnership Trust

Lancashire Care NHS Foundation Trust

Leeds and York Partnership NHS Foundation Trust

Leeds Teaching Hospitals NHS Trust

Leicestershire Partnership NHS FT

Lincolnshire Partnership NHS Foundation Trust

Liverpool Heart and Chest NHS Ft

Network Employment Service Mersey Care NHS Trust

North East Ambulance Service NHS Trust

North Staffordshire Combined Healthcare NHS Trust

Northern Devon Healthcare NHS Trust

Northumberland, Tyne and Wear NHS Foundation Trust

Oxford Health NHS Foundation Trust

NHS Nottingham City CCG

Peterborough and Stamford Hospitals NHS Ft

NHS Medway CCG

Plymouth Hospitals NHS Trust

Royal Liverpool and Broadgreen University
Hospitals NHS Trust

Solent NHS Trust

South Tyneside NHS Ft

South West London and St George's Mental Health
NHS Trust

Southend University Hospital NHS Ft

St George's Healthcare NHS Trust

St Helens and Knowsley Hospitals NHS Trust

Staffordshire and Stoke On Trent Partnership NHS
Trust

Tameside Hospital NHS Ft

The Christie NHS Ft

The Newcastle Upon Tyne Hospitals NHS Ft

The Royal Wolverhampton Hospitals NHS Trust

Gateshead Health NHS Foundation Trust

Croydon Health Services NHS FT

Brighton and Sussex University Hospitals NHS Trust

NHS Commissioning Organisations:

NHS Tameside and Glossop CCG

NHS Islington CCG

NHS Northumberland CCG

NHS East Riding of Yorkshire CCG

NHS North Derbyshire CCG

North of England Commissioning Support

NHS Great Yarmouth and Waveney CCG

NHS Guildford and Waverley CCG

NHS Nene CCG

NHS Sheffield CCG

National NHS Organisations:

NHS Coventry and Rugby CCG

NHS England

NHS Cambridgeshire and Peterborough CCG

Health Education England

EDC09 07/16

NHS Shared Business Services