

## Equality and Diversity Council Meeting Paper

18 October 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:** increased numbers of people employed with learning disabilities in the NHS

**Context:**

The NHS Learning Disability Employment Initiative aims 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

October 2016 marks a year since we held the first engagement event with NHS organisations to increase awareness and seek commitment. We are now starting to see successful employments being generated, and continue to work to increase this further.

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

**Number of organisations pledging to participate:**

Since the last Equality and Diversity Council update, we have had an additional seven organisations pledge to employ people with learning disabilities, bringing the total to 88. More details can be found in Appendix A, and a map of pledges is available on the NHS Employers website.

This number is comprised of:

- Providers: **70**
- Commissioning Organisations: **13**
- National Organisations: **5**

We continue to promote the pledge and most recently attended the NHS Expo Conference and NHS Employer's Diversity and Inclusion Partners Programme to encourage NHS organisations to join those who are already signed up. We are

pleased that as a direct result of this both NHS Confed and Chesterfield Royal NHS FT have now pledged.

Of the national organisations represented at the Equality and Diversity Council, NHS England, Health Education England, the NHS Business Services Authority (BSA), and NHS Confed are the only organisations that have pledged.

In line with the introduction of the new Disability Confident standard, we have changed the pledge requirements to enable an organisation to sign up as long as they show demonstrable commitment to being disability friendly. This could be Two Ticks or Disability Confident accreditation, or another relevant local policy. We hope that by creating this additional flexibility we will encourage more pledges from organisations that are committed to increasing their employment of people with learning disabilities.

### **Capturing Progress**

Working with the Department of Health and Mencap, Emcor has now recruited three people with learning disabilities to work in Wellington House. This will shortly be extended to recruit additional employees in Skipton House and Richmond House.

More Trusts have also recently begun to employ people with learning disabilities. This includes three people in administrative roles at Surrey and Borders NHS Foundation Trust, two people at Doncaster and Bassetlaw NHS Foundation Trust, and one person at 5 Boroughs Partnership NHS Foundation Trust. We are working to collate more examples of successful work in the NHS so that we can showcase this to others and encourage them to follow suit.

We have recently surveyed pledged organisations to identify the barriers they are facing in translating their pledge into successful employments. Of the 14 respondents, eight listed NHS Jobs as a barrier, nine listed identify suitable roles as a barrier, and four listed organisational awareness or cultural change as a barrier. To respond to this, we are looking to set up a community of practice that uses the expertise of organisations that are already successfully employing to help others overcome the barriers to getting started.

## **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**

The NHS Jobs team has been commissioned to develop an easy read application form by the end of this financial year. This will address the NHS Jobs barrier that many of our pledged organisations continue to highlight. However, this is not an immediate fix, and in the interim we are encouraging organisations to develop easy

read application forms using the examples from our tools and guidance that can be submitted via email.

### **Apprenticeships and Supported Internships**

The Maynard taskforce on apprenticeships for people with learning disabilities has now reported, and a number of recommendations are being progressed by DWP and BEIS. This includes adjusting the minimum education and qualification standards, developing non-traditional recruitment practices such as working interviews, and piloting ways to flex the apprenticeship levy funding model to incentivise recruitment of people with learning disabilities. We are in conversation with DWP and BEIS to join up some of our pledged organisations with pilots to take this work forwards.

We have been in discussion with HEE about developing a national approach to supported internships and apprenticeships for people with learning disabilities. Many NHS organisations are already doing excellent work delivering supported internships, however we know that many of the candidates trained then go on to jobs outside the NHS due to a lack of suitable opportunities. Developing a national model would both facilitate the wider spread of supported internships and apprenticeships, and ensure that those trained through NHS programmes can go on to sustainable employment within the NHS. We continue to seek commitment from HEE for this work.

### **Partner Engagement**

As part of the NHS England Strategic Partners Programme, Mencap is working 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. As well as delivering job outcomes within our pledged organisations, we are exploring how to make this model sustainable beyond the lifecycle of the programme.

We are planning an engagement event to extend the successful work that Emcor has been doing to other contractors in our supply chain. In addition to this, Brook Street recruitment agency is planning to work with some Trusts over the remainder of this year to generate employments.

### **Programme sustainability**

With the programme due to end in March 2017, we are exploring all possible avenues for sustaining the successes already achieved, and those we expect to achieve over the coming months. We continue to make sure we remained linked in to the Workforce Disability Equality Standard and the increased monitoring of disability employment that it will bring now that it is embedded within the standard contract.

## **Next Steps**

Our main priority in the coming months will be to facilitate increased employment numbers in our pledged organisations. We will do this through developing the community of practice model, and encouraging the spread of success.

## **Actions for EDC**

1. EDC members to note the progress of the initiative and next steps.
2. EDC members are asked to sign up to the learning disability employment pledge as well as encouraging NHS organisations in their networks to do so.
3. HEE is asked to commit to developing a national approach to supported internships and apprenticeships.
4. EDC members are asked to consider the best route for sustainability of the learning disability employment work from April 2017

## Appendix A – Pledged organisations

### NHS Provider Organisations:

5 BOROUGH PARTNERSHIP NHS FOUNDATION TRUST

Airedale NHS FT

Arden and Greater East Midlands CSU

Barking, Havering And Redbridge University Hospitals NHS Trust

BARNET, ENFIELD AND HARINGEY MENTAL HEALTH NHS TRUST

BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

Birmingham Children's Hospital NHS FT

Bradford District care FT

Bradford Teaching Hospitals NHS FT

Brighton And Sussex University Hospitals NHS Trust

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

Chesterfield Royal NHS FT

City Health Care Partnership CIC

City Hospitals Sunderland NHS FT

County Durham & Darlington NHS Foundation Trust

Croydon Health Services NHS Trust

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

Gateshead Health NHS FT

Greater Manchester West Mental health Foundation trust

Guy's and St Thomas' NHS 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 TRUST

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Liverpool Heart And Chest NHS FT

Mid Cheshire Hospitals NHS FT

Network Employment Service Mersey Care NHS Trust

North East Ambulance Service NHS Trust

North of England CSU

North Staffordshire Combined Healthcare NHS Trust

Northern Devon Healthcare NHS Trust

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

OXFORD HEALTH NHS FOUNDATION TRUST

Peterborough and Stamford Hospitals NHS FT

Plymouth Hospitals NHS Trust

Royal Liverpool and Broadgreen University  
Hospitals NHS Trust

Royal United Hospital Bath 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

Surrey & Borders Partnership NHS Foundation  
Trust

Sussex Community NHS Trust

Tameside Hospital NHS FT

The Christie NHS FT

The Dudley Group NHS FT

The Newcastle Upon Tyne Hospitals NHS FT

The Queen Elizabeth Hospital, King's Lynn. NHS FT

The Royal Wolverhampton Hospitals NHS 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

**NHS Commissioning Organisations:**

NHS Cambridgeshire And Peterborough CCG

NHS Coventry And Rugby CCG

NHS East Riding Of Yorkshire CCG

NHS Great Yarmouth And Waveney CCG

NHS Guildford And Waverley CCG

NHS Islington CCG

NHS Medway CCG

NHS Nene CCG

NHS North Derbyshire CCG

NHS Northumberland CCG

NHS Nottingham City CCG

NHS Sheffield CCG

NHS Tameside And Glossop CCG

**National NHS Organisations:**

NHS Confed

NHS England

Health Education England

NHS Property Services

NHS Shared Business Services