

Equality and Diversity Council Meeting Paper

24 January 2017

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:* Develop local and national solutions to increase 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 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.

This launch phase of the programme is due to come to an end in March 2017. We are now seeking to generate sustainability for this work by embedding it within business as usual for the NHS, and as part of the wider Workforce Disability Equality Standard (WDES) implementation. This will ensure that we continue to see a long-term increase in learning disability employment across the NHS.

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

Number of organisations pledging to participate

The number of organisations pledging their support to the programme continues to grow. Since the last Equality and Diversity Council (EDC) update, we have had an additional sixteen organisations pledge to employ people with learning disabilities. This brings our total to 106, exceeding our original target of 100 pledges. More details can be found in Appendix A, and we are working to update the map of pledges that is available on the NHS Employers website.

This number is comprised of:

- Providers: **83**;
- Commissioning Organisations: **16**;
- National Organisations: **7**.

Our new pledges have come from a variety of organisations. PHE and NHS Employers have joined the existing national bodies that had previously pledged; a number of new CCGs and providers have pledged; and Emcor and Engie have become our first two supply chain organisations to signal their commitment to increase the number of people they employ within their NHS contracts.

Capturing Progress

A number of NHS organisations, including NHS England, participated in Mencap's learning disability work experience week in November 2016. We hosted two candidates within the Strategy Group, both of whom had the opportunity to meet Simon Stevens and spend some time with his team. We have used our experience from this to commence recruitment for a business management vacancy.

There was significant communications activity as part of this week, and Mencap commented that the NHS had the most prolific social media presence of all its participating organisations. This both raised the profile of learning disability employment in the NHS, and directly contributed to the increase we have seen in pledges from CCGs and providers. We are now building on this momentum to encourage these organisations to start employing.

As we head towards the end of the programme, we have been increasing communication with our pledged organisations. As a result, we are now aware that at least 32 of the 104 pledged organisations are currently employing people with learning disabilities. The total number of jobs that we know to have been created since the programme commenced has risen to 11. We expect this number to increase further as we find out more detail from within these 32 organisations, and as others start to employ for the first time. These employments include a project worker at Kettering General Hospital, two administrative support workers at Sheffield CCG, an administrative support worker at Northumbria CCG, and two nursing assistants at Derbyshire Healthcare Foundation Trust.

To showcase this and the increasing success we expect to see over the coming months, we are holding an event with the King's Fund in March 2017. This will take the expertise from employing organisations and use it to focus organisations that are not yet employing on the practical steps they can take to get started.

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

Recruitment processes

In January 2017 the NHS Jobs team will be testing the online easy read application form with service users, with a view to the changes being in place by March. In addition to this, we are seeking to work with Central Manchester University Hospital NHS Trust (CMFT) and NHS Employers to produce additional recruitment guidance. CMFT has significant experience of employing more than 20 people with learning disabilities, and is therefore well-placed to help develop this guidance using their existing expertise. This will address feedback that our existing tools and guidance do not go far enough to talk people through aspects of the recruitment process that need adapting for people with learning disabilities.

Supported internships and apprenticeships

Over 60% of young people with learning disabilities and autism who participate in NHS supported internship programmes go on to paid employment, but a significant proportion are not retained within the NHS. We have been working with Health Education England (HEE) and the Education Funding Agency (EFA) to explore the options for developing a national approach to supported internships and apprenticeships for people with learning disabilities.

The EFA, number of NHS organisations, and local authorities have expressed enthusiasm for being part of an NHS-led system. This would simplify the way that funding flows through the system, enabling us to use resource more effectively, and mainstream this key pathway for learning disability employment. Alongside this, we have been linking up NHS organisations with government-led trials to increase the accessibility of apprenticeships for people with learning disabilities following the Maynard taskforce.

Health and Work Green Paper

On 31 October 2016 DWP and DH published the “*Work, health and disability green paper: improving lives*” and launched a consultation on what it will take to transform employment prospects for disabled people and people with long-term health conditions. The paper references the NHS learning disability employment work as a leading example of the type of work that the public sector should be doing to lead the way in its role as an employer. In addition to this, the DWP and DH Health and Work Joint Unit is seeking to pilot an approach working with local authorities to deliver supported employment on an outcome-payment basis. We are in discussion about the potential role this could have in mainstreaming some of our learning disability employment work. The consultation closes in February 2017, and we are engaging with NHS England’s Health and Work community of practice to feed into any formal, or informal, response that we make to this.

Partner engagement

We are progressing three major strands of work with our partners that are aiming to deliver job outcomes by March:

- **Mencap:** through the Strategic Partners Programme, Mencap is coordinating voluntary sector engagement to target 40 NHS organisations and help them start employing;
- **Brook Street:** as one of the largest recruitment agencies, Brook Street is seeking to target the pledged organisations with which they trade;
- **Communities of Practice:** Guy’s and St Thomas’ and Hampshire Hospitals NHS Foundation Trusts, as successfully employing organisations, are leading local communities of practice to work with 3-5 NHS organisations in their area to start employing.

Over the remainder of this financial year, we will monitor the progress of these initiatives, in order to take a view on which elements should be spread and scaled across the rest of the NHS.

In addition to this, we held a supplier engagement event in November to encourage other supply chain organisations to follow the example set by Emcor and begin employing people with learning disabilities. As a result of this, we are now aware that Engie is also already employing, and we are engaging with ISS, Serco, Compass and Mitie to link them up with support partners.

Programme sustainability

As the programme draws to a close, we are considering which elements have been most successful and should be made part of the mainstream work of NHS England, and the other national bodies. This includes:

- **Equalities and Health Inequalities (EHI) Team (NHS England):** we have had provisional conversations with Jane Cummings, Anu Singh, and Ruth Passman about the role of the EHI team in overseeing this as part of their existing portfolio;
- **Horizons:** we are discussing with the Horizons team in NHS England how they could take forwards elements of the work, such as the communities of practice;
- **NHS Employers:** we are discussing the role that NHS Employers should continue to take in terms of oversight for recruitment guidance, and whether we want to maintain the website that they currently host;
- **Health Education England (HEE):** we will continue to work with HEE to establish their future role in apprenticeships and supported internships for people with learning disabilities across the NHS.

We are aiming to have more detailed conversations with each of these stakeholders in early January 2017, prior to this EDC meeting, with a view to commencing supported handover from March.

Subsequent Steps

Our priorities in the approaching months will be:

- To increase employment numbers in our pledged organisations through the development of the various approaches outlined in this paper;
- To showcase success and encourage others to follow the examples set by employing organisations;
- To create a clear plan for the long-term sustainability of learning disability employment in the NHS.

Actions for EDC

1. EDC members to note the progress of the initiative and next steps;
2. EDC members that are not yet pledged to sign up to the learning disability employment pledge, as well as encouraging NHS organisations in their networks to do so;
3. HEE to consider next steps to developing national approach to supported internships and apprenticeships;

4. EDC members to note proposals 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

BARNET, ENFIELD AND HARINGEY MENTAL HEALTH NHS TRUST

Bart's Hospital NHS foundation Trust

BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

Birmingham Children's Hospital NHS FT

Bradford District care FT

Bradford Teaching Hospitals NHS FT

Bridges Medical Practice

Brighton And Sussex University Hospitals NHS Trust

Buckinghamshire Healthcare 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 Foundation Trust

City Health Care Partnership CIC

City Hospitals Sunderland NHS FT

County Durham & Darlington NHS Foundation Trust

Coventry and Warwickshire NHS Trust

Croydon Health Services NHS Trust

Derbyshire Healthcare NHS Foundation Trust

Devon Partnership Trust

Doncaster And Bassetlaw Hospitals NHS FT

DUDLEY AND WALSALL MENTAL HEALTH PARTNERSHIP NHS TRUST

Gateshead Health NHS FT

Greater Manchester West Mental health Foundation trust

Guys and St Thomas' NHS FT

Hampshire Hospitals NHS FT

Homerton University Hospital NHS FT

KENT AND MEDWAY NHS AND SOCIAL CARE PARTNERSHIP TRUST

Kettering General Hospital NHS Foundation 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

Norfolk and Suffolk NHS Foundation Trust

North Staffordshire Combined Healthcare NHS Trust

Northern Devon Healthcare NHS Trust

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

OXFORD HEALTH NHS FOUNDATION TRUST

Oxford University Hospitals NHS Foundation Trust

Peterborough And Stamford Hospitals NHS FT

Plymouth Hospitals NHS Trust

Royal Liverpool And Broadgreen University Hospitals NHS Trust

Royal United Bath NHS Foundation Trust

SOLENT NHS TRUST

South Staffordshire and Shropshire Healthcare
NHS Foundation Trust

SOUTH WEST LONDON AND ST GEORGE'S MENTAL
HEALTH NHS TRUST

Southend University Hospital NHS FT

St Georges University Hospital NHS FT

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

The Whittington Hospital

University Hospital Morecambe Bay NHS
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

Westbourne Medical group

Western Sussex Hospitals NHS Foundation Trust

Yeovil District Hospital NHS FT

Humber NHS foundation Trust

Norfolk Community Health & Care NHS Trust

South Tees Hospital NHS Foundation Trust

East Kent Hospitals University NHS Foundation
Trust

EMCOR group UK PLC

Engie

Black Country Partnership NHS Foundation Trust

Nottingham University Hospitals NHS Foundation
Trust

NHS Commissioning Organisations:

Arden and Greater East Midlands Commissioning
Support Unit

Lincolnshire community health services

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 Northumberland CCG

NHS Nottingham City CCG

NHS Property Services

NHS Sheffield CCG

NHS Tameside And Glossop CCG

North of England CSU

National NHS Organisations:

HEE

NHS Business Services Authority

NHS Confederation

NHS Digital

NHS Employers

NHS England

Public Health England

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