

Equality and Diversity Council Meeting Paper

19 April 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 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.

The launch phase of the programme is drawing to an end in March 2017. As of 1 April 2017 ownership and budget will transfer from the Strategy Group to the Equality and Health Inequalities Unit EHIU. This will generate sustainability for this work, embedding it within business as usual for the NHS, and as part of the wider Workforce Disability Equality Standard (WDES) implementation.

This paper sets out progress against the two aims, and plans for programme transition from April 2017.

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. This brings our total to 113, above the target of 100 pledges. More details can be found in Appendix A, and a map of pledged organisations can be found on the NHS Employers website.

This number is comprised of:

- Providers: **90**
- Commissioning Organisations: **16**
- National Organisations: **7**.

Capturing Progress

The programme set an internal target of at least 50 new jobs for people with learning disabilities in NHS organisations over the two year launch phase. Through directly engaging with our pledged organisations we are now aware of at least 58 new jobs since the programme launched. These jobs span a range of roles in CCGs, providers, national bodies and supply chain organisations. Progress against this is self-reported as we do not yet have a consistent way of recording “disability type” on our staff record systems. This means may mean that the actual figure is likely to be much higher, with many more jobs across the NHS that we are not aware of.

Engagement with pledged organisations

We have been testing a number of different models to broker relationships between individuals with learning disabilities and roles in NHS organisations that have pledged to employ them. These are all showing early signs of success, with more job outcomes expected across 2017/18.

- **Communities of practice:** Guy’s and St Thomas’ NHS Foundation Trust and Hampshire Hospitals NHS Foundation Trust are both leading local communities of practice. Acting as “hub” organisations, they are taking their experience of employing people with learning disabilities to support other local “spoke” organisations to start employing.
- **Brook Street:** As a major NHS recruitment supplier, Brook Street is seeking to employ people with learning disabilities across a range of roles in its NHS contracts, to span both temporary and permanent placements.
- **Mencap:** Through the Strategic Partners Programme, Mencap has been coordinating voluntary sector activity to help pledged NHS organisations identify and carve suitable roles, raise staff awareness of the benefits of employing people with learning disabilities, and identify candidates.
- **Supply chain:** EMCOR and Engie, both NHS facilities management suppliers, have been sharing their good practice with other parts of our supply chain in order to encourage them to start employing people with learning disabilities.

To showcase this and the increased success we expect to see over the coming months, we held a joint conference with the King’s Fund in March 2017. This took the expertise from employing organisations to help organisations that are not yet employing, identify 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

We are progressing two major pieces of work to address the gaps in accessible recruitment processes for people with learning disabilities.

- **NHS Jobs:** We have supported the Department of Health to commission an easy read version of the NHS Jobs application form. It is hoped that this work will be delivered in March 2017 but if not, we are exploring options to ensure delivery in 2017/18.
- **Employer-led recruitment guidance:** We have commissioned a lead from Central Manchester University Hospitals NHS Foundation Trust to produce employer-led recruitment guidance for people with learning disabilities. This builds on their significant experience over 10+ years and addresses feedback that our existing tools and guidance do not cover all aspects of the recruitment process. We are establishing a working group with NHS Employers to coordinate this work, and are discussing launching any guidance produced at the NHS Confederation conference in June 2017.

Supported internships and apprenticeships

HEE is awaiting a decision from the Education Funding Agency on whether they have been approved as a national training provider for supported internships and apprenticeships, and will provide more details on their plans once this outcome is known.

Programme handover

We are now working with the EHIU to support the transition of the programme from the Strategy Group from 1 April. Budget handover and responsibility have been agreed, and we are now working to co-design a programme plan for the start of 2017/18. As well as handing over existing deliverables, we will produce an evaluation of the programme in April to support any future redesign.

Next steps

Our priorities over the next quarter will be:

- To continue to increase the number of jobs for people with learning disabilities in our pledged organisations through the initiatives outlined in this paper;
- To showcase success and encourage others to follow the examples set by employing organisations;
- To work with the EHIU to support the handover of the programme until transition is complete.

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. EDC members to note plans 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

Avon & Wiltshire mental health partnership NHS Trust

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

Black Country Partnership 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

Countess of Chester Hospitals 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

Nottingham University Hospitals 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 Hillingdon hospitals NHS Foundation trust

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

Mid Yorkshire Hospitals NHS FT

EMCOR group UK PLC

Engie

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

South, Central & West CSU

National NHS Organisations:

HEE

NHS Business Services Authority

NHS Confederation

EDC06 04/17

NHS Digital

NHS Employers

NHS England

Public Health England