Learning disability employment in the NHS

NHS Employers Diversity & Inclusion Partners

Lela Kogbara, NHS England
15 February 2017
The launch phase of the learning disability employment programme has two aims

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 learning disability employment programme is jointly led by NHS England and NHS Employers. It is currently owned by the Strategy Group in NHS England, and this is due to end in March 2017, when the work should become embedded within business as usual for the NHS.

As our ownership of the programme ends, we are looking to embed the work within the existing remit of other teams, to ensure it remains sustainable – WDES, Health and Health Inequalities Team, Transforming Care Partnerships, Health Education England
Over the last two years, considerable progress has been made towards achieving these aims

108 pledged organisations

• 81 providers
• 16 CCGs
• 7 national bodies
• 2 CSUs
• 2 supply chain organisations

Tools and guidance

• Making the case
• Identifying real jobs
• Employment
• Being an accessible employer
• Advertising and recruitment
• Case studies from employing NHS organisations

32+ employing organisations

• Business and admin
• Clinical health
• Lived experience
• Facility support
• Healthcare assistant
• HR
• Pathology
• Pharmacy
• Apprenticeships and supported internships

19 recent job outcomes

• Jobs within the supply chain
• Jobs within Trusts
• Roles including facilities management, admin and lived experience
• Support provided by the voluntary sector
Good engagement from D&I Partners
7 more pledged since the last event

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<th>Trust Name</th>
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<td>Avon &amp; Wiltshire Mental Health Partnership NHS Trust</td>
<td>Kettering General Hospital NHS Foundation Trust</td>
<td>Northumberland, Tyne and Wear NHS Foundation Trust</td>
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<td>Barts Health NHS Trust</td>
<td>Lancashire Care NHS Foundation Trust</td>
<td>Oxford University Hospitals NHS Foundation Trust</td>
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<td>Buckinghamshire Healthcare NHS Trust</td>
<td>Leeds Teaching Hospitals NHS Trust</td>
<td>South Staffordshire and Shropshire Healthcare NHS Foundation Trust</td>
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<td>Camden and Islington NHS Foundation Trust</td>
<td>Lincolnshire Community Health Services</td>
<td>South, Central and West Commissioning Support Unit</td>
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<td>Chesterfield Royal Hospital NHS Foundation Trust</td>
<td>Mid Yorkshire Hospitals NHS Trust</td>
<td>University Hospital Southampton NHS Foundation Trust</td>
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<td>Countess of Chester Hospital NHS Foundation Trust</td>
<td>Norfolk and Suffolk Foundation NHS Trust</td>
<td>University Hospitals of Morecambe Bay NHS Foundation Trust</td>
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<td>Dorset HealthCare University NHS Foundation Trust</td>
<td>North of England Commissioning Support Unit</td>
<td>Western Sussex Hospitals NHS Foundation Trust</td>
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Building on these, we have been tackling the systemic changes required to embed success across the NHS

**Supported internships and apprenticeships**
- Supported internships for people with learning disabilities are widely used across the NHS, with a variety of local models e.g. Project Search, Project Choice
- Government is taking forwards recommendations from the recent Maynard Taskforce to increase the accessibility of apprenticeships for people with learning disabilities
- We have been working with HEE, DfE, DWP and BEIS to join up NHS organisations with government trials, and develop a national approach to NHS apprenticeships

**Brokering functions**
- Our pathway mapping indicated a need for a brokering function to support NHS organisations to carve out appropriate job opportunities and match candidates to them
- We are currently trialling different ways of creating this brokering function including support from the voluntary sector and support from recruitment agencies
- We expect more results from these by March 2017 and, if successful, need to consider how they become sustainable approaches

**Communities of practice**
- Many NHS organisations already have significant experience of employing people with learning disabilities
- However, we still have 80+ pledged organisations that have not yet started, despite good engagement with the programme
- We are now looking to create communities of practice where successful organisations can support others to create their first employments by March 2017
A reminder of support you can access across the whole recruitment pathway

You can get help with

• Making the case
• Being an accessible employer
• Identifying appropriate roles
• Accessible advertising and recruitment
• Induction & training
• On-the-job support
• Monitoring

You can get help from

• Our tools and guidance
• Local voluntary organisations
• Organisations that have had success
• Funding from Access to Work
Any questions?

Find out more:


Get in touch:

england.ldnhsemployment@nhs.net

Let’s aim for 100% D&I partners pledged!