

Agenda Item No.7 (j)

DERBYSHIRE COUNTY COUNCIL

CABINET

26th October 2017

Report of the Strategic Director for Adult Care

Disability Employment Strategy 2017 - 2022

ADULT CARE

1. Purpose of the Report

To seek Cabinet approval of the proposed Disability Employment Strategy 2017- 2022, as set out in Appendix 1 of this report.

To see Cabinet approval to the proposal to develop a Derbyshire wide disability Employment Strategy to include the NHS and the Department for Work and Pensions. This will enable good practice to be shared and common barriers to be addressed more effectively.

2. Information and Analysis

Background

Derbyshire County Council's Council Plan sets out a commitment to make it easier for people of all ages, including care leavers and those with disabilities, to find and access suitable employment.

Disabled people are still disadvantaged in the workforce as evidenced by national and local data.

- The Disability Employment gap - In the third quarter of 2016, 48.3% of disabled people aged 16-64 were in employment; this was a gap of 32.2 percentage points compared to people without a disability. The gap is even more marked for people with severe learning disabilities or severe mental ill health. (Key statistics on people with disabilities in employment, House of Commons Library December 2016)

- A disabled person is eight times more likely to be unemployed in Derbyshire than a non-disabled person. This is higher than rates for England as a whole where a disabled person is 5 times more likely to be unemployed than a non-disabled person. (ONS November 2016)
- In Derbyshire in 2015/16 only 1.7% of adults with learning disabilities known to Adult Care were in employment compared to 5.8% in England (ASCOF measure 1E)
- In the Derbyshire County Council workforce 3.59% of staff declared a disability as at March 2017 (Information taken from SAP) compared with 12.7% of disabled people of working age employed as employees in Derbyshire. (ONS Annual Population survey 2016-17). However the number in the council workforce should be treated with caution and is likely to be an underestimate as the system does not capture the information for existing employees, if when they develop a disability they choose not to declare.

Derbyshire County Council has a statutory duty to promote well-being, which includes participation in work (Care Act 2014); to make reasonable adjustments to support disabled job applicants and employees (Equality Act 2010); and to ensure that employment is a key outcome considered when planning to meet the needs of adults with autism (Autism Act 2009). The Council has statutory duties with respect to young people under the Learning and Skills Act 2000, and the Learning and Skills Act 2008.

The Council is in a strong position to lead the way in enabling more young disabled people to enter the workforce; in making reasonable adjustments to enable disabled people in the current workforce to continue working, and in influencing partner organisations and suppliers to employ disabled people.

The Council is making good progress already in many of these areas and is a 'Disability Confident' employer. In addition, the in-house Adult Care Disability Employment Service provides support to a wide range of people many of whom have a learning disability and/ or mental health need.

However more can be done to increase the number of disabled people in the Council workforce and to support people who receive services from the council and who want to work, into employment. There are some good examples of care leavers being supported into apprenticeships with the council which we can learn from.

A greater focus on innovative recruitment practices would support the need to attract younger people to the county Council's workforce and help to meet recruitment shortages in areas such as personal social care.

A positive outcome from more disabled people in the workforce in Derbyshire will be more people being self-sufficient, having less reliance on benefits and increased spend in the local economy.

Developing the Strategy

A task and finish group of key officers from Adult Care; Economy, Transport and communities and Childrens services developed the strategy. The vision which guides this strategy is set out below.

To support disabled people in Derbyshire to access opportunities to achieve their employment goals; and that Derbyshire County Council - in liaison with key partners- effectively targets its efforts at increasing disability employment.

In order to achieve the Vision the strategy sets out five priorities which will guide the actions and investments of the County Council and key stakeholders over the next 5 years.

- Empowering and supporting people to secure paid employment
- Job retention and Career development
- Working with Employers
- Strategic Partnership and Engagement
- Skills Development

Derbyshire County Council should adopt a leading role in influencing other employers in the county to make employment of disabled people a priority. The Council should co-ordinate and have oversight of this initiative. It is proposed that a cross Departmental Implementation Group is established to ensure that the actions required to deliver the strategy are identified and delivered.

It is proposed that the Disability Employment Strategy will be reported to the corporate Employment and Skills Board which will take responsibility for monitoring the actions which flow from the strategy. Day to day delivery of the identified actions will be through each service area. Responsibility for reporting on the progress of the strategy will rest with the Strategic Director for Adult Care.

3. Financial Considerations

There may be future costs, for example in relation to Internships, but these will be explored in the Implementation Group and will be subject to further reports, as required.

4. Human Resources Considerations

The strategy reflects the existing direction of travel which involves the County Council moving from level 2 to becoming a level 3 Disability Confident employer. It may also be necessary to consider contractual arrangements in relation to internships and associated changes to job and person profile as the implementation of the strategy develops.

5. Legal Consideration

The Council's legal duties, and, in particular, the Public Sector Equality Duty, are highlighted in the draft strategy.

6. Social Value Considerations

The implementation of the strategy will contribute towards increasing social value in that the County Council will encourage its suppliers and partner organisations to become 'Disability Confident' employers and therefore increase the number of disabled people in employment across the county.

7. Other Considerations

In preparing this report the relevance of the following factors has been considered: Human Rights, equality of opportunity, health, environmental, transport, property and crime and disorder considerations.

8. Background Papers

None

9. Key Decision

No

10. Is it required that the Call-in period be waived in respect of the decisions being proposed within this report?

No

11. Officer's Recommendation

- That Cabinet approves the Disability Employment Strategy 2017- 2022, as set out in Appendix 1 of this report and agrees that monitoring of the implementation of identified priorities and actions takes place through the Employment and Skills Board.

- That Cabinet approves the proposal to develop a Derbyshire wide Disability Employment Strategy to include the NHS and the Department for Work and Pensions. This will enable good practice to be shared and common barriers to be addressed more effectively.
- That each Department responds to the recommendations set out in the strategy. These will then form an Action Plan which will be further developed and monitored by a cross departmental Implementation Group led by Adult Care.

Joy Hollister
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MATLOCK

DERBYSHIRE COUNTY COUNCIL DISABILITY EMPLOYMENT STRATEGY 2017- 2022



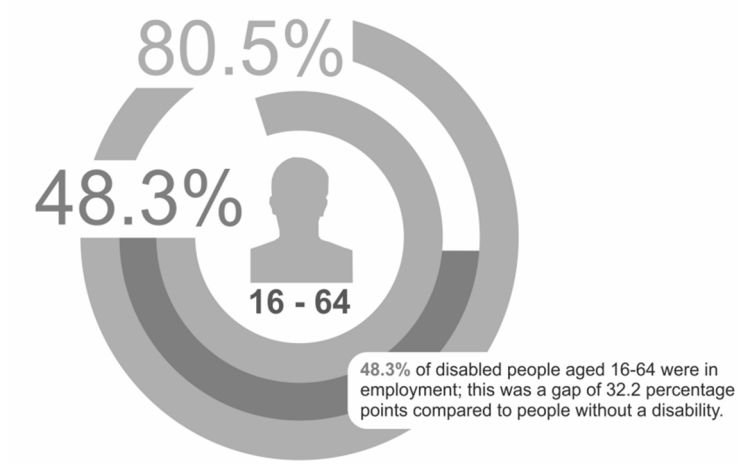
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1. Executive Summary

Derbyshire County Council's Council Plan sets out a commitment to make it easier for people of all ages, including care leavers and those with disabilities, to find and access suitable employment.

Disabled people are still disadvantaged in the workforce as evidenced by national and local data.

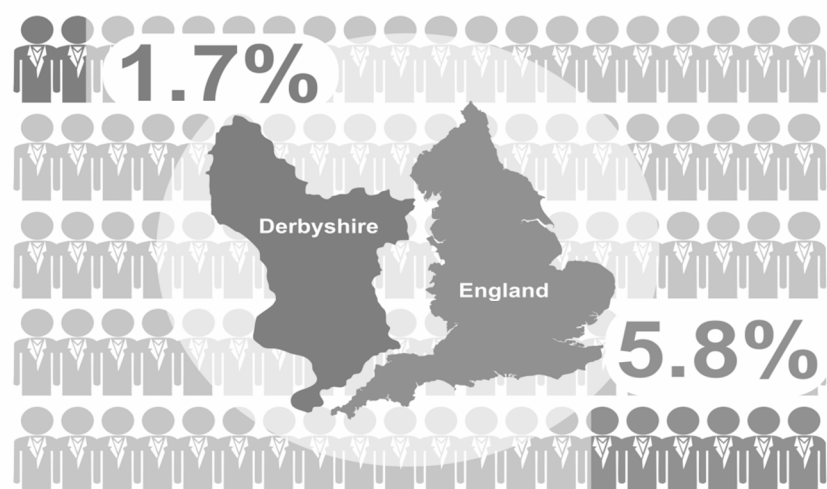
- The Disability Employment gap - In the third quarter of 2016, 48.3% of disabled people aged 16-64 were in employment; this was a gap of 32.2 percentage points compared to people without a disability. The gap is even more marked for people with severe learning disabilities or severe mental ill health. (Key statistics on people with disabilities in employment, House of Commons Library December 2016)



- A disabled person is eight times more likely to be unemployed in Derbyshire than a non-disabled person. This is higher than rates for England as a whole where a disabled person is 5 times more likely to be unemployed than a non-disabled person. (ONS November 2016)

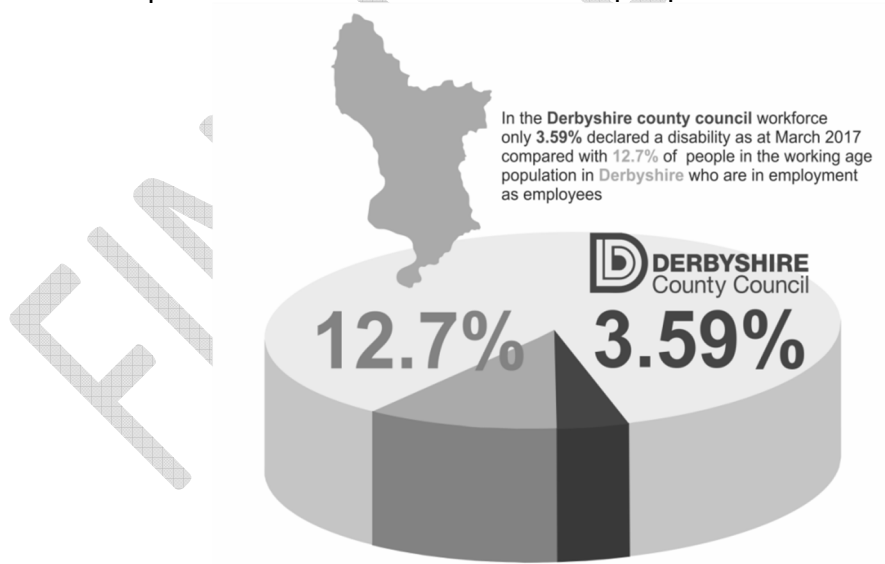


- In 2015/16 only 1.7% of adults with learning disabilities known to Adult Care were in employment compared to 5.8% in England (ASCOF measure 1E)



In 2015/16 only 1.7% of adults with **learning disabilities** known to Adult Care were in employment compared to 5.8% in **England**.

- In the Derbyshire County Council workforce only 3.59% declared a disability as at March 2017 (Information taken from SAP) compared with 12.7% of disabled people of working age employed as employees in Derbyshire. (ONS Annual Population survey 2016-17). It should be borne in mind however that it is for employees to self declare their disability so this figure may underrepresent the retention of disabled people in the workforce.



Derbyshire County Council has a statutory duty to promote well-being, which includes participation in work (Care Act 2014); to make reasonable adjustments to support disabled job applicants and employees (Equality Act 2010); and to ensure that employment is a key outcome considered when planning to meet the needs of adults with autism (Autism Act 2009). The Council has statutory duties with respect to young people under the Learning and Skills Act 2000, and the Learning and

Skills Act 2008. In addition as set out below the Council has a public sector equality duty under the Equality Act.

The Council is in a strong position to lead the way in enabling more young disabled people to enter the workforce; in making reasonable adjustments to enable disabled people in the current workforce to continue working, and in influencing partner organisations and suppliers to employ disabled people.

The Council is making good progress already in many of these areas and is a 'Disability Confident' employer. However more can be done to increase the number of disabled people in the Council workforce and to support people who receive services from the council and who want to work, into employment.

The vision which guides this strategy is set out below.

To support disabled people in Derbyshire to access opportunities to achieve their employment goals; and that Derbyshire County Council - in liaison with key partners- effectively targets its efforts at increasing disability employment.

In order to achieve the Vision the strategy sets out five priorities which will guide the actions and investments of the County Council and key stakeholders over the next 5 years.

- Empowering and supporting people to secure paid employment
- Job retention and Career development
- Working with Employers
- Strategic Partnership and Engagement
- Skills Development

Derbyshire County Council should adopt a leading role in influencing other employers in the county to make employment of disabled people a priority. The council should co-ordinate and have oversight of this initiative.

It is proposed that the Disability Employment Strategy will be reported to the corporate Employment and Skills Board which will take responsibility for monitoring the actions which flow from the strategy. Responsibility for reporting on the progress of the strategy will rest with the Strategic Director for Adult Care.

A cross Departmental Implementation Group led by Adult Care will develop and monitor an Action Plan based on the recommendations in the strategy.

2. Introduction

Derbyshire County Council knows from national, regional and local statistics that people with disabilities are disproportionately underemployed compared to non disabled people.

Tackling disability employment is a national government priority as set out in The Work, Health and Disability Green Paper (November 2016).

This five year strategy covers people of working age and includes all disabilities.

The definition of disability used is the one in the Equality Act 2010 – *‘Someone who has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities. Long term is defined as lasting or expecting to last for at least 12 months.’*

This strategy is intended for Derbyshire County Council firstly in its role as an employer; secondly in its role as an ‘influencer’ with county wide strategic oversight. The strategy applies not only to people who are seeking employment, but to people already working for the council who may need support to stay in work.

The Vision of this strategy

To support disabled people in Derbyshire to access opportunities to achieve their employment goals; and that Derbyshire County Council - in liaison with key partners- effectively targets its efforts at increasing disability employment.

Derbyshire County Council has a statutory duty to promote well-being, which includes participation in work (Care Act 2014); to make reasonable adjustments to support disabled job applicants and employees (Equality Act 2010); and to ensure that employment is a key outcome considered when planning to meet the needs of adults with Autism (Autism Act 2009). The council has statutory duties with respect to young people under the Learning and Skills Act 2000, and the Learning and Skills Act 2008. In addition to these specific suites the Council has a duty under the Equality Act (PSED).

The PSED requires public authorities to have "due regard" to:

- The need to eliminate discrimination, harassment and victimisation
- The need to advance equality of opportunity between persons who share a relevant protected characteristic (including disability) and persons who do not share it. This may involve treating some people more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited by or under the Equality Act

- The need to foster good relations between persons who share a relevant protected characteristic and those who do not share it. This includes having due regard to the need to tackle prejudice and to promote understanding

It is important therefore that the strategy aligns all council resources from each department so that we work together cross departmentally to meet the statutory duties. Budgetary pressures facing the council means that we need to find smarter ways of meeting our statutory duties, to make best use of resources.

3. Benefits of employment

Social and Health benefits

For people with disabilities, including mental ill health, work not only provides a monetary reward, but also non financial benefits such as identity and status; social contacts and support; a means of structuring and occupying time, and a sense of personal achievement.

Economic argument

There are significant economic costs both to the individual and society of low employment levels among disabled people. People who are excluded from the labour market tend to have a reduced standard of living, less financial control and lower economic security. Clearly this has many social implications for the person and society but there are also economic effects. An unemployed person generally has less money to spend in their community which could stimulate the local economy and lead to increased production of goods and services. Getting more disabled people to work will also reduce the cost of financial dependency.

In our current economic climate with low unemployment and an ageing population there are new pressures on the economy and employing more disabled people could make a really positive contribution to local businesses and the economic wealth of the UK.

Moral and Human Rights argument

The right to work is enshrined in Article 23 of the United Nations Universal Declaration of Human rights which states that 'everyone has the right to work, to free choice of employment, to just and favourable conditions of work, and to protection against unemployment'.

4. The context

4.1 National Policies and Statutory Duties

The following national policies and Statutory Duties set the context in which Derbyshire County Council delivers its services to support people with disabilities.

Care Act

Section 1 of the Care Act 2014 is about promoting wellbeing. Local Authorities must promote wellbeing when carrying out their care and support functions in respect of a person. Well-being includes amongst other areas: participation in work, education, training or recreation; social and economic well-being and the individuals contribution to society.

The well-being principle applies equally to those who do not have eligible needs but come into contact with the system in some other way (for example, via an assessment that does not lead to ongoing care and support) as it does to those who go on to receive care and support and have an ongoing relationship with the Local Authority.

It should inform the delivery of universal services which are provided to all people in the local population, as well as being considered when meeting eligible needs.

Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Employers must make reasonable adjustments to support disabled job applicants and employees. This means ensuring disabled people can overcome any substantial disadvantages they may have doing their jobs and progressing in work. (See Appendix 3)

The Autism Act (2009) & associated statutory guidance (2015)

This requires local authorities to:-

- Ensure that the assessment and care planning process for adult needs for care and support considers participation in employment as a key outcome, if appropriate, and looks at the ways that any such needs may be met in a way which could support adults with autism become work ready
- When carrying out a needs assessment, consider whether matters other than the provision of care and support could contribute to the achievement of outcomes an adult with autism wishes to achieve in day-to-day life, and whether the adult would benefit from anything under section 2 or section 4 of the Care Act(ref), or anything that maybe available in the community, including signposting, as appropriate, to employment and benefits advice and agencies that can help people with autism to find and keep a job
- Ensure that employment is promoted as a positive outcome for the majority of children and young people with autism who have EHC plans and that routes to employment are fully explored during the reviews of those plans from Year 9 (age 13-14) onwards and included in plans where appropriate. Information on

preparing for and finding employment must be included in the local authority's Local Offer under the Children's and Families Act 2014.

The Learning and Skills Act 2000, and the Learning and Skills Act 2008

These are our statutory duties under the Learning and Skills Act 2000, and the Learning and Skills Act 2008, the Council retains the duty to:

- Encourage, enable and assist participation of young people in learning.
- Assist the most vulnerable and those at risk of becoming NEET (Not in Education, Employment or Training).
- Complete assessments of EHC plans for children with learning difficulties and disabilities, to identify the support needs of young people progressing into post compulsory education and training and to communicate with post-16 providers to ensure these needs are met.
- Track and record young people's intentions, and offers and provision of support pre and post-16 to maximise participation in learning and training.

SEND Code of Practice, January 2015

All young people should be helped to develop the skills and experience, and achieve the qualifications they need, to succeed in their careers. The vast majority of young people with Special Educational Needs (SEN) are capable of sustainable paid employment with the right preparation and support. All professionals working with them should share that presumption. Colleges that offer courses which are designed to provide pathways to employment should have a clear focus on preparing students with SEN for work. This includes identifying the skills that employers value, and helping young people to develop them.

Local authorities should be ambitious for children and young people with SEN, raising their aspirations and promoting high expectations about what they can achieve in school, college and beyond. Local authorities should ensure children and young people have access to the right support and opportunities that will prepare them successfully for adulthood by helping them achieve the agreed outcomes in their EHC plan. This will enable many more young people with SEN to complete their formal education.

Improving Lives Green paper

The Improving Lives Green paper (October 2016) is based on the premise that employment rates amongst disabled people constitute one of the most significant inequalities in the UK today with less than 48% of disabled people in employment compared to 80% of the non disabled population. 4.6 million disabled people and people with long term health conditions are out of work. The Green paper sets out the nature of the problem and why change is needed by employers, the welfare system, and health and care providers.

The areas for action identified are:

- Ensuring that disabled people and people with long term health conditions have equal access to labour market opportunities and are given the support they need to prevent them from falling out of work

- Helping employers take action to create a workforce that reflects society as a whole
- Ensuring people are able to access the right employment and health services
- To more effectively integrate the health and social care welfare systems
- To put mental and physical health on equal footing
- To invest in innovation to gain a better understanding of what works
- To change cultures and mind sets across all of society in order to focus on the strengths of disabled people.
- The Work and Health Programme is part of a wider package of support for disabled people outlined in the above Green paper. It is a welfare-to-work programme which will be launched in autumn 2017. It will provide specialised support for those unemployed for over two years, and on a voluntary basis, to those with health conditions or disabilities. It replaces two existing welfare-to-work schemes, the Work Programme and Work Choice.

Disability Confident

Disability Confident is a campaign that challenges negative attitudes to disability and disability employment and aims to help disabled people achieve their potential. The Disability Confident scheme has replaced the “Positive about Disability Two Ticks” scheme. As with the previous scheme, it aims to help employers make the most of the opportunities provided by employing disabled people. It is voluntary and has been developed by employers and disabled people’s representatives. The Disability Confident scheme has 3 levels – one level must be completed before moving on to the next.

Level 1: Disability Confident committed employer

Level 2: Disability Confident employer

Level 3: Disability Confident leader

Universal Credit

Universal Credit is a new means tested benefit which will eventually replace all means tested benefits for people who are unable to work due to illness or disability (temporary or permanent) as well as other groups. The benefit is being gradually introduced in Derbyshire.

4.2 Local strategic fit/requirements

- The Council Plan 2017 recognises that investing in the appropriate level and availability of skills is fundamental to the future prosperity of the county. It states that the council wants to make it easier for people of all ages, including care leavers and those with disabilities, to find and access suitable employment.
- The Derbyshire Economic strategy statement produced by the Derbyshire Economic Partnership includes a strategic theme - creating the Workforce to support growth. This includes the objectives of raising workforce skills; connecting people to economic opportunity; creating a skilled workforce and tackling disadvantage and helping hard to reach individuals and communities into economic activity. These objectives, in particular the final one, support the objectives set out in the Disability Employment strategy.

- The Derbyshire County Council Youth Employment strategy 2015-2020 sets out a pledge to deliver a Derbyshire that works. One of the five priorities in this strategy is to improve employment outcomes for all young people, but particularly our most vulnerable young people.

5. Employment related services delivered for people with disabilities and people with mental ill health in Derbyshire

The following services and initiatives are delivered as part of the County Council meeting its statutory duties.

Disability Confident

As members of the previous Two Ticks scheme, Derbyshire County Council transferred from this in October 2016, and has been awarded a Disability Confident Employer (Level 2) certificate by the Department for Work and Pensions which runs this scheme. There is an aspiration to move to level 3 at a later date.

Time to Change

Derbyshire County Council has signed the Employer Pledge which demonstrates our commitment to changing how we think and act about mental health in the workplace and ensures that employees who are facing these problems feel supported.

Looking after the mental health of employees makes business sense: tackling stigma can make a real difference to sickness absence rates, presenteeism levels, staff wellbeing and productivity, and retention.

Mental Health Employment Forum

There are two multi-agency Mental Health & Employment forums serving North and South Derbyshire (including Derby City). The forums are hosted by Derbyshire County Council, Derbyshire NHS Foundation Trust and the Department for Work and Pensions (DWP). The Forums aim to promote pathways to employment for people with mental health problems.

Community Projects for people with learning disabilities

Adult Care directly funds and provides a number of Community Projects which, apart from Bolsover Woodlands, which is arm's length and a Community Interest Company, are part of day services for people with learning disabilities.

The intention of these projects is to provide work experience and training. However in reality few people move on to paid employment. The projects include: Bolsover Woodland Enterprise; Markham Vale Land services; Parkwood car wash; Parkwood pottery; Blooming Marvels garden centre in Swadlincote, and Ilkeston Manufacturing services.

Community Connectors

This service is funded and provided by Adult Care to support individuals with learning disabilities who meet currently agreed criteria (broadly - young people in

transition, non-eligible people, people who are seeking alternatives to day services) to find alternative activities, some of which are work-related e.g. volunteering in a charity shop and transport training. The support is time limited and the intervention is based on a person centred approach to identify the individual's strengths. Building relationships and linking in to the person's local community are also key aspects of the Connectors involvement. This service fits with the direction of travel for learning disability services, the Progression Model, which supports individuals to achieve their aspirations for independence.

Derbyshire County Council Supported Employment

The in-house Adult Care Disability Employment Service is funded to provide support to a wide range of people many of whom have a learning disability and/ or mental health need. Some of the service clients are Adult Care clients, other are not. A growing number of referrals to the Disability Employment Service have very complex needs and achieving paid work can be difficult for many to achieve.

Some people with disabilities receiving Employment and Support Allowance (ESA) are placed in a Job Centre Plus category that allows them to seek or undertake 'Supported Permitted Work'. Clients in this group are restricted to earning £120 per week without their benefits being affected. To obtain Supported Permitted Work clients must be supervised by someone from a local authority or voluntary organisation whose job it is to arrange work for disabled people. The Disability Employment Service is an approved provider of Supported Permitted Work and Job Centre Plus refer suitable clients to the service for this purpose.

The service also provides a Retention Service that enables people who do obtain employment to continue to receive in work support. This can involve giving advice to employers on Reasonable Adjustments and Access to Work payments.

Multi Agency Team Personal Advisors

Multi Agency Team Personal Advisors in Children's services are funded by the council to support young people who are not in education, employment or training (NEET), or who are at risk of NEET to access suitable education employment or training.

SEND Officers (14-25)

SEND Officers (14-25) are provided by Children's services to work to remove barriers to learning for children and young people with special educational needs and disabilities and facilitate support to enable their preparation for adulthood. They offer advice, guidance and support for children and young people; undertaking assessments and planning as required to ensure that needs are met, and that young people are enabled to participate in learning and supported to plan for the future.

D2N2 European Social Fund

In 2013, Government asked each Local Enterprise Partnership (LEP) to draw up a six year strategy for spending a notional allocation of European Structural and Investment Funds (ESIF). The D2N2 allocation is one of the largest in the country at approximately £214m for 2014-2020, comprised of:

- £104,400,000 – ERDF (European Regional Development Fund)
- £104,400,000 – ESF (European Social Fund)
- £5,500,000 – EAFRD (European Agricultural Fund for Rural Development)

The strand of ESIF aimed at helping to reduce economic inactivity and increase workforce skills is the European Social Fund (ESF). The D2N2 approach to the ESF has been to invest £48.3m in the development and commissioning of 11 programmes which offer a range of pre-employment and employment support to local residents including those with a disability; people with mental health and other vulnerable groups. The remaining ESF allocation is currently being considered with further opportunities for the Council to influence the type of programmes that will be commissioned.

6. National statistics

The Work, Health and Disability Green Paper (November 2016) states that Employment rates amongst disabled people reveal one of the most significant inequalities in the UK today. Less than half (48%) of disabled people are in employment compared to 80% of the non disabled population. 4.6 million disabled people and people with long term health conditions are out of work. The disability employment gap is too wide.

Just under 12% of those who work in the public sector report having a disability, compared to an overall disability prevalence rate of 17% within society overall. (DWP Work, Health and Disability Green paper data pack 2016).

People with learning disabilities; people with autism, and people with mental ill health experience a greater 'disability employment gap' (Key statistics on people with disabilities in employment, 2016).

In the third quarter of 2016, 48.3% of disabled people aged 16-64 were in employment; this was a gap of 32.2 percentage points compared to people without a disability. The gap is even more marked for people with severe learning disabilities or severe mental ill health. This hasn't changed significantly in recent years.

This is a waste of potential, and it undermines disabled people's ability to live an ordinary life in which they would make a contribution to society, achieve economic independence and full integration into their local community.

7. Local Quantitative information

Disability unemployment rates in Derbyshire

Table one below shows the number of people who claim the Employment and Support Allowance (ESA) and people who claim Incapacity Benefit (IB). ESA and Incapacity benefit are 'earnings replacement benefits' paid to people who are sick and incapable of working. The table compares the ESA and IB claimants with General claimants claiming Job Seekers Allowance (JSA). People in the Work Related Activity Group (WRAG) for ESA are required to undertake activities to prepare them for work, but it is recognised they face additional challenges because of their disability. People in the support group for ESA are considered to be too ill or disabled at this time to work and they are not required to undertake activities to prepare them for work. People in the latter group may be assessed at a later date and judged to be fit to work and put in the Work Related Activity Group. The statistics available do not distinguish between the two groups of ESA claimant. Incapacity Benefit is being phased out, but some people still get this disability related benefit rather than the ESA.

Table 1 – Unemployment rates based on claimant count

Area	Disability related claims Aug 2016 (ESA and IB)		General claimants Aug 2016 (JSA)		Disability related claims Nov 2016 (ESA and IB)		General claimants Nov 2016 (JSA)	
	Count	%	Count	%	Count	%	Count	%
Amber Valley	4640	6	680	0.9	4670	6.1	590	0.8
Bolsover	4160	8.5	490	1	4200	8.6	470	1.0
Chesterfield	5770	8.8	730	1.1	5840	8.9	730	1.1
Derbyshire Dales	1660	4	170	0.4	1690	4.1	160	0.4
Erewash	4440	6.2	860	1.2	4510	6.3	720	1.0
High Peak	3220	5.6	410	0.7	3250	5.7	380	0.7
North East Derbyshire	4050	6.8	520	0.9	4100	6.8	480	0.8
South Derbyshire	2890	4.6	240	0.4	2930	4.6	170	0.3
Derbyshire	30830	6.4	4110	0.8	31190	6.4	3700	0.8
England	2025650	5.8	416040	1.2	2033940	5.8	385770	1.1

Source: DCC Policy and Research Division based on ONS statistics November 2016, Crown copyright ©

In general a disabled person is eight times more likely to be unemployed in Derbyshire than a non-disabled person. This is higher than rates for England as a whole.

People with a Learning Disability employment rates

Adult Care departments in all local authorities are required to report to the Department of Health about the number of people known to them who have a learning disability and who are in paid work. People with learning disabilities known to Adult Care are a small subsection of the ESA claimants and they face the biggest barriers in the labour market. Table 2 below provides a regional comparison of employment rates over the last five years.

In 2015/16 only 1.7% of people with a learning disability known to Derbyshire Adult Care were in paid work.

Table 2 – Percentage of people with a learning disability known to Adult Care departments in paid work

Local Authority	2011/12	2012/13	2013/14	2014/15	2015/16
Derby	5	5.8	7.4	7.1	6.9
Derbyshire	3.8	5.9	4.1	1.6	1.7
Leicester	10.3	8.8	7.7	6.9	5.2
Leicestershire	1.8	1.6	2.5	1.7	3.6
Lincolnshire	5.3	6.6	4.2	3.7	4.5
Northamptonshire	6.2	1.4	3.4	3.1	3.0
Nottingham	0.9	1.8	1.8	1.9	0.3
Nottinghamshire	9.2	6.7	7.2	2.9	2.4
Rutland	25.8	23.1	13.8	9.1	12.9
Milton Keynes	13.2	12.4	11.7	10.7	8.9

Source: Adult Care Management Information Team

The figures are expressed as a percentage in paid work, which is the way in which the Department of Health require this information to be presented. The figures are very low and even at the 'high point' of numbers in work; there was still a 96% unemployment rate among this group.

Derbyshire benefited from a European Social Fund Grant of £450,000 a year which had a significant impact on increasing the number of people with a learning disability in paid work between 2011/12 and 2013/14. This has been a significant factor in the dip in the number of people with a learning disability in work.

Table 3 - ASCOF measure 1E – Proportion of adults with learning disabilities in paid employment – 2015/16

	Derbyshire	East Midlands	England
All	1.7	3.3	5.8

Table 4 – Public Health Outcomes Framework: Gap in the employment rate between those with a learning disability and the overall employment rate - 2015/16

	Derbyshire	East Midlands	England
All	76	70.9	68.1

Source: ONS Annual Population survey and NHS Digital

Mental Health employment rates

Table 5 - ASCOF 1F - Proportion of adults in contact with secondary mental health services in paid employment 2015/16

	Derbyshire	East Midlands	England
All	9.4	4.7	6.7

Looking at both learning disability and mental health, the unemployment rate for people with the most significant learning disabilities is over 98%. Rates for people with significant mental health problems are almost as high at 88%, according to figures from the Social care Health and Information Centre.

Disabled people working for Derbyshire County Council
Table 6. Workforce Profile 1st April 2016 – 31 March 2017

Workforce Profile													
<i>represents number of appointments</i>													
Disability*													
<i>representing period 1 April 2016 - 31 March 2017</i>													
<i>or as at March 2017</i>													
Department	Jun-16			Sep-16			Dec-16			Mar-17			16/17 Target
	Disability	No. Appts	Disability %	Disability	No. Appts	Disability %	Disability	No. Appts	Disability %	Disability	No. Appts	Disability %	
Adult Care	182	4503	4.04%	175	4433	3.95%	185	4391	4.21%	178	4255	4.18%	4.15%
Chief Executives	10	176	5.68%	11	184	5.98%	11	174	6.32%	9	177	5.08%	
Childrens Services (all)	333	22795	1.46%	329	22460	1.46%	311	22479	1.38%	301	21809	1.38%	0.75%
Childrens Services (schools only)#	209	17723	1.18%	205	17436	1.18%	186	17494	1.06%	179	17018	1.05%	
Corporate Resources	90	2467	3.65%	96	2451	3.92%	93	2432	3.82%	91	2400	3.79%	3.20%
Economy Transport & Communities	78	1622	4.81%	77	1614	4.77%	73	1577	4.63%	72	1538	4.68%	5.54%
Overall Total	693	31563	2.20%	688	31142	2.21%	673	31053	2.17%	651	30179	2.16%	
Overall Total (exc sch)	484	13840	3.50%	483	13706	3.52%	487	13559	3.59%	472	13161	3.59%	1.98%
* Disability definition - employees having a long term illness, health problem or disability that limits their day to day activities													
# not included in overall total													
information taken from SAP only includes employees where information is available for Disability													
(data set 03.2017)													

The Table above is based on self declaration of disability.

New starters and the employee survey are the only way of updating the records at the moment. There may be times when employees are unable to carry out their duties as a result of becoming disabled and are redeployed but there is nothing in this process to place a disability marker on the HR system. This profile is therefore unlikely to reflect the true number of disabled employees in the workforce.

It should be noted that the corporate target of 1.98% has not been reviewed recently.

8. Local Qualitative information

Mental Health

The Derbyshire Mental Health and Employment Forums North and South have consulted with Mental Health service receivers regarding their experiences of work and welfare. In summary the major obstacle to employment was cited as a lack of understanding in the workplace about mental health issues; as well as a lack of understanding by Department for Work and Pensions staff. More detail is set out in Appendix 4.

Derbyshire County Council SEND inspection key areas for improvement

In 2016 a SEND strategic inspection of the county council took place. A key area for improvement identified in the SEND inspection was that:

'The proportion of adults with learning disabilities in paid employment is too low and is below the national average. See Table 3 page 4. Plans to address this are underdeveloped and consequently are unlikely to result in significant improvements.'

An Action Plan has been developed to address this. (See Appendix 2)

11. Key strategic aims

Strategic planning/governance structures

The Disability Employment Strategy will be reported to the corporate Employment and Skills Board which will take responsibility for monitoring the actions which flow from the strategy. Responsibility for reporting will rest with the Strategic Director for Adult care.

Strategic Priorities

The strategy sets out five priorities which will guide the actions and investments of the county Council and key stakeholders over the next 5 years.

- Empowering and supporting people to secure paid employment
- Job retention and Career development
- Working with Employers
- Strategic Partnership and Engagement
- Skills Development

i. Empowering and supporting people to secure paid employment

This is about changing lives through positive job outcomes for people who experience significant barriers to employment, and ensuring that the offer and the awareness is out there.

We know that people with learning disabilities; people with autism and people with mental ill health, in particular, face significant barriers in entering the job market. We should identify people who need support and offer them the opportunity to improve their skills. There are a number of Council programmes currently such as Apprenticeships; work experience, and Traineeships for learners age 16-24, which could offer a pathway into employment for young disabled people.

People attending the Community Projects provided by Direct Care (P.11) should be offered a range of options including paid employment; voluntary work and activities which can be purchased through personal budgets. The projects should be developed using the Social Enterprise Model.

We need to help people improve basic skills such as literacy; using public transport and living independently.

We need to ensure that people understand the financial benefits of paid work by linking to welfare benefits and income maximisation.

Recommendations for change

- Derbyshire County Council to build on the positive approaches that have been taken with regard to care leavers to offer apprenticeships; traineeships; supported internships and work experience so that people with disabilities are enabled to access the same opportunities as non disabled people and other disadvantaged groups.
- Embed the Disability Employment service, so it is seen as a key function and role. This means that in work support can be offered to disabled employees including the offer of the 'Place, Train and Maintain' approach which has been evidenced as effective. **Align the function of the service to support the Disability Confident core actions and activities**
- Raise the aspirations of young people with disabilities to make sure that they have ambitions for employment. This applies also to parents and professionals working with young people, including schools and colleges.
- Raise the aspirations of disabled adults; parents and carers and professionals working with them.
- Discussions about employment as an outcome must become integral to the Adult Care assessment process as part of the Care Act well being duty and include careers advice as required.
- Derbyshire County Council to act as strategic lead with partners to coordinate support for those with disabilities so that they are able to secure paid employment through linking services and pre-employment activity.
- That a Social Enterprise model is adopted in order to develop the current Community Projects.

ii. Job retention and Career development

This is about maximising the potential of people with disabilities who are in employment, wish to remain so, and want the opportunity to progress in their career.

Recommendations for change

- Continue to support workplace networks of disabled employees which offer peer support
- The Equality and Diversity Board and the Employment and Skills Board should receive quarterly reports regarding the number of disabled people in the county council workforce; the number of new starters with disabilities; the number of apprenticeships; traineeships; supported internships (when developed) and work experience placements. Progress measures will be set for these and the monitoring reported to the respective boards.
- Put in place an improved system to capture the disability status of employees so that better information about the current workforce is captured. The target

for disabled people in the county council workforce which stands at 1.98% be reviewed, and more challenging progress measures be put in place which will be reviewed on an annual basis.

- Use the Employee survey to include more questions pertinent to disability; mental health and long term conditions to find out more about the aspirations of people already in the workforce.
- Continue to raise the profile of the Time to Change campaign within the Council.

iii. Working with Employers

Employers have a significant role to play in ensuring the success of the strategy. There still remains a stigma associated with having a disability and how the disability is perceived to impact on the person's ability to perform their job. Currently out of 25,340 businesses in Derbyshire, only 67 are signed up to be Disability Confident employers.

Recommendations for change

- That Derbyshire County Council becomes a Disability Confident leader (Level 3). This would mean the council becomes a champion for Disability Confident and actively encourages and supports other organisations to become Disability Confident. It also sends out a strong message to disabled people that the council is leading the way. **The council should use its influence to increase the number of Disability confident employers in Derbyshire from 67 to 2500 by 2022.**
- That Derbyshire County Council adds the requirement to become a Disability Confident employer to the Social Value Procurement Framework.

iv. Strategic Partnership and Engagement

This theme supports the achievement of 1, 2 and 3.

Recommendations for change

- Ensure that the Action Plan that is created in response to this strategy is monitored by the Employment and Skills Board
- That Derbyshire County Council develops a Derbyshire wide Disability Employment strategy to include health commissioners; health providers and the Department for Work and Pensions. This will enable good practice to be shared and common barriers to be addressed more effectively.
- Derbyshire Healthy Workplaces Programme to support employers on mental health and wellbeing and sign up to be Disability Confident.

v. Skills Development

An overarching theme of this strategy is the skills development of those with disabilities to enable them to obtain and sustain paid employment. It aims to harness the latent talent pool that exists within those with disabilities, and facilitate them obtaining the skills and support required to meet the needs of local employers. This will include the identification of skills needs, matching them with

employers, and supporting them in the workplace either directly or through giving employers the skills they need to help disabled people sustain their employment.

Recommendations for Change

- To co-ordinate the skills and support offer to Employers and disabled people alike.
- To support disabled people to obtain the necessary careers advice which will ensure they can access a meaningful and fulfilling career in paid employment
- To support employers to gain the necessary skills to support disabled people in the workplace

12. Measuring our Success

It is important that the recommendations set out in the strategy are underpinned by performance indicators so that progress can be measured and reported on.

Key outcome measures/indicators:

- Proportion of adults with learning disabilities in paid employment – ASCOF measure 1E
- Proportion of adults in contact with secondary mental health services in paid employment – ASCOF measure 1F
- Increase in number of disabled people employed by Derbyshire County Council (year on year increase, excluding schools, from baseline of 472 in March 2017, which is 3.59% of the workforce)
- Increase in number of new starters with disabilities (baseline is 43 in 2016/17. This was 1.98% of all new starters)
- Number of apprentices with disabilities (year on year increase) DfE measure of success is to reach 11.9% by 2020.
- Number of supported internships taken up by people with disabilities.
- Number of traineeships taken up by people with disabilities.
- Number of work experience placements taken up by people with disabilities.
- Increase in the number of Disability Confident businesses in Derbyshire from 67 to 2500 by 2022.

References:

Preventative co-ordinated low level support for adults with high functioning autism, October 2016, DOH reviews facility, Lorenc; Rodgers; Rees; Wright; Melton and Sowden.

Neurodiversity at work, research paper, Bewley and George, Sept, NIESR, 2016
Key statistics on people with disabilities in employment, December 2016, House of Commons library

Youth Employment Strategy 2015 - 2020, DCC September 2015.

Derbyshire Economic Strategy statement – Derbyshire Economic Partnership
Equality Act 2010

Work, Health and Disability Green Paper: Improving Lives, 31 October 2016

Work and Health Programme, December 2016, House of Commons Library

Working for Derbyshire, draft Council Plan 2017-2021

Appendix 1

1. Research findings and evidence base

A number of good practice examples in relation to employment support are set out in this Appendix.

Employment support in Leicester City Council

This sits in the strategic context of aiming to support people to live ordinary lives and be as independent as possible. Leicester City believes that social care has a responsibility to play its part in employment support alongside other partners. There is an Employment Enablement Team comprising a Team Manager; 8 job coaches and travel trainers. There is an integrated approach across enablement, independent living support and employment services. Partners include Economic Regeneration, the Local Enterprise Partnership, Further Education Colleges, Children's social care, Education and Department for Work and Pensions (DWP). Leicester City highlights the importance of role modelling in terms of employing people with learning disabilities within the Council. Leicester was the first place in the UK to trial Project Search-a partnership between the NHS, City Council, Further Education and Remploy. Leicester also participated in the Princes Trust talent match scheme which also provides a good vehicle for building partnerships. There is a Remploy employed outreach worker working to build aspirations at an early stage across schools in Leicester. This is complemented by the delivery of travel training programmes in schools that are informed by Training in Systematic instruction.

Evidence that this is working in Leicester:

- Leicester performs around the English average in relation to the ASCOF measure of adults with learning disabilities of working age in work.
- Continued investment in employment support in Leicester in times of austerity is recognition of the impact locally.
- There are 36 adults with learning disability employed by Leicester City
- Good relationships locally with economic generation which has benefits in relation to the take up of apprenticeships.

Employment Support in Northampton Council

A new £1 million education, business and community facility known as The Beehive Centre, including a cafe and shop has opened up on a vacant school site in Northampton. The venue will be used as a sixth form centre for students from the special school who are mentally and physically disabled and will give them practical work experience. It also hosts local businesses and used by the local community. The building work has been funded by a £1 million grant from the academies capital fund.

Employment support in Lincolnshire Council

Has a scheme known as Step Forward which offers employment support for people with learning disabilities, autism and mental health problems. It provides Careers advice and a personal activity plan; support to explore suitable job options; help with CV and covering letter; Advice on disclosing requirements to employers; work experience opportunities; support with benefits; some in work support for those that secure employment. Learners complete the Work star (Outcomes star suite) to measure distance travelled.

Employment support in Milton Keynes Council

Equality Works- Employment Support Team. The Team follow a supported employment model with the Pathway to work having identified 'steps'. This includes Profiling (Getting to know someone and helping with choices); Preparation for work (Arranging work tasters, arranging training, writing CV's and Interview Skills); Job search; Support at interviews; Help with benefits; Mentoring in the workplace; Support and fade plan (Leading to independent work).

Equality Works also manage Out to Munch- A catering a service which employs people with Learning Disability to deliver a sandwich round in the Civic buildings. They also support and recruit people who use services to be Valuing People Consultants who are part of recruitment panels, Experts by Experience who are part of internal and external service audits and Autism Trainers who work with the council training team to deliver autism awareness training by telling their personal stories.

Employment support in Nottinghamshire

I-work team- Nottinghamshire have a specialist team that offers people with learning disability and Asperger's, support to get a job. The team is based at Brooke Farm Linby which offers on-site work training. The team looks at people's skills, interests and qualifications; find jobs that match; give advice with benefits when in paid work; provide the opportunity to try out jobs; provide on-going support to people in work.

Central Manchester University Hospitals NHS FT

CMFT has two 'Supported Internship' programmes that support young people with learning disabilities to access employment. This is a 12 month programme for 20 people aged 18-24. The programme supports the interns complete three work placements, gain a City and Guilds Award, build confidence, employability skills and obtain and retain employment.

The programme began in 2010 and is delivered in partnership with Further Education establishments, Trafford and Manchester College and Third Sector specialists, Pure innovations Ltd.

The numbers of young people participating has grown year on year with well over half of each intake securing employment at the end of the Programme. The Trust

has gone on to develop positive action interventions such as working interviews, accessible inductions and bespoke training for staff and managers to continue to support the inclusion of disabled talent within the Trust workforce.

The Trust recruits talented staff via this route and has in turn seen a positive impact on the engagement and wellbeing of existing staff who have reported feeling motivated and empowered by being part of the programme and encouraged that CMFT makes a strong offer to improve the health, wellbeing and inclusion of disabled people.

FINAL DRAFT

Appendix 2

SEND inspection - KEY AREA FOR IMPROVEMENT

C1 - The proportion of adults with learning disabilities in paid employment is too low and is below the national average. Plans to address this are underdeveloped and consequently are unlikely to result in significant improvements.

Success Criteria

- Percentage of young people with a learning disabilities in employment increased to at least national averages
- Employers / Chambers of Commerce and partners involved in planning for and offering opportunities for young people.
- Mapping undertaken of skill base needed by employers to skills acquired by young people.
- Increased breadth of employment opportunity for young people with disabilities.
- Increased number of supported internships and apprenticeships.
- Structures in place to support young people into work.
- Increased breadth of work experience opportunities.

Evaluation evidence

- Feedback from employers
- Monitoring reports – employment, supported internships, work experience opportunities
- Data recorded on Career vision – accurate, demonstrates increasing access to paid employment
- Post 16 destinations?

Appendix 3

Equality Act

Equality Act provisions which came into force on 1 October 2010:

Provisions relating to disability:

- extending protection against indirect discrimination to disability
- introducing the concept of “discrimination arising from disability” to replace protection under previous legislation lost as a result of a legal judgment
- applying the detriment model to victimisation protection (aligning with the approach in employment law)
- harmonising the thresholds for the duty to make reasonable adjustments for disabled people
- extending protection against harassment of employees by third parties to all protected characteristics
- making it more difficult for disabled people to be unfairly screened out when applying for jobs, by restricting the circumstances in which employers can ask job applicants questions about disability or health

Equality Act provisions which came into force in April 2011:

- positive action - recruitment and promotion
- public sector Equality Duty

Appendix 4

Mental Health – feedback from service receivers

The Derbyshire Mental Health and Employment Forums North and South have consulted with Mental Health service receivers regarding their experiences of work and welfare, specifically;

- What obstacles did they encounter in the field of employment?
- What solutions did they find were helpful and what conditions were unhelpful?
- What would they like to see in terms of advice and support to return to employment?

In Employment: A lack of awareness and understanding about Mental Health issues and how to address them in the workplace by employers and colleagues were frequently cited as major obstacles. Several service receivers could also recount experiences of discrimination and prejudice by both co-workers and employers which led to the termination of employment status instigated either by the employers or by the service receivers as a result of being 'unable to cope' with demands and unsuitable conditions.

Welfare to Employment: Service receivers found that DWP Jobcentre Plus environments were unsuitable to discuss personal issues with respect to their mental health particularly in relation to confidentiality. Again a lack of awareness and understanding among DWP staff regarding mental health issues was cited as a major factor. Equally DWP staff were not knowledgeable about services and resources available to assist claimants with mental health issues. Service receivers did not feel that their individual circumstances were taken into account rather they were being asked to reach employment goals and expectations set within the DWP which were unrealistic in terms of a time frame and in the nature of the task set. At best service receivers saw the efforts made to assist with employment goals as no more than a 'tick box' exercise.

What is required:

- Better awareness among employers, DWP and work programme providers of mental health issues.
- Better access to personnel, services and resources which can help people with mental health problems to explore work opportunities.
- Better communication between front line mental health services and DWP/Contracted work providers to support people into employment.
- Better coordination between hospital (discharge) and community based services which can be geared towards supporting people into employment.
- More focus on the appropriate level and type of welfare support and benefit for people as they attempt to explore opportunities to employment.
- A clear avenue of choice with respect to steps to employment needs to be promoted i.e. from Voluntary to paid employment and all the stages in between.