



North Somerset

Working In Partnership



**North Somerset Learning Disability Partnership Board
Employment Sub Group**

**North Somerset Learning Disability
Employment Strategy 2010-2013
March 2011**

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1. Executive Summary

(a) Introduction

This strategy is about how learning disability services and the Learning Disability Partnership Board in North Somerset (The Partnership Board) are going to help more people with a learning disability progress on a pathway to work and get paid jobs.

The strategy outlines the national and regional drivers and the characteristics of the North Somerset environment including what we presently have in terms of supported employment provisions. It then says how these factors have informed the priorities for action of the North Somerset Employment Strategy.

(b) Background

In 2008 the government strategy - "Valuing Employment Now: real jobs for people with learning disabilities" said that people with a learning disability say they want paid jobs; By 2025 half of all people with a learning disability of working age should be in a job of more than 16 hours per week; there are many areas where change is needed. (See below for further details)

In 2008 The Partnership Board undertook a Fulfilling Lives Project which found out that more needs to be done to support people with a learning disability into employment. (See below for further details)

In 2007 the Government Concordant Putting People First said that people need more control over services and how they are provided; services need to be more person-centred; people need to be able to use ordinary services - such as employment support services.

(c) The Strategy

The Partnership Board Employment Sub Group recognises that there are many organisations already around who can help people with a learning disability progress in employment. However, it also identified that there are many shortfalls and there is lots to do. Shortfalls identified include:

- A lack of awareness of what is already available
- A lack of clarity on what we expect services to provide
- A lack of job coaches
- A lack of employment support services for people who are not social services eligible
- Quality of our present supported employment services is sometimes lacking
- A lack of support for the employment agenda.

The Employment Sub Group acknowledges that we have a lot that needs to be done to achieve more jobs for people with a learning disability. We need to build on what we already have in North Somerset and recognise the particular features of our area. We need to establish the foundations over the next few years that will create the structures and build the partnerships to make things happen. To start with we are unlikely to see many firm achievements in terms of real jobs. However, if we can get the foundations established we can then set the ground right for future progress. It is the establishment of these foundations that have guided the priorities for action.

2. Priorities for Action (2010 to 2013)

1. Expectation guide of supported employment services. We will develop a guide of the components and minimum quality standards that commissioners and the LD Partnership Board expect supported employment services to provide.

TARGETS

- 1) An expectation guide is written and includes details of what is expected for:-
 - a. job coaching
 - b. benefits advice - better off calculations.
 - c. supported employment enterprises.
 - d. self employment services,
 - e. frameworks for education provisions.
- 2) The Guide is available as a part of the Toolkit.
- 3) The Guide is being used by employment providers, social workers, families and people with a learning disability themselves to guide how services should be delivered.
- 4) The Community Team for People with Learning Disabilities (CTPLD) Occupational Therapists are providing advice and support around effective employment support.

2. Employment Toolkit. We will develop an Employment Toolkit as an information and resource library about employment and people with a learning disability. This will include information on the full range of pathways to work services available in North Somerset, goals of Valuing Employment Now, success stories and examples of projects from across the country.

TARGETS

- 1) The LD Employment Toolkit has lots of useful information available and is a part of the website ld4u.
- 2) The information in the Toolkit is up to date.
- 3) There is an information leaflet and posters directing people to the Toolkit and the website.
- 4) The Toolkit is promoted widely (in particular with staff, pupils and families involved in schools and colleges).
- 5) We have received feedback on how useful the Toolkit is including from people with a learning disability.

3. Promotion and Training Strategy. We will develop and implement an Employment Promotion and Training Strategy to raise general expectations and awareness and enhance workforce competence. The Strategy will initially have a particular emphasis on Job Coaching and focus on health and social care and employment support staff involved with people with learning disabilities.

TARGETS

- 1) An Employment Promotion and Training Strategy document has been written and agreed along with a forward action plan.
- 2) Employment for people with a learning disability is a part of Managers inductions within a range of agencies.
- 3) A Job Coaching training course in accordance with British Association for Supported Employment (BASE) standards - is being delivered in North Somerset.
- 4) There are adverts and stories in 'North Somerset Life' and other prominent media outlets promoting employment for people with a learning disability.
- 5) Promotion and training events are happening within schools, colleges and North Somerset Council.

4. Better data and employment reviews. We will develop mechanisms for providing good data on people with a learning disability in employment or on a pathway to work. We will develop systems to make sure more people receive a person centred review that has a particular focus on pathways to work and employment development.

TARGETS

- 1) We have full data available on all specified areas.
- 2) CTPLD are considering employment as a part of all reviews they undertake.
- 3) Clear employment outcome goals are being specified within the majority of support and care plans completed by the CTPLD.
- 4) There are good partnerships between the CTPLD and supported employment providers that enable pathways and progression to happen.
- 5) There is an increase in the percentage of people with a learning disability who are in employment activities.
- 6) People with a learning disability in schools and colleges are more often attending work experiences and securing part-time 'Saturday jobs'.
- 7) We are achieving an increase in the numbers of people with a learning disability securing paid employment of more than 16 hours per week.

5. Partnership working. We will nurture better partnerships with agencies from inside and outside of health and social care with a goal of developing more pathways to work for people with a learning disability.

TARGETS

- 1) Working Links are providing more help to people with a learning disability.
- 2) Key representatives from Job Centre Plus are actively working with the CTPLD and the Partnership Board to develop and deliver the employment strategy for people with a learning disability.

- 3) Working Links and Job Centre Plus are subcontracting with the specialist learning disability supported employment providers to provide the intensive and specialist input sometimes required by some individuals.
- 4) The North Somerset Employability Project and/or other education projects are achieving paid jobs as outcomes for participants.

6. Valued in Public. We will develop the commitment from public organisations in North Somerset to employ more people with a learning disability and buy goods and services from businesses that employ people with a learning disability. We want to see public bodies leading the way with employers and driving a wider strategy on the employment needs of people with a learning disability.

TARGETS

- 1) Human resource and operational managers from North Somerset Council, NHS North Somerset, Weston Area Health Trust, Avon and Somerset Police and Weston Town Council have attended together on a Valuing People 'Valued in Public' training event.
- 2) Managers in North Somerset Council (including school head teachers) are identifying more job vacancies that can be presented for recruitment by people with a learning disability through the Workright Scheme.
- 3) Public organisations in North Somerset employ more people with a learning disability.
- 4) North Somerset Council Procurement Policy specifically requires services to say how they will identify jobs that people with a learning disability can do.
- 5) North Somerset public organisations have more services procured from social enterprises that employ people with a learning disability.
- 6) The employment needs of people with a learning disability are included within the social and economic plans of the North Somerset Strategic Partnership.

3. National & Local Drivers

(a) Valuing Employment Now

Valuing Employment Now aims to see by 2025 wholesale changes in the way people with a learning disability are included within the world of work. This strategy is about making sure that people with a learning disability get the support they need to get and keep paid work. The plan has arisen out of a clear indication from people with a learning disability that they want to work but are very often not given the support they need. In particular the Government says in Valuing Employment Now that they want support for those people with more severe learning disabilities to have a chance of work. The report indicates that there needs to be whole scale changes from health care, social care, schools, and colleges, councils, employments agencies, Job Centre Plus, employers and families to make this happen.

The context from Valuing Employment Now is that it says that less than 10% of people with a learning disability receiving Adult Social Services have any type of paid work. The big goal is that the strategy wants to see more people with a learning disability having jobs that involve more than 16 hours a week of paid work. Valuing Employment Now want to see the level of employment for people with a learning disability to be equal to that of other disabled people which is 48%. This equates to around 45,000 more people with moderate to severe learning disabilities being in employment across the country than are presently in employment.

Valuing Employment Now has 13 areas where change needs to happen as detailed in their executive summary 'Valuing Employment Now: real jobs for people with learning disabilities'.

These are:-

- i. *Growing the presumption of employability*
- ii. *Joint working to create employment paths for individuals*
- iii. *Better work preparation at school, college and adult learning*
- iv. *The role of personal budgets and social care*
- v. *Increasing high quality job coaching*
- vi. *Clearing up confusion about the benefits system*
- vii. *Promoting self-employment*
- viii. *Encouraging employers to see the business case*
- ix. *Transport to get to work*
- x. *Addressing barriers with where people live*
- xi. *Better support for the most excluded adults with learning disabilities*
- xii. *People with learning disabilities and their families leading the way*
- xiii. *Better data and performance management.*

See Appendix One for a summary description of the 13 areas for change.

(b) PSI 16

PSI 16 is a Government target that local authorities are expected to report on a regular yearly basis. This requires local authorities to report on its progress in terms of improving the employment of people with a learning disability who are known to social services. This has become a major driver for seeing how the likes of North Somerset can improve its employment statistics for people with learning disabilities in comparison with Government targets and performance of other local authorities regionally and nationally.

(c) Personalisation and Transformation of Social Care

The transformation of social care is a wider Government strategy leading out of the white paper 'Our Health, Our Care, Our Say'. The aspirations embedded within this were more firmly specified within the concordant document 'Putting People First' in 2007. This indicated how social care services need to be better at prevention, early intervention and re-enablement, personalisation and information advice and advocacy. A key plank of this was that councils are required to move to a system of personal budgets for everyone who is eligible for publicly funded adult social care support, but they are also required to provide universal information advice and advocacy for all in need.

One major implication of this agenda is the need to deliver services in a more individualised and personalised way rather than looking at block arrangements. Hence one implication for learning disabilities services will be a progressive transfer over the next few years away from block day service provisions to more personalised individual day opportunity provisions. This means that increasingly we are looking at spot individualised commissioning arrangements rather than block payments to providers for employment support etc.

Another implication from Putting People First has been new guidance requiring us to look at the whole system of eligibility for social care in a different way. (see Guidance on eligibility for adult social care services: February 2010) A major plank of this guidance is to see more investment in all aspects of support for all individuals and their carers including:-

- Universal services - general support to help people within the community on aspects such as transport, education, employment, information and advice.
- Early intervention and prevention - helping people to be independent and preventing them from needing social care support.
- Choice and control - personalisation being at the core of this.
- Social capital - fostering strong support in the community.

The guidance says that we need to think more carefully about investing in prevention and wellbeing in particular about how we can target the intervention to support individuals with increasing risk such as people with a learning disability.

The guidance also says about how we can assist individuals not eligible for social

care support. In particular as Putting People First identified there is a need for information, advice and advocacy irrespective of eligibility for public funding.

(d) The North Somerset Fulfilling Lives Project 2006 to 2008.

From 2006 to 2008 the North Somerset Partnership Board undertook a consultation and development initiative called the Fulfilling Lives Project. This Project instigated a range of initiatives for people with a learning disability to secure better fulfilling lives and employment outcomes. As a part of the project a consultation exercise was undertaken in 2007 with people with learning disabilities, their families and support staff. This included forum meetings, and individual interviews, and the results were fed back to over 250 people who attended a Conference on Fulfilling Lives, in July 2007.

The main findings from the consultation suggested that people with learning disabilities, their families and their support staff in North Somerset want some very similar things. In particular there is general agreement about the importance of employment. Many people want paid jobs, and all parties agree that there should be more job support. In fact, support staff talked about their own roles perhaps moving over more towards supporting employment. In terms of jobs, the new employment projects which have started up in North Somerset were also seen as very positive. People would like more opportunities like Banwell Pottery, and the Barcode Café, and were very happy to have employment advice.

See Appendix Two for a summary of the 'Objectives for Employment and Fulfilling Lives in North Somerset 2008 - 2013'.

4. The Characteristics of the North Somerset Environment

North Somerset has a population of 201,000 with the major population area - Weston-super-Mare - having pockets of high deprivation. Other parts of the district include a large area of green belt and areas of outstanding natural beauty. Other smaller towns include Clevedon, Portishead, Nailsea and Yatton.

In the past in North Somerset most employment and day opportunity support for people with a learning disability has been provided at three day centres in different parts of the district and a community day services team. These services were historically run by either North Somerset Council and/or Health Trusts, but in the last 7 years have been provided mainly by the Brandon Trust.

North Somerset Council provides very little in terms of direct care and support for people with a learning disability. As well as the Brandon Trust this direct care and support is provided by a range of independent providers. Most care and support for people with a learning disability in North Somerset is provided in residential and nursing home provisions. However, the strategy of the Council and the PCT is to move towards care and support being provided in supported living settings and the enablement of more personalised day opportunity and employment support for people with a learning disability.

In terms of employment the biggest sectors in North Somerset are public sector employers such as North Somerset Council, Weston NHS Trust, North Somerset PCT and Avon & Somerset Constabulary. The biggest private sector employment sectors are in hospitality and care. Most businesses are small to medium size enterprises.

5. Present Supported Employment Provisions in North Somerset

Funding and support for supported employment mainly comes from the following sources:

- A. Social care funding via North Somerset Council;
- B. Job Centre Plus funding via the Department of Works and Pensions;
- C. Education and training funding via the Young Peoples Learning Agency and the Skills Funding Agency (formally the Learning and Skills Council).
- D. Positive employers who are leading the way

Present funding levels and schemes are likely to face significant change over the near future in line with the forthcoming financial restrictions from the government and changes to structures and organisational frameworks.

As indicated later, we have identified that there are major shortfalls in the quality and quantity of supported employment provisions for people with a learning disability. However, the following areas are avenues where people with a learning disability can and do presently secure employment support from:

A. Social Care.

There are a range of social care organisations that are developing supported employment services in North Somerset. The main providers are Brandon Trust and MENCAP Pathway.

a) Brandon Trust

The Brandon Trust is the main day opportunities provider in North Somerset. It's services include a varied mix of provisions. This includes various supported employment enterprises (sometimes linked to education funded provisions - e.g. the Employability Project - described later) and one to one employment support. Until recently their support employment provision was funded via a grant from the Department of Health, which ended in March 2010.

b) MENCAP Pathways

Mencap Pathways provide 1:1 employment support/job coaching through a grant from the Learning Disability Development Fund and a direct grant from North Somerset Council.

B. Job Centre Plus

Job Centre Plus is a government agency supporting people of working age from welfare into work, and helping employers to fill their vacancies. They have a range

of schemes and services they directly provide and other schemes they commission from other agencies.

a) Disability Employment Advisors and Personal Advisors from Job Centre Plus Offices

These advisors can provide people with a learning disability advice on jobs available and how to access various pathways to work opportunities.

b) Access to Work

Access to Work is available for providing on job assistance for disabled people to enable them to get the facilities and sometimes support to do the job.

c) Working Links

Working Links is the main Job Centre Plus funded supported employment provider in North Somerset. They can offer advice to people with a learning disability on vacancies available, job search skills and additional support through various Pathways to Work support services.

d) Employment Opportunities

Employment Opportunities is another supported employment provider funded from Job Centre Plus operating in North Somerset. In the past they have also been active at helping people with a learning disability to get advice and support. Historically they have provided "work prep" support for people to secure jobs.

C. Education and Training

Weston College is the main agency in North Somerset who use education funding from the Young Peoples Learning Agency and the Skills Funding Agency (formerly the Learning and Skills Council) to support people with a learning disability in vocational training and pathways to work from an educational perspective.

Through Weston College the Employability Project is supported. This is a partnership project between Weston College, Freeways Trust, Mencap Pathway, the Learning Disabilities Partnership Board and People First. The Employability Project also contracts with Mencap Pathway to provide overall project management and out turn employment support. The project has involved a range of supported employment enterprises which provide work experience linked to on-site or college based vocational training and followed through employment support.

D. Positive Employers

We have a number of employers in North Somerset who have demonstrated a positive attitude to employing people with a learning disability. The following are some notable examples that have been identified in recent years as developing particularly good employment practice approaches.

a) North Somerset Council Workright Scheme

North Somerset Council have adopted progressive employment practices aimed at addressing the disadvantages faced by disabled people securing employment with the Council and ensuring reasonable adjustment is made to address this. The Workright procedure involves the provision of job carving, paid work trialling and linked employment support. The Workright Scheme specifically identifies job opportunities that disabled people only can apply for in the first instance. The council have to date employed 6 people using Workright.

b) North Somerset People First

People First is a learning disability self advocacy group in North Somerset. They also provide learning and work experience opportunities for people using the Employability Project and employment for people with a learning disability either directly within the self advocacy aspect of the organisation or in separate support assistant roles in work placements outside of People First. These avenues have provided people with a learning disability paid jobs to work with North Somerset Council and NHS North Somerset.

c) Weston Town Council

Weston Town Council has developed a positive attitude and approach towards employment of people with a learning disability. This includes a buddying scheme. They presently employ one person with a learning disability in a full time post in the grounds and garden service.

6. The Strategy

a) Background

Strategic priorities for North Somerset are framed by the National drivers as specified above. In particular we have looked at the 13 priorities for change and analysed how we can develop action plans in response to this. (See appendix 2 attached for draft action plans).

The nature of our specific response in North Somerset have been influenced by the specific characteristics of the North Somerset environment as specified in section 3 and 4 above and a need to build upon existing opportunities and capacity.

The main goal of the strategy is to enable more people with a learning disability to have paid employment in North Somerset, in particular over 16 hours plus per week.

In order to achieve our goal The Learning Disability Partnership Board set up an Employment Subgroup made up of stakeholder partners from a range of services. (See appendix 3 for a list of members of the Employment Sub Group and our terms of reference). The Sub Group has been meeting for over a year now and these meetings have informed the details of this strategy.

The Sub Group agreed that the most important factor is to improve the underlying environmental and infrastructure of support and the assumptions of employability of people with a learning disability. In particular there needs to be attention upon the transitions years to change assumptions about employability of people with a learning disability after full time education.

To achieve this we must firstly improve the capacity of employment support provisions to engage effectively with people with a learning disability, their supporters and families. In particular, in line with priorities identified by Valuing Employment Now, we need to concentrate on social care workers who are engaged with people with a learning disability to ensure they are committed to the employment agenda and know about avenues for development. This will need to include social care funding mechanisms being able to secure appropriate job coaching and other employment support services to enable real progress for individuals.

In addition to the world of social care we have also recognised that we need to improve access for people with learning disability and learning difficulty to be able to secure appropriate support from "universal employment support services". These universal support services would include provisions funded from Job Centre Plus and education.

b) Shortfalls

We recognise that we do have some foundations for development as outlined in section 4 above (Present Supported Employment Provisions in North Somerset). However, we have identified many areas of shortfall which include:-

- a) Lack of clarity on what we need from employment support provisions.
- b) A particular lack of employment support provisions for people who are not eligible for social care funded support. Job Centre Plus funded schemes have, to date, proved unwilling to provide the substantial levels of support many people with a learning disability require.
- c) A lack of awareness of employment support already available now in North Somerset.
- d) A lack of support from many family carers and support workers for the goals of employment.
- e) A belief from many stakeholders that the quality of our present supported employment provisions are often inadequate.
- f) An overall lack of capacity in North Somerset for the provision of job coaching for people with a learning disability. At present MENCAP Pathway have a waiting list of over 50 for their job coaching services.

c) Developing the infrastructure

We recognise that there are many questions raised and we do not have any precise answers on how to address these questions. A central proposal is that we need to see commissioned more appropriate supported employment provision through the re-balancing of existing funding from social care, education and Jobcentre Plus. In particular Valuing Employment Now (see appendix 2) says that we need to see resources presently tied up in day services used more effectively for commissioning effective employment support.

The Employment Sub Group believes that in this context there are areas where we need to block commission services in order to create the necessary social capital for enabling personalisation to happen in terms of employment support. We need to develop the service provision market to enable it to respond to the support needs. However, at present the Sub Group is uncertain about the particular components for such block commissioning required and has no specific specifications in mind for commissioning. We anticipate more clarity will emerge for this as we develop our expectations for supported employment.

Consequently our goal for the next two to three years (2010-2013) is to develop the infrastructure and framework that will enable us to progress in North Somerset in line with the National and Regional priorities. Through this infrastructure development we want to see in North Somerset the following being achieved:

- o Better clarity about what is expected from employment support;

- Better information available for all concerned about the case for employment and the sources for employment support;
- More promotion and workforce training of the employment of people with a learning disability;
- Getting better data:
- Achieving a greater focus on employment in reviews with service users;
- Securing more effective involvement from the full range of partners;
- Achieving leadership from public organisations for the employment goals.

In response to these strategic discussions the Employment Subgroup has come up with the Six Strategic Priorities for Action and Targets for 2010 to 2013 as outlined in part two above.

Valuing Employment Now - areas where change is needed

Valuing Employment Now comes out with 13 areas where change needs to happen as detailed in their executive summary 'Valuing Employment Now: real jobs for people with learning disabilities'. These are:-

1) Growing the presumption of employability

It is crucial to promote the fact that people with learning disabilities can work and have careers. The single most important thing is to change, from an early age, expectations about work. Government will encourage this culture change through campaigns with parents, workforce training, demonstration sites including Project Search, and through building on existing good practice.

2) Joint working to create employment paths for individuals

Where people with moderate and severe learning disabilities have jobs, it is achieved through very close partnership working between statutory, voluntary and private agencies, with funding streams brought together. Starting from a person centred approach, this joint working needs to map out a clear employment pathway for people with learning disabilities.

3) Better work preparation at school, college and adult learning

Work aspirations need to be reinforced through good careers and skills preparation at school and college. The Government will promote better work experience, the new Foundation Learning Tier (FLT) will allow job coaching, and new skills accounts and the adult advancement and careers service will be made fully accessible for people with learning disabilities.

4) The role of personal budgets and social care

The move to personal budgets (which can be taken as direct payments) provides an important opportunity to support adults with learning disabilities into work. Personal budgets can and should be used for this. Learning Disability Partnership Boards will be encouraged to review day service modernisation plans, to ensure that they have employment at their heart.

5) Increasing high quality job coaching

Job coaches help people to discover what work would suit their skills and interests, negotiate real jobs, and support individuals at work. But there is a shortage of skilled job coaches and quality varies. The Government will publish and consider how to accredit quality standards. There is also a funding gap, yet the taxpayer spends significant sums on people with learning disabilities through social care and education. The Government will encourage local authorities to refocus some of this

on supported employment. The Department for Work and Pensions (DWP) is also changing the Access to Work fund so that it better supports job coaching.

6) Clearing up confusion about the benefits system

The Government continues to simplify the benefits system and reverse work disincentives in it. But these changes are not always well explained or understood on the ground. Supported employment providers are encouraged to build good benefits advice into their services, and the Government will promote accessible information on benefits to people with learning disabilities, their families and social care staff.

7) Promoting self-employment

One in ten people in England are self-employed, but people with learning disabilities are almost totally unrepresented. Evidence suggests that this route can be particularly suitable for people with more complex disabilities. The Government will encourage more accessible business advice.

8) Encouraging employers to see the business case

Employers need to understand the genuine business benefits of employing people with learning disabilities, and the public sector needs to lead by example. The Civil Service will make its workforce more representative of people with learning disabilities and the Department of Health (DoH) is supporting the NHS to achieve the same. The Cabinet Office will also work with partners on tools to support this throughout the public sector, including local authorities.

9) Transport to get to work

Public transport is not generally accessible for many people with learning disabilities. Many rely on expensive taxi journeys, but travel training can provide a more cost-effective alternative. Learning Disability Partnership Boards are also encouraged to work with local schools, police and transport providers to tackle harassment of people with learning disabilities on public transport.

10) Addressing barriers with where people live

Despite recent welfare reforms, there remain some barriers to work for people with learning disabilities relating to where they live. The Government will encourage local authorities to make links between homes and jobs at local and regional level so that, for example, strategies to reduce residential care use include employment options. DWP will be launching a consultation on Housing Benefit in July 2009.

11) Better support for the most excluded adults with learning disabilities

The Government will ensure that employment demonstration sites, their evaluation and future research include people from the most excluded groups as far as possible. The new Employability Hub will focus specifically on people with complex

needs. The Government will also promote information from the voluntary and private sector about successful approaches.

12) People with learning disabilities and their families leading the way

This strategy is most likely to succeed if people with learning disabilities themselves and their families are empowered to expect and campaign for change so that services make it a priority. The National Delivery Team will include a family carer and a self-advocate.



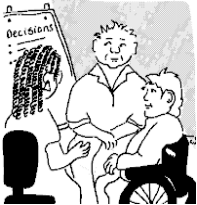
13) Better data and performance management





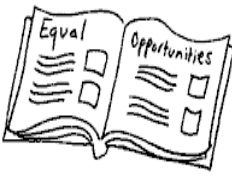
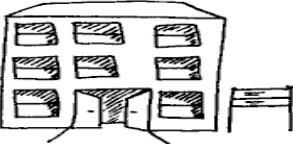
There is currently little reliable national data about the employment situation of people with moderate and severe learning disabilities, which is why the Government is collecting this through PSA 16. The Government will use this data, supplemented by further research - including on ethnicity, age and gender - to set targets in 2010.



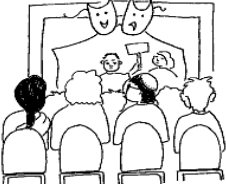
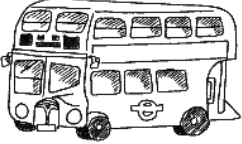
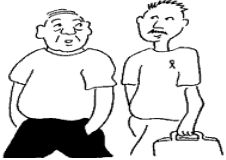

Appendix 2






Learning Disabilities Partnership Board - Fulfilling Lives Sub-Group Objectives for Employment and Fulfilling Lives in North Somerset 2008 - 2013

Objective for services over the next 5 years to make sure there are more chances for people with learning disabilities to do the things they want, including more employment opportunities. These objectives arose out of the meetings of the Fulfilling Lives Project Groups from 2005 to 2008 and from the Fulfilling Lives Consultation Process in 2007.

	<p><u>1. Local community centres.</u></p> <p>We will make sure that there are local community centres where people with a learning disability can go to learn new skills or enjoy social events instead of going to a large centre.</p>
	<p><u>2. Local Support</u></p> <p>We will make sure that there is more happening in the neighbourhoods where people with a learning disability live and that they can take part in these activities.</p>
	<p><u>3. Pathways.</u></p> <p>People who provide day opportunities and education will make sure that there is access to work or other things, people with learning disabilities may want to move on into.</p>

	<p><u>4. Accessible and welcoming places.</u></p> <p>We will work together to make sure that leisure and other services are more accessible and welcoming to people with a learning disability.</p>
	<p><u>5. Working together</u></p> <p>All the organisations which support people with learning disabilities will have to work together and make sure they talk to each other.</p>
	<p><u>6. Good attitudes</u></p> <p>We will make sure that there is a better attitude from employers, parents, people with learning disabilities and supporters towards jobs and moving on.</p>
	<p><u>7. Supported Employment Services</u></p> <p>We will ensure there is more support available for people with a learning disability who want to work.</p>
	<p><u>8. Positive employers</u></p> <p>We will make sure more employers adopt positive policies and practices towards the employment of people with a learning disability.</p>
	<p><u>9. Social enterprises.</u></p> <p>These are businesses that mainly employ people with a learning disability or other disabled people. We will help set up more.</p>

	<p><u>10. North Somerset Council</u></p> <p>We will continue to work with the council to help them employ more people with learning disabilities or buy things from agencies which employ people with learning disabilities.</p>
	<p><u>11. Learning by doing.</u></p> <p>We will make sure that people are given the chance to learn new things by doing them.</p>
	<p><u>12. Social and Leisure activities.</u></p> <p>We will provide more chances for people with learning disabilities to take part in social and leisure activities.</p>
	<p><u>13. Public transport</u></p> <p>We will make sure public transport is easier to use and welcoming for those who choose to use it.</p>
	<p><u>14. Independent travel.</u></p> <p>Support will be given in the community to help people travel on their own.</p>
	<p><u>15. Specialist transport services.</u></p> <p>This type of transport will be looked at to see if it can be more flexible and better used, by the people who need it.</p>

	<p><u>16. Information.</u></p> <p>We will make sure that there is better information about support for work, learning, transport and social and leisure activities for people with learning disabilities, parents and carers.</p>
	<p><u>17. Person centred approach</u></p> <p>We will make sure that services treat people as individuals, and help them to have choice and find out everything that is available to them to move on in their life - like jobs, learning and social activities.</p>
	<p><u>18. Bullying and hate crime</u></p> <p>We will make sure that more happens to tackle bully and hate crime and discrimination experienced by people with a learning disability.</p>
	<p><u>19. Training for support workers</u></p> <p>We will make sure that we develop better training for all support and care staff on person centred and community and employment focused approaches towards people with a learning disability.</p>
	<p><u>20. Job Descriptions</u></p> <p>We will make sure that job descriptions of support and care staff working with people with a learning disability include a focus on being person centred and community and employment focused approaches towards people with a learning disability.</p>

