



Havering

L O N D O N B O R O U G H

PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE AGENDA

7.00 pm

**Tuesday
11 July 2023**

**Appointment Centre
Room 10 & 11, Town
Hall, Romford**

Members 12: Quorum 4

COUNCILLORS:

Robert Benham
Patricia Brown
Jason Frost (Chairman)
Frankie Walker (Vice-Chair)

Laurance Garrard
Judith Holt
Jacqueline McArdle
Christine Smith

Bryan Vincent
Julie Wilkes
HRA Vacancy
EHRG Vacancy

CO-OPTED MEMBERS:

Statutory Members representing the Churches

Jack How (Roman Catholic
Church)

Statutory Members representing parent governors

Julie Lamb, Special Schools)

Non-voting members representing local teacher unions and professional associations:
Ian Rusha (National Education Union)

**For information about the meeting please contact:
Luke Phimister
01708 434619 luke.phimister@onesource.co.uk**

Under the Committee Procedure Rules within the Council's Constitution the Chairman of the meeting may exercise the powers conferred upon the Mayor in relation to the conduct of full Council meetings. As such, should any member of the public interrupt proceedings, the Chairman will warn the person concerned. If they continue to interrupt, the Chairman will order their removal from the meeting room and may adjourn the meeting while this takes place.

Excessive noise and talking should also be kept to a minimum whilst the meeting is in progress in order that the scheduled business may proceed as planned.

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

What is Overview & Scrutiny?

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns to the public.

The sub-committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board to pass to the Council's Executive.

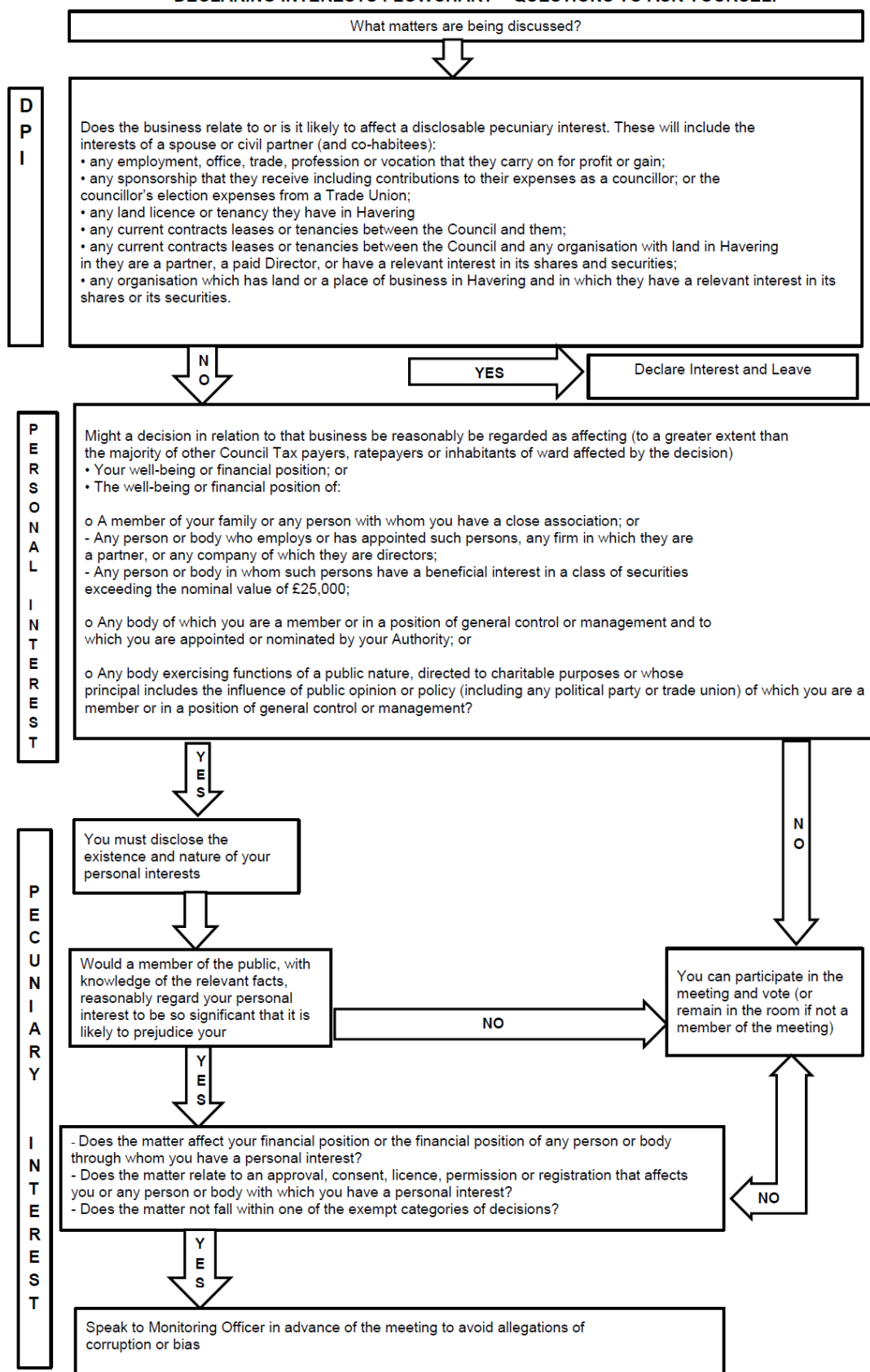
Terms of Reference

The areas scrutinised by the Committee are:

- Drug, Alcohol & sexual Services
- Health & Wellbeing
- Health O & Scrutiny
- Adult Care
- Learning and Physical Disabilities
- Employment & Skills
- Education
- Child Protection
- Youth Services

- Fostering & Adoption Services
- Education Traded Services
- Early Years Services
- Looked after Children
- Media
- Communications
- Advertising
- Corporate Events
- Bereavement & Registration Services
- Crime & Disorder

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



AGENDA ITEMS

1 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

To receive (if any)

2 DISCLOSURE OF INTERESTS

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still declare an interest in an item at any time prior to the consideration of the matter.

3 CHAIRMAN'S ANNOUNCEMENTS

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

4 MINUTES (Pages 1 - 6)

To approve as a correct record the Minutes of the meetings of the Committee held on 9th and 15th March 2023 and authorise the Chairman to sign them

5 POLICE STRATEGY ON RECRUITING OFFICERS FROM MINORITY GROUPS (Pages 7 - 14)

Report and appendix attached

6 POLICE STRATEGY ON VIOLENCE AGAINST WOMEN AND GIRLS (Pages 15 - 44)

Report and appendices attached

7 COST OF LIVING MARKETING SUMMARY (Pages 45 - 48)

Report attached

8 ADULT SEND TOPIC GROUP FINAL REPORT (Pages 49 - 90)

Report and appendices attached

Zena Smith
Head of Committee and Election Services

**MINUTES OF A MEETING OF THE
PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE
Council Chamber - Town Hall
9 March 2023 (7.00 - 9.15 pm)**

Present:

COUNCILLORS

Conservative Group Ray Best, Jason Frost (Chairman), Christine Smith and David Taylor

Havering Residents' Group Bryan Vincent and Julie Wilkes

Labour Group Patricia Brown and Frankie Walker (Vice-Chair)

Also present Julie Lamb and Ian Rusha

24 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies were received from Councillors Laurance Garrard, Jacqueline McArdle and Darren Wise.

25 DISCLOSURE OF INTERESTS

Co-optee Julie Lamb declared an interest for item 6 as she is a social care worker.

There were no other disclosures of interests.

26 CHAIRMAN'S ANNOUNCEMENTS

The Chairman reminded members of the actions to be taken in case of an emergency.

27 MINUTES

The minutes of the meeting held on 6th December 2022 and special meeting held on 21st January 2023 were agreed as a correct record and were signed by the Chairman.

28 POLICING NUMBERS UPDATE

The Sub-Committee were presented with the 2022/23 policing numbers across the East Area BCU.

Chief Superintendent (CS) Stuart Bell presented the updated policing numbers to the Sub-Committee. Members noted that the vacancies of police staff had reduced across the BCU to just a 50 officer deficit. Members noted that the neighbourhood teams were fully staffed with additional resources put into Romford Town Centre. It was explained that all new recruits start in emergency response and when they move to other services it is decision made on a local level. CS Bell explained that measures had been put in place to slow them leaving without restricting them.

CS Bell explained some of the challenges the Metropolitan Police Force had faced, including needing an update to their IT system to incorporate all of the new wards across London. It was also explained to members that concerns had been raised regarding unfit officers and female safety and extra resources had been put into investigating officers who had complaints made against them.

The Sub-Committee agreed for a report to be brought back by the Police on Violence Against Women and Girls.

There were no other recommendations.

29 ADULT SOCIAL CARE FINANCIAL OUTTURN

The Sub-Committee were presented with the Adult Social Care financial outturns.

Barbara Nicholls, Director of Adult Services, explained that Havering's financial position was not too dissimilar from the nation position surrounding adult social care. Members also noted that the funding formula applied for Havering is based on data from 2013 which had been disadvantageous as it means the Government grant is small however the Council had received £2.3million additional discharge funding. It was also explained to members that, although the cost of energy and other services had increased, the Council would still be able to provide the care that residents needed.

The Sub-Committee made no recommendations.

30 LOCAL AREA COORDINATION UPDATE

The Sub-Committee were presented with an update on the Local Area Coordination (LAC).

Members noted that the LAC walked alongside 400 residents in areas covered by the LAC, which were in Rainham, Harold Hill and Collier Row/Havering Park). It was explained that due to the sustainability of the LAC it was hoped the LAC would be rolled out to Romford and Brooklands wards. Officers presented case studies to the Sub-Committee members which outlined the positive work and change the LAC was providing for residents.

The Sub-Committee agreed to bring an update report back before September 2023 to scrutinise the position of the LAC before funding runs out.

Chairman

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Public Document Pack

MINUTES OF A MEETING OF THE PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE Appointment Centre Rooms 10 & 11 16 March 2023 (7.00 - 8.00 pm)

Present:

COUNCILLORS

Conservative Group	Ray Best, Jason Frost (Chairman), Christine Smith and David Taylor
Havering Residents' Group	Laurance Garrard, Jacqueline McArdle and Julie Wilkes
Labour Group	Patricia Brown and Frankie Walker (Vice-Chair)

The Chairman reminded Members of the action to be taken in an emergency.

36 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies were received for the absence of Councillors Lamb, Bryan Vincent and Darren Wise.

37 DISCLOSURE OF INTERESTS

There were no disclosures of interests.

38 CHAIRMAN'S ANNOUNCEMENTS

The Chairman reminded members of the actions to be taken in case of an emergency.

39 POLICE RESPONSE FOLLOWING RECENT STABBINGS

The Sub-Committee held a Q&A session with MET Police staff regarding the recent stabbing incidents in the Borough, specifically Romford Town Centre.

It was explained to members that the Police had recently been held to account at a recent Safer Neighbourhood meeting with Officers explaining that the majority of issues had come mainly from youngsters from further inside London. No life threatening or changing and 5 arrests had been made so far but could not comment on the suspects at the meeting.

The officers explained to members they felt there were not enough town centre provisions (for example toilets and interview rooms). This prompted the Sub-Committee to agree for a report to be presented to Cabinet to further scrutinise the town centre provisions for police.

The Sub-Committee noted the report.

Chairman

PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE

Subject Heading:	Police strategy on recruiting more female officers and officers from minority backgrounds
SLT Lead:	Imran Kazalbash
Report Author and contact details:	Chief Superintendent Stuart Bell
Policy context:	This report relates to the public safety of residents

SUMMARY

The document outline's the Police's strategy for recruiting more female officers and officers from minority backgrounds.

RECOMMENDATIONS

To scrutinise the documents and information as appropriate.

REPORT DETAIL

Following a previous meeting of the People OSSC, members requested that the Police bring their strategy on recruiting more female officers and officers from minority backgrounds.

IMPLICATIONS AND RISKS

Financial implications and risks: None at this stage

Legal implications and risks: None at this stage

Human Resources implications and risks: None at this stage

Equalities implications and risks: None at this stage

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS
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None at this stage

BACKGROUND PAPERS

None

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PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE

Subject Heading:	Police strategy on Violence Against Women and Girls
SLT Lead:	Imran Kazalbash
Report Author and contact details:	Chief Superintendent Stuart Bell
Policy context:	This report relates to the public safety of residents

SUMMARY

The document outline's the Police's strategy for preventing and reducing violence against women and girls.

RECOMMENDATIONS

To scrutinise the documents and information as appropriate.

REPORT DETAIL

Following a previous meeting of the People OSSC, members requested that the Police bring their strategy on reducing and preventing violence against women and girls.

IMPLICATIONS AND RISKS

Financial implications and risks: None at this stage

Legal implications and risks: None at this stage

Human Resources implications and risks: None at this stage

Equalities implications and risks: None at this stage

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None at this stage

BACKGROUND PAPERS

None

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PEOPLE OVERVIEW AND SCRUTINY SUB-COMMITTEE

Subject Heading:	Quantifying the Cost of Living Response
SLT Lead:	Patrick Odling-Smee
Report Author and contact details:	James Hunt, Head of Housing Strategy, james.hunt@havering.gov.uk
Policy context:	The report deals with information requested by the Sub-Committee.

SUMMARY

The cost of living crisis is still affecting residents of Havering. To help as many people as possible we joined up with our colleagues in the NHS (National Health Service) and VCS (Voluntary, Charitable Sector) groups to produce a joint strategy. This strategy was to get help and support to people before they needed it and to try and make it easy to find and get help. We did this primarily through our marketing strategy.

We can show that a joined up, coordinated, marketing strategy does result in more help and support for residents.

RECOMMENDATIONS

There are no formal recommendations merely, next steps and continuation of what works.

The next steps are:

- Build up our 'marketing' infrastructure to allow quicker analysis and learning
- Understand why the use of Mosaic data and targeted communications did not generate as many interactions as expected
- Start to build our response for this winter, starting in July
- Produce a better, more coordinated response, across more organisations, with better branding of each organisation to leverage 'brand' recognition

REPORT DETAIL

The full report is contained within our dynamic dashboard: [Marketing Strategy Outcomes dashboard](#). I encourage you to draw your own conclusions. You need a onesource login to access i.e., it can only be shared with internal people or people connected to the project. You may need to request access the first time you logon. Work is ongoing to open this up to the wider public.

The overall arching objectives of the marketing strategy were:

- One source of help
- Link to existing things, do not duplicate work
- Bring help to those that need it, when they need it
- Driven by data
- Adapt through trial and error
- Get everyone to do two things:
 - Increase income
 - Reduce energy usage

What this meant in practice is that we used different methods to drive people to a single source of information. The information was contained on one website. The main area of work was to get people to that one source of information. In terms of getting people to go to our website, we found that:

- Drip marketing campaign worked best
- Targeting help worked well to defined groups of people
- At the heart, Havering Housing's email newsletter, got more interaction than Living.
- Including words connected to cost of living crisis in email newsletters led to more engagement
- Texting gives an immediate, large interaction but maybe not a high quality of engagement
- Roadshows did not give the type of engagement we wanted, turnout was very low
- Warm Spaces, which were set up under the principles of Placed Based Services, reached groups of people we may have missed just through our electronic approach

We learned that:

- People click on links contained with emails and texts
- Central Governments approach of not sending links in texts and asking people to search for a certain phase online does not generate as many as a link, by a factor of 10.
- People finding their own way to website and searching for help generates a higher quality interaction.
- However, over the course of the strategy period the quality of interactions increased. It feels we were reaching the right groups of people overtime.

- Texts generates a lot of engagement, but the quality of that engagement is low so should be used strategically.

The outcomes were:

- We increased the numbers of visits to our website by 103 visits a day.
- Since the start of the marketing strategy, we increased the number of applications for Housing Benefit and Council Tax support by 4 applications a week.
- Since the start of the marketing strategy, we increased the number of applications to the discretionary/Household Support Fund by 23 a day.

IMPLICATIONS AND RISKS

Financial implications and risks: None at this stage as the report is just for noting

Legal implications and risks: None at this stage as the report is just for noting

Human Resources implications and risks: None at this stage as the report is just for noting

Equalities implications and risks: None at this stage as the report is just for noting

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None at this stage as the report is just for noting

BACKGROUND PAPERS

The Cost of Living Strategy is here: [Cost of Living Strategy - Public Summary.pdf](#)

The Marketing Strategy is here: [Cost of Living Crisis - comms plan](#)

The Marketing Dashboard if here: [Marketing Dashboard](#)

I have developed an experimental 'chatbot' or virtual agent to keep you up to date with the strategy in real time. You can ask questions and it will answer them, as best it can. I am still working on developing it to become 'smarter'. We will be experimenting on using a virtual agent to keep the many different partners up to date as we progress this project and any future project.

[Demo website - Cost of Living | Power Virtual Agents \(microsoft.com\)](#)

All the above links may need you to request access for the first time.

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Peoples Overview & Scrutiny Sub- Committee

REPORT

Subject Heading:

REPORT INTO ADULT SEND
PROVISIONS TOPIC GROUP

SLT Lead:

Barbara Nicholls – Strategic Director of
People Services

Report Author and contact details:

Anisah Rahman– National Management
Trainee
Anisah.Rahman@havering.gov.uk

Policy context:

The report deals with information
previously requested by the Sub-
Committee.

Financial summary:

There is no significant financial impact of
the report itself.

The subject matter of this report deals with the following Council Objectives

Communities making Havering
Places making Havering
Opportunities making Havering
Connections making Havering

[X]
[]
[]
[]

SUMMARY

This report contains the findings and recommendations that have emerged after the Topic Group scrutinised the topic selected by the Committee in December 2022.

There are no financial, legal or HR implications attached to this covering report.

RECOMMENDATION

That Members:

1. Note the report of the adult SEND provisions Topic Group (attached);
2. Consider and decide whether to refer the recommendations of the Topic Group to a meeting of the Cabinet

REPORT DETAIL

At its meeting in December 2022, the Peoples' Overview & Scrutiny Sub Committee agreed to establish a Topic Group to review the adult SEND provisions within Havering.

Attached is a copy of the Topic Group's report. The report includes details of the research that it undertook in reaching the conclusions and recommendations set out.

REPORT OF PEOPLE OVERVIEW & SCRUTINY SUB-COMMITTEE ADULT WITH DISABILITIES PROVISIONS TOPIC GROUP

BACKGROUND

At its meeting on 6 December 2022, the People Overview & Scrutiny Sub-Committee commissioned a Topic Group for an insight into the current provisions available for adults with a range of disabilities within Havering including learning disabilities and autism, but also people with physical and sensory disabilities and mental health issues.

The terms of this review related to the impact on adults with disabilities over the age of 25 years old, exploring the avenues into employment and opportunity within Havering.

The Group established a timetable to hold meetings with Council officers and third sector providers.

The Topic Group consisted of Councillors Darren Wise (Chairman) Jacqueline McArdle and Julie Lamb, (Special) Statutory member representing SEND parents. On many occasions due to other competing priorities, Councillor Darren Wise and Julie Lamb carried out the scrutinising of the meetings and objectives.

The Group met fortnightly between January 2023 to March 2023 and has now concluded its review; identifying recommendations and findings which are detailed in this report.

THE SCOPE OF THE REVIEW

The focus for this Topic Group concentrated on the following key areas:

- To understand the current access routes to education and employment as well as social care provisions for adults with disabilities and to assess their strengths and weaknesses
- Create and then monitor a local authority quality assurance process and written framework for current and future adult day service provisions
- Signposting for current 16-25 provisions and employment opportunities and improving the content of the local offer
- Investigate current employment provisions for 25+ and explore the areas to improve employability opportunities
- Scrutinise Havering Borough's own delivery to modernise/update the current service model in place

METHODOLOGY

The Group agreed that the list of people to be interviewed would comprise the following members of staff and external colleagues:

Carmel McKeogh, Director of Operations, DFN Project Search Foundation
Amanda Montague, Employment and Skills Team, LBH
Andrew Sykes, Service Manager for Disabilities, Adult Social Care, LBH
Samantha Saunders, Commissioning Programme Manager – Disabilities, Joint Commissioning Unit, LBH

Members were grateful for the commitment of staff and witnesses to the review, many of whom took time out of work hours to contribute to the review.

THE REVIEW

The notes of the topic group meetings and discussions are attached to this report. Set out under the heading **RECOMMENDATIONS** are the key issues that emerged from the topic group's scrutiny.

MEETINGS

The Topic Group met on seven occasions conducting the review between January to March 2023:

30th September 2022- Scope finalising
15th December 2022- Initial Plan Discussion
10th January 2023
19th January 2023
7th February 2023
21st February 2023
7th March 2023
21st March 2023
27th March 2023

The first meeting held detailed discussions on the timeline and speakers to consult for the meetings. At the second meeting, a representative from DFN Project Search presented information on the programme (see Appendix A- DFN Presentation). After consulting with the representative, the costs of running the adult programme were sent over (see Appendix B), alongside a spreadsheet from Amanda Montague into the start-up costs for the planning year and the annual cost of running a three-year pilot (see Appendix C). After a cost benefit analysis was taken into consideration, the group decided to withdraw it as a possible recommendation.

Officers from the Joint Commissioning Unit and Disabilities Management Team within Havering provided their involvement around quality assurance functions provided for adults with disabilities currently.

FINDINGS

1. Day Care Provisions and Quality Standards

Members consulted with Havering Officers managing the current adult day care provisions and shared concerns over the lack of quality assurance guidelines and frameworks in place for provisions for adults with disabilities. Members were pleased to hear Officers were carrying out initial benchmarking and identifying neighbouring boroughs who similarly do not have a quality standard in place but instead commit to yearly audits. Moving forward there is a working group for the North East London boroughs and a working group for London Wide Boroughs to discuss and implement a standard as a whole. Once the working groups are set up and a meeting held with Havering Officers, then they will report back with updates.

2. Employability Schemes and Transitioning Process

Members noted many of the current schemes in place for SEND provisions were allocated to those within the age group of 16-25 year olds due to the Education Health Care Plan funding available within the timeframe. Members considered the weakness in the lack of progression from internship to paid employment available for those aged 25+ years with disabilities, transitioned support from day provisions into paid employment, and the limitation of having three Officers dedicated to the general service of supporting unemployed adults into work who may or may not have disabilities. Members noted employing a specialist Supported Employment Adviser for adults with disabilities to work alongside day provision and support transition to internships and paid employment would be beneficial.

RECOMMENDATIONS

1. Havering to employ a specialist Supported Employment Adviser for adults with disabilities to work alongside day provision and support transition to internships and paid employment.
 - a. Improving employability opportunities and the delivery of such routes ensuring accessibility for all with the Council engaging with adults with disabilities by supporting and signposting these opportunities, and creating relationships with local businesses to employ adults with disabilities.
 - b. Create an action plan/recommendations aligned to actions in the All Age Autism Strategy
 - c. Develop schemes with local businesses to help provide employment opportunities for adults with disabilities over the age of 25
 - d. Employers to complete the Oliver McGowan mandatory training in line with national legislation passed July 2022
 - e. Expanding Council operated services for jobs i.e Avelon Day Centre, explore options around social enterprise schemes

2. Ensure Havering's local offer (covering ages 16-25) is comprehensive and detailed with signposting to identify current apprenticeships available for young adults with disabilities.
3. To create, maintain and monitor "Quality Standards" for providers within Havering and benchmarking against other North East London boroughs. Setting standards in place to monitor the quality of provisions and their individual, tailored offer to service users. Establishing a formal framework for providers to set their standards against including frequency of monitoring and inspection.
 - a. A specialised, meaningful set of activity programs for 25+ residents with disabilities - with person-specific requirements to help improve the quality of the services provided.

Financial Implications

Recommendation 1 in this report will have financial implications, further work and a restructure report will need to be undertaken in order to identify the full financial implications and appropriate budget to identify the resources to fund the recommendation. The level of funding required would be established with the grading of the post. This service funding could be considered as part of the ongoing TOM work. Recommendations 2 and 3 have no financial implications.

Legal Implications

The Local Authority has duties under the Children and Families Act 2014 to ensure that any educational provision required for an adult in the age range 18-25 and set out in an Education, Health and Care Plan (EHCP) is provided. There have been recent amendments to the Health and Care Act 2008 which impose requirements on relevant health and care bodies to provide mandatory training to their employees on learning disability and autism (known as "McGowan training").

The Committee cannot make an executive decision to implement the recommendation in this Report and if this is to be approved it will have to be considered by an executive decision maker before it can be implemented. It will of course have financial implications which may be relevant for any ultimate executive decision maker to consider.

HR Implications

The recommendations will require the creation of and recruitment to a new post of Supported Employment Adviser for Adults with disabilities which will be managed in accordance with the Council's policies and procedures.

Equalities Implications

None directly although the successful adoption of the recommendations in the Topic Group's report would serve to support adults with disabilities with employment and working skills in Havering.

Health and Wellbeing Implications

Employment has positive impacts on health and wellbeing of individuals including those with disabilities. Access to Work Advisers are known to be effective when they are trained to the required standards and are supported by the local system. Therefore, adequate training and management support must be ensured to see results. Volunteering as health champions by the adults with disabilities may not only strengthen their job applications in care sector, but will increase their own knowledge on health and wellbeing which take can subsequently to support wellbeing in their workplaces.

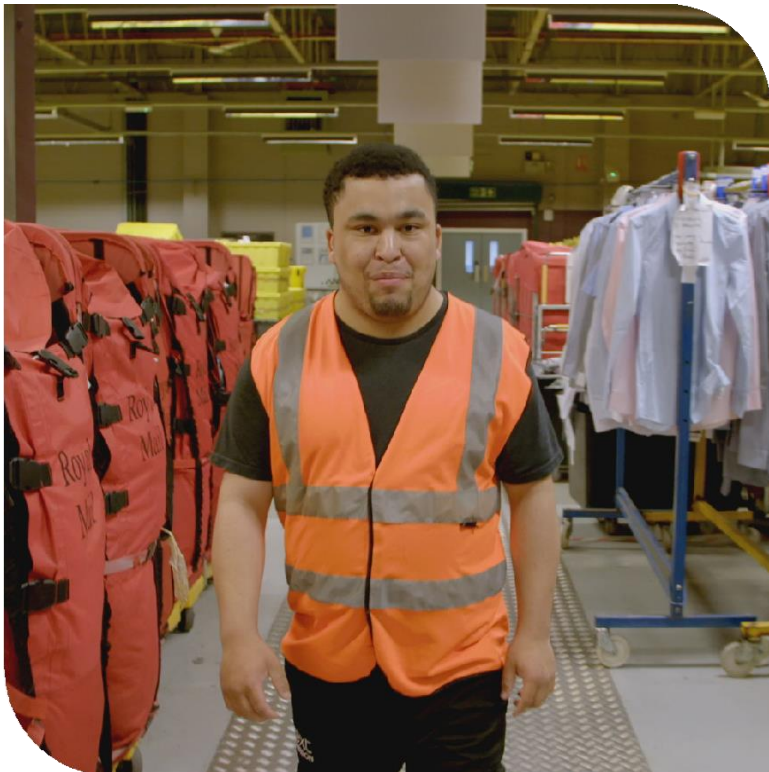
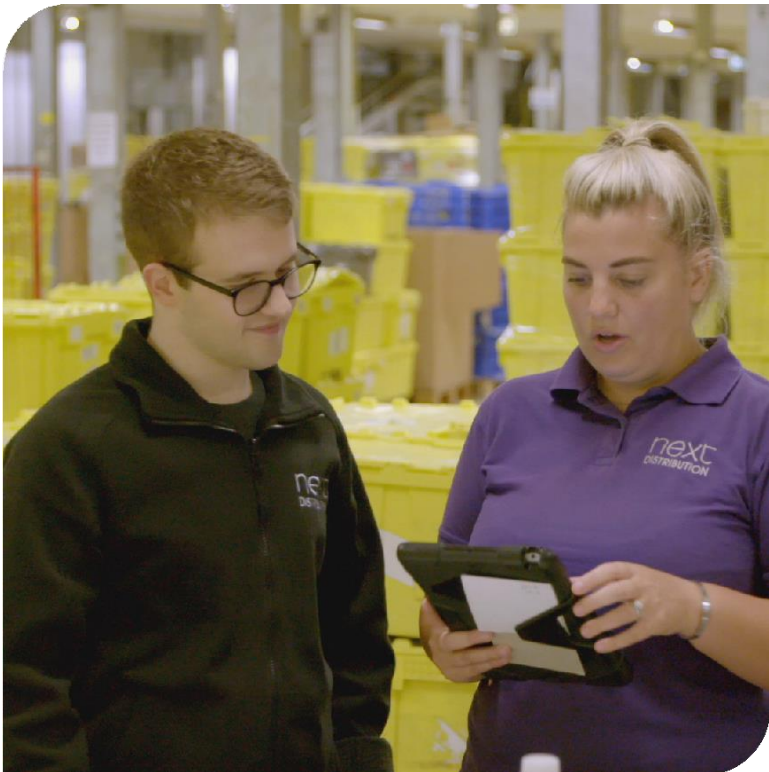
Climate Change

None.

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Supporting those furthest from the labour market into work

Adults with a learning disability or autism spectrum condition or both



Working Every Day To Build A More Inclusive Society



Nationally only **5.9 per cent** of people with learning disabilities are in paid employment (BASE 2018/19).

A survey conducted by Mencap in 2018 revealed that at least **65 per cent** of people interviewed with a learning disability said they would like to be in paid work.

We believe that every young person has a right to aspire to work, something that is often denied to people with learning disabilities and autism.

DFN Project SEARCH is a transition to work programme for students with learning disabilities and autism spectrum conditions. We train people to transition into meaningful and lasting employment.



When I
grow up
I want to be....

a vet



DFN Project SEARCH: Our Goals

Change

We are committed to creating lasting transformations in the lives of young people with learning disabilities and autism.

Pathway

Our vision is to help young people with learning disabilities and autism to get great jobs.

Culture

We are helping business and organisations diversify their workforce and transform culture.



Dame Carol Black – Expert Advisor on Work and Health

The Fundamentals

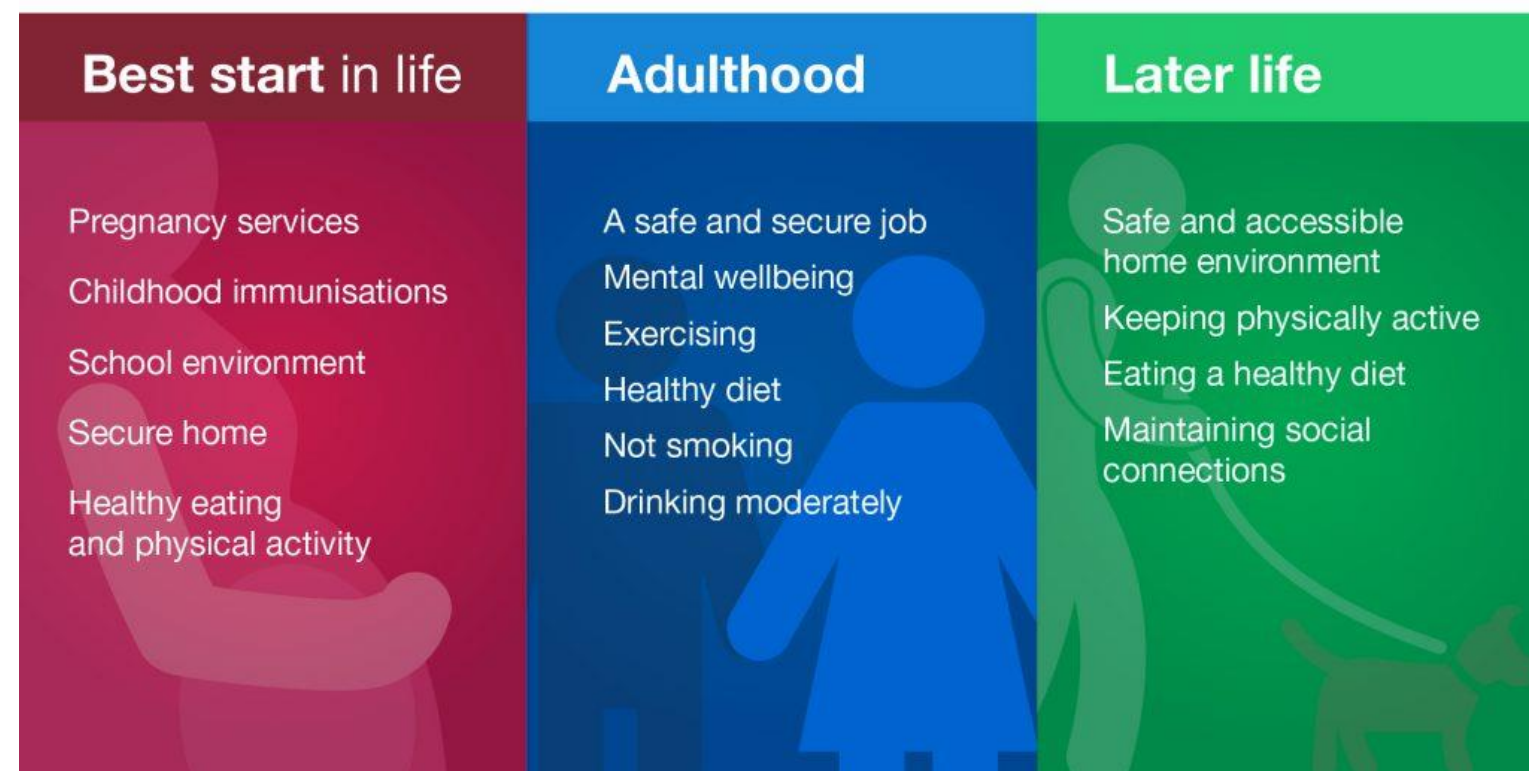
Work is good
for you!

- **Work and health are inextricably linked**
- Work is a determinant of health
- People's social and economic circumstances affect health throughout life, so health policy must be linked to the social and economic determinants of health
- **Work is generally good for health**
- Enabling people to be in productive work is a health issue
- Good health is essential for a high-performing workforce
- Worklessness is a greater risk to health than many 'killer' diseases
- **Improving working-age health is the business of us all. It is also a Public Health issue.**



Employment for People with Learning Disability and Autism in the UK

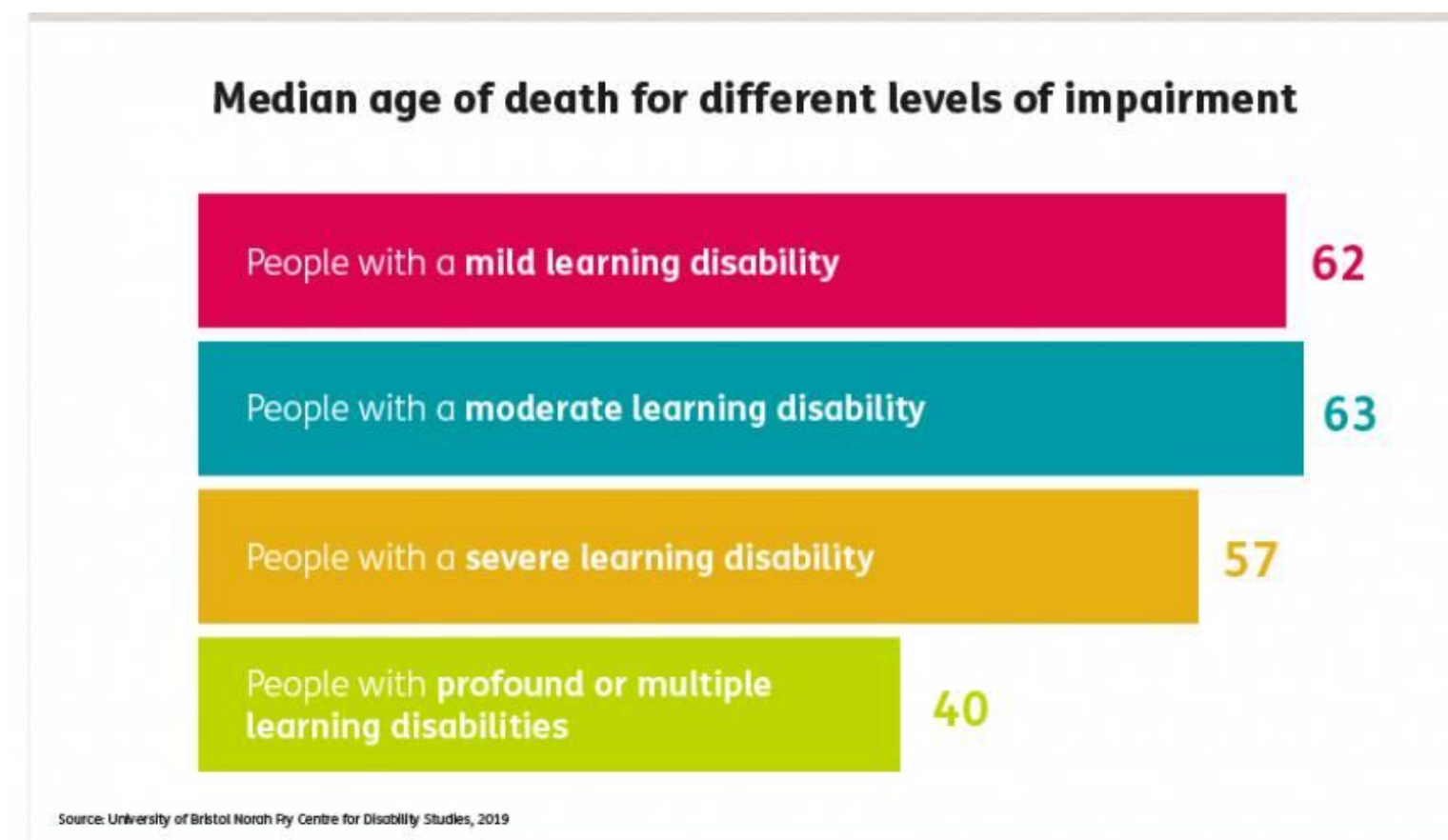
Young and old: prevention matters



**Median Age of Death
General Population**

Men- 82
Women 85

Life Expectancy for people with Learning Disabilities



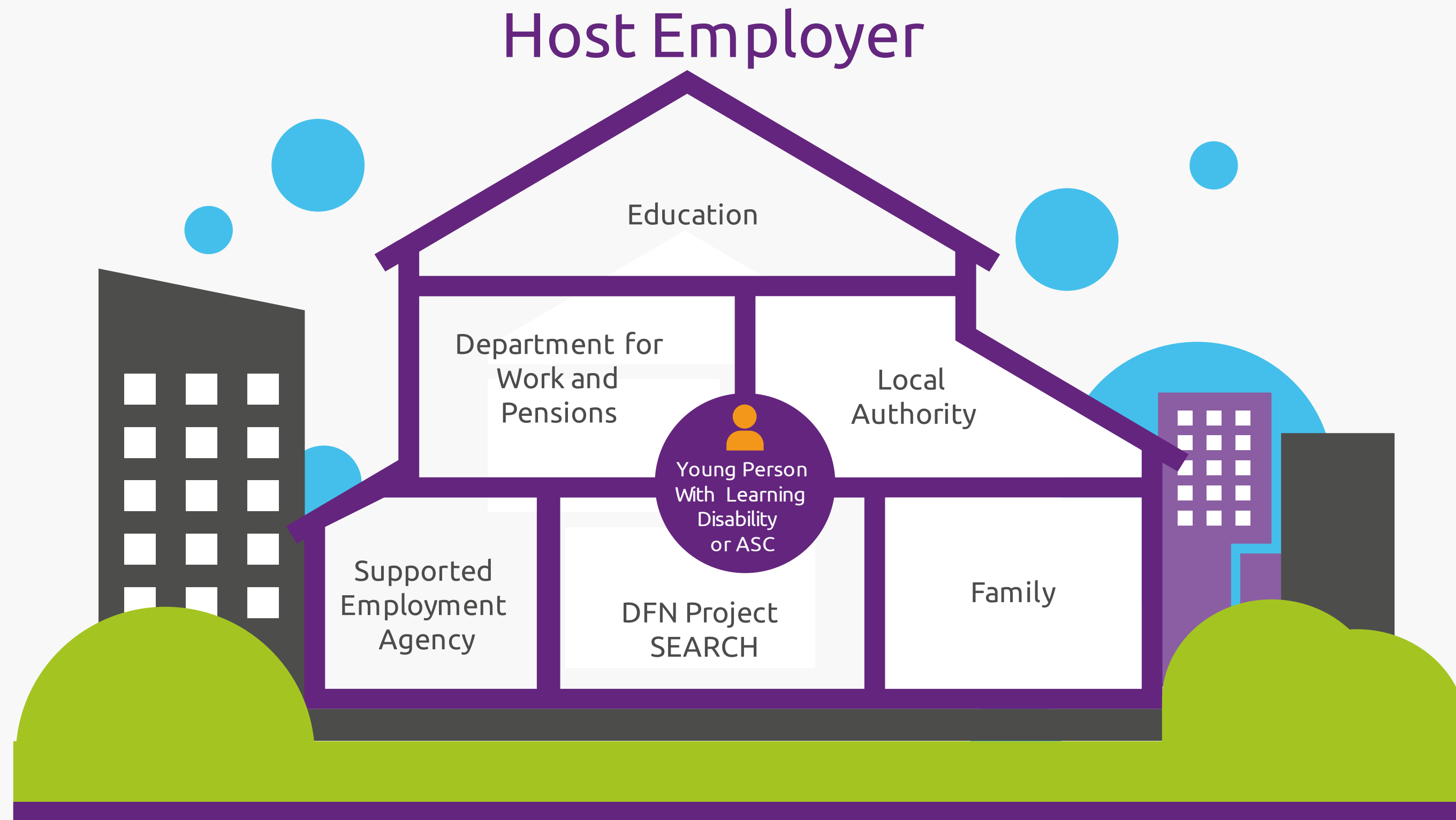
The DFN Project SEARCH model

DFN Project SEARCH has a number of model fidelity components that define the programme, its values and goals. These critical components include:

1. The outcome of the programme is integrated, competitive employment that is:
 - In an integrated setting
 - Year-round work (not seasonal employment)
 - 16 hours/week or more
 - Paid the prevailing wage
2. The focus of the programme is on serving young adults with learning disabilities and autism who can benefit from personalised support in an intensive year of career development and internship experience.
3. The programme is a collaborative partnership using support and resources from: Education, Local Authorities, Adult Supported Employment Agencies, Families and Host Businesses.
4. The programme is business focused.
5. The programme is committed to continuous improvement.
6. The programme leads to acquisition of competitive skills.



The DFN Project SEARCH Way



Internships - Cornerstone

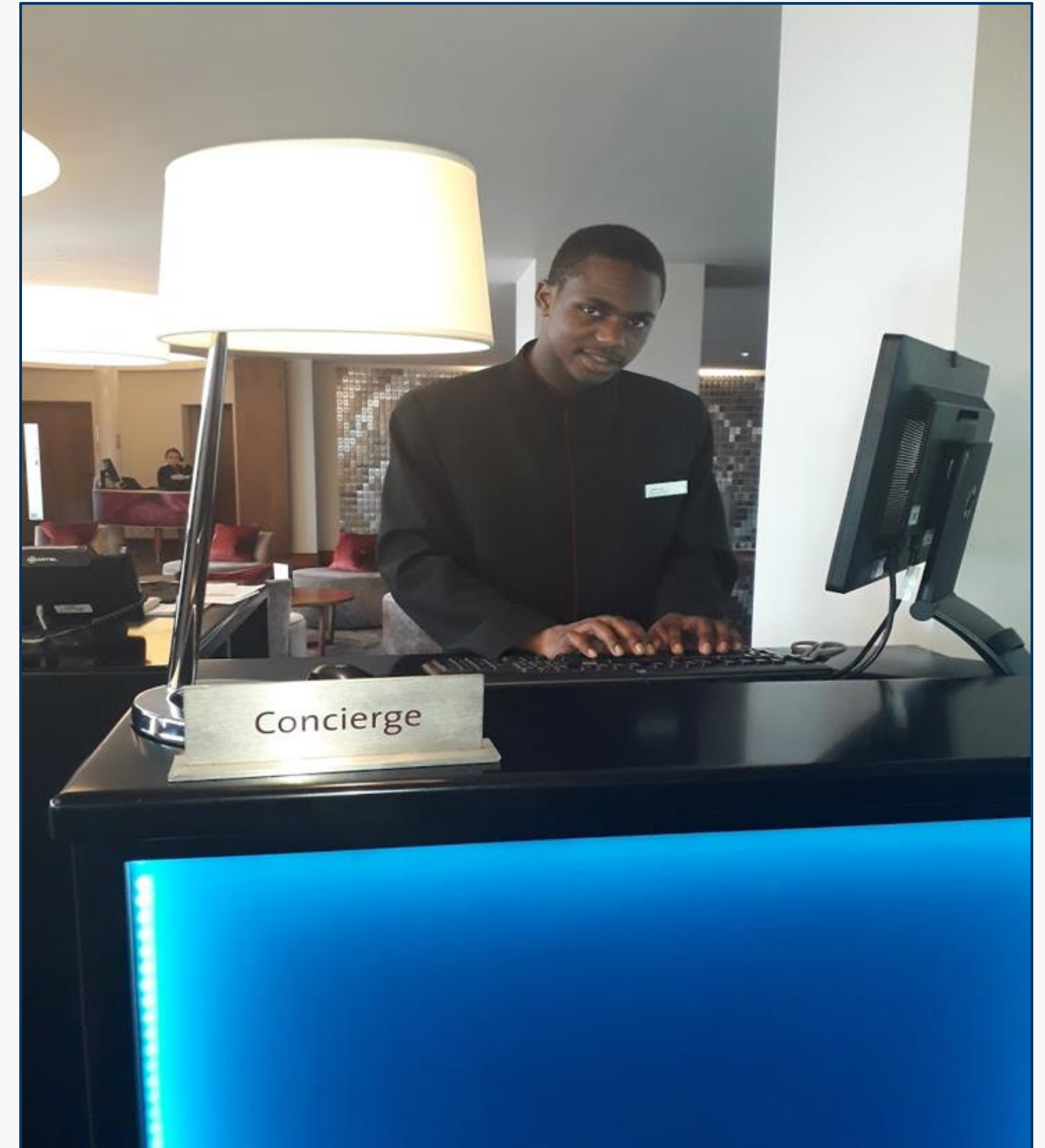
Immersed in the business setting and learning:

- Competitive, marketable Skills
- 4 – 5 hours of day
- Work/ Social Skills
- 10 weeks/Flexible
- Feedback & Assessment



Typical Project SEARCH Day

- 9:00 Employability Skills
- 10:00 Worksites
- 12:30 Lunch
- 1:15 Worksites
- 3:30 Review, Plan Communication
- 4:00 Depart



Support For Host Business

- **A Professional Onsite Team**

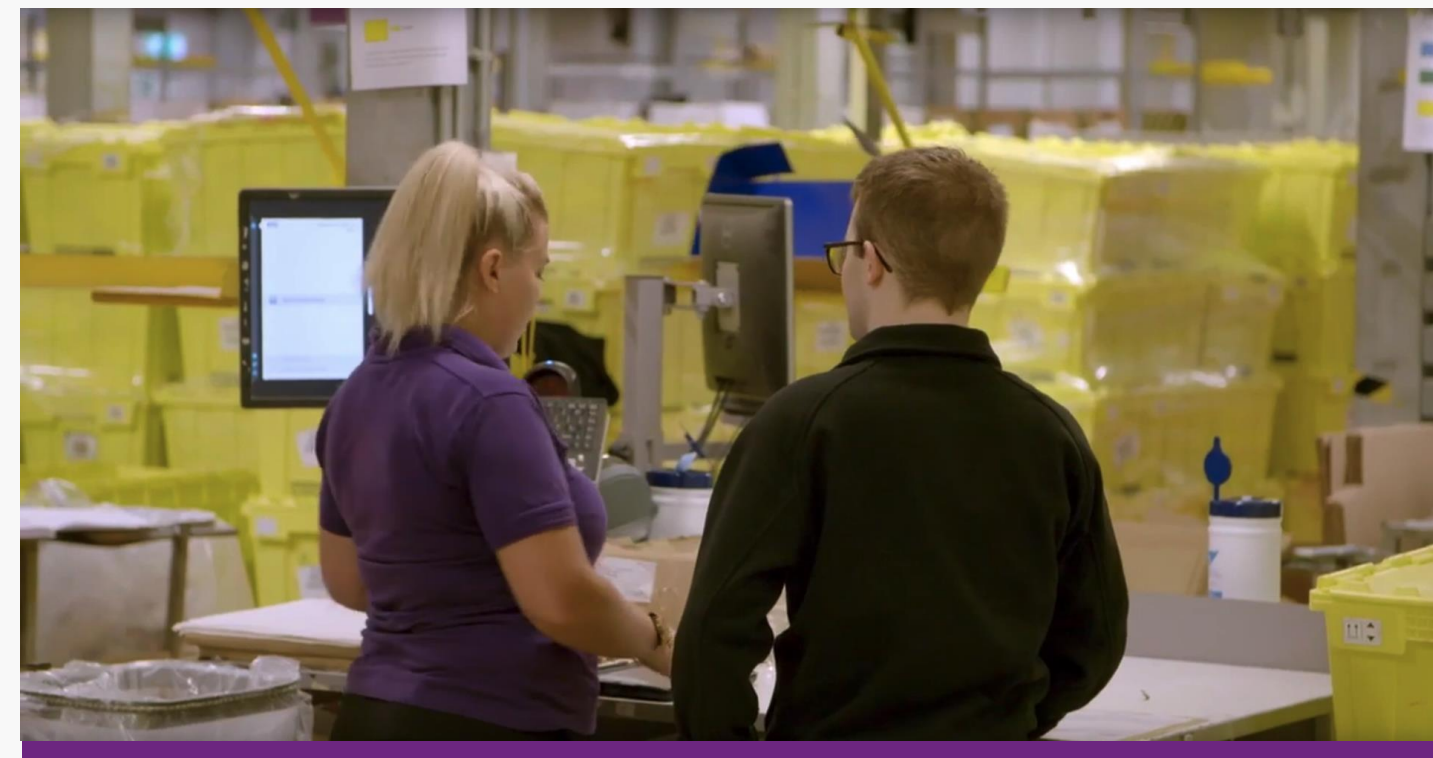
- Here all the time that the interns are and more!
- Trained to deliver the programme and support you and the young people
- Both the Job Coach and the Tutor will teach the interns on the Job as well as in classroom

- **Training**

- We can provide training on Learning Disability and Autism and employment if you want it
- There will be full briefings and one page profiles provided for every intern to help you understand how best to support them

- **The Intern**

- Adding value
- Improving morale and lifting team spirit
- Looking at things from a different lens



Why DFN Project SEARCH works for Business

- **Hidden talent pool**

Over 70 per cent of people with a Learning Disability want to work but only 6 per cent of those known to Local Authorities are in work.

- **A loyal workforce**

A Mencap survey of 84 employers found that people with learning disabilities stay in their job on average 3.5 times longer than those without a learning disability.

- **Great attendance**

The Mencap study found that people with a learning disability had no whole day absences, compared to 1-6 days missed by matched non-disabled co-workers, and they were late only 3 times, compared to 20 times for non-disabled comparators.

- **Low Cost**

Mencap also found that from 2024 employer records 65 per cent noted the cost of employing people with LD and ASC as cost neutral and that the average cost of adaptations was £75.00 per person.

- **Low Risk**

On average Host Employers in DFN Project SEARCH employ 37 per cent of the graduates although there is no requirement for them to employ any of the graduate.



DFN Project SEARCH – Our Data



Nearly **70%** of interns secured employment



60% interns found full-time, jobs paid at prevailing wage



The latest cohorts average hourly wage was **£8.83**



Interns work on average **25 hours** per week.



DFN Project SEARCH – historical data



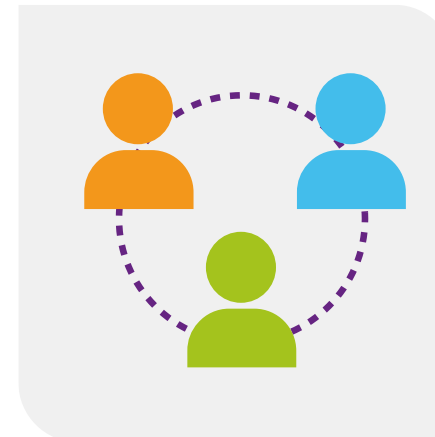
Over **1900** interns supported into work in the UK in the past 10 years



Interns worked in over **230** sectors and **30** roles



99% of our interns have a learning disability and/ or autism



We have set up a **Youth Advisory Group** to ensure interns and graduates play an active role in shaping our work



National Minimum Wage and DFN Project SEARCH Wages by Age (latest cohort)

Page 71



<https://www.gov.uk/national-minimum-wage-rates>



DFN Project SEARCH Outcomes by Age

- ✓ Younger interns have consistently very high **employment** outcomes
- ✓ **Average** wage is higher than the minimum wage for all age groups
- ✓ Younger interns are more likely to have a job that met the **criteria**
- ✓ Younger interns were also more likely to have **completed** the programme
- ✓ Interns **under 18** received **80% more** than the minimum wage on average in the latest cohort
- ✓ **18-20 years** old Interns received **58% more** than the minimum wage on average in the latest cohort



Interns from Ethnic Minority Groups

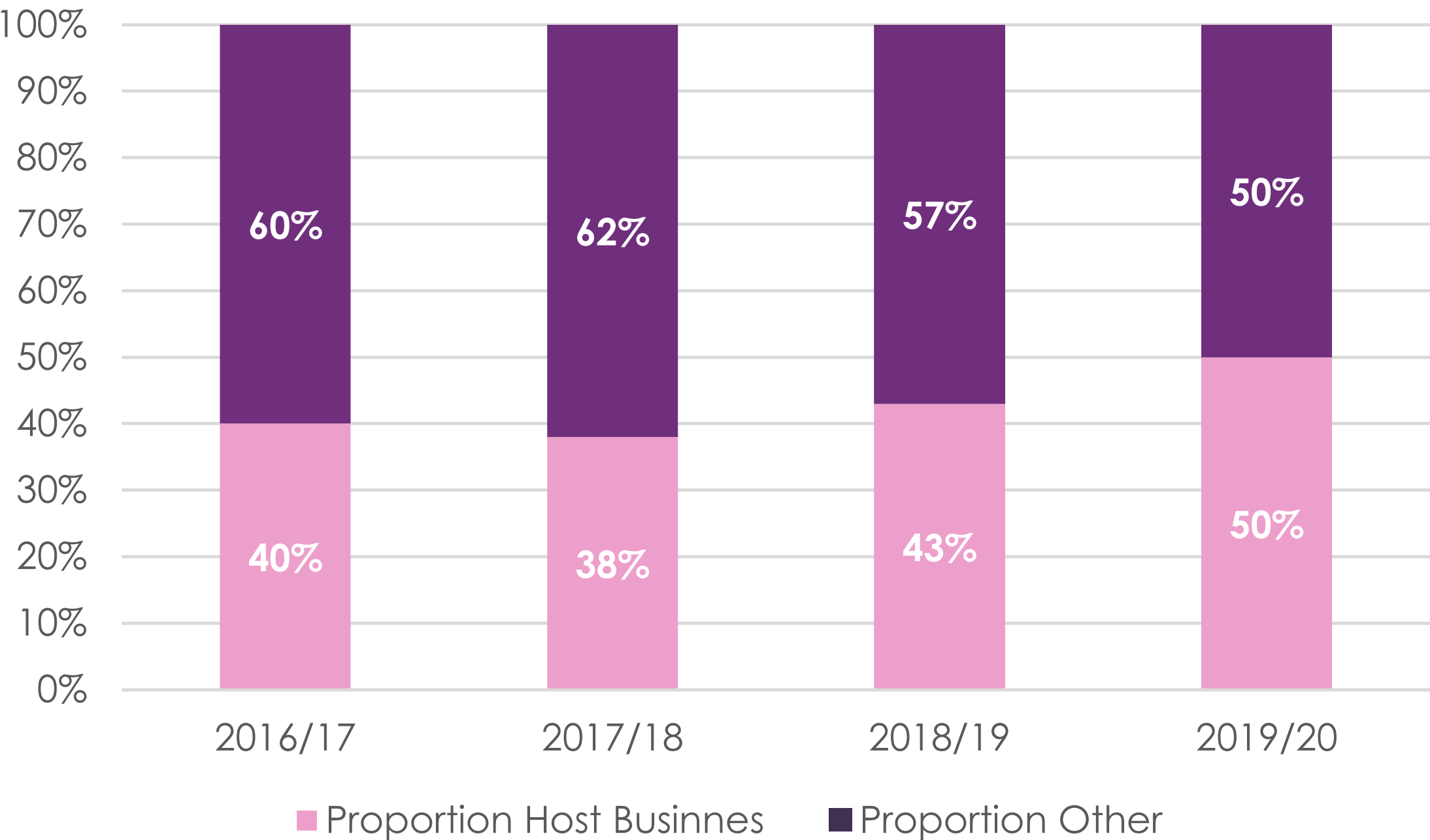
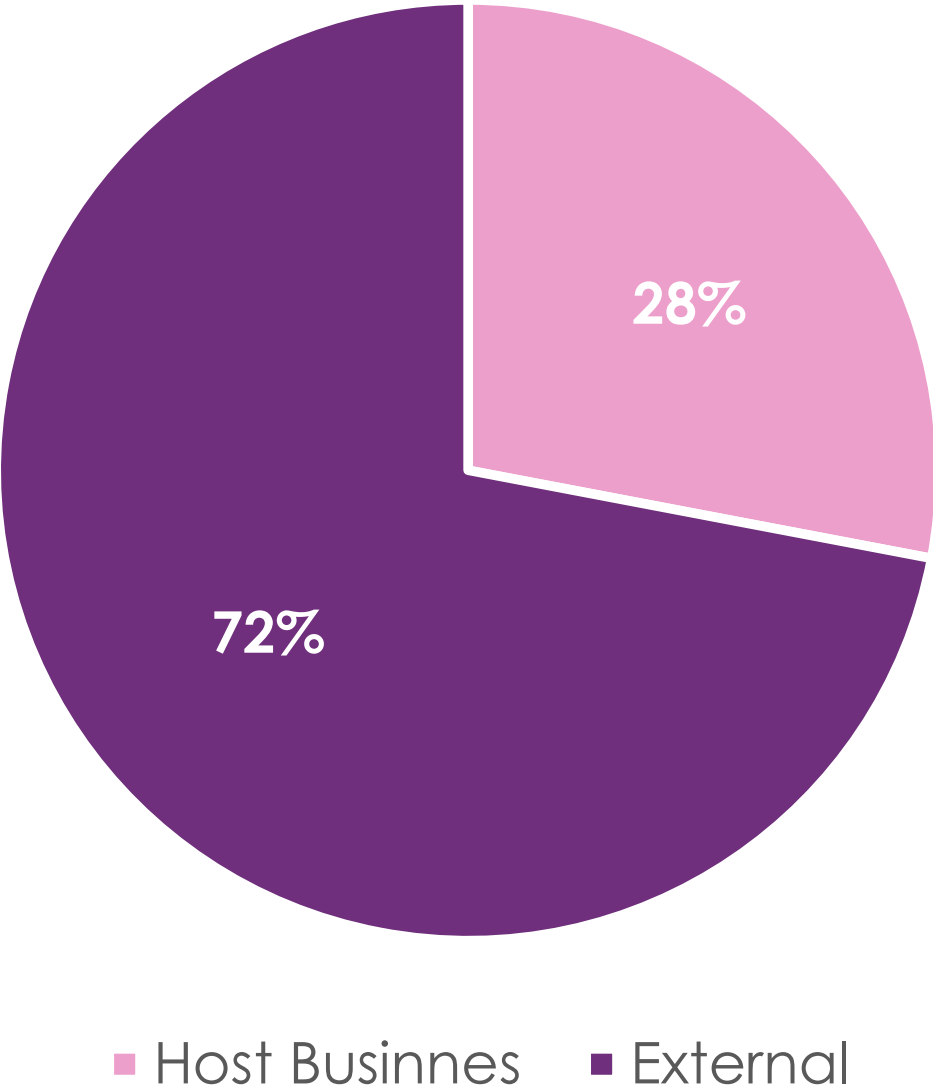


- ✓ At least 24% of interns are from ethnic minorities in every cohort
- ✓ All large ethnic groups represented on our programme
- Page 73 ✓ Interns from Ethnic Minority Groups earn the same or more than White/European on average
- ✓ Interns from Ethnic Minority Groups work the same number of hours per week on average
- ✓ Interns from Ethnic Minority Groups work in the same roles and sectors as White/European interns



Host Business and External Employers

2020/21



Strategic Partnership with Europe's biggest employer

- ✓ **Strategic partners** of NHS England, NHS Employers, NHS Improvement and Health Education England.
- ✓ **42** new DFN Project SEARCH sites within NHS settings – including NHS arms length bodies.
- ✓ We can reach an additional **500 interns** a year.
- ✓ Collaborating with providers such as Project Choice and Mencap to bring together best practice to meet areas of un-met need.

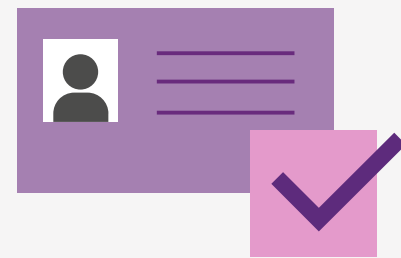


NHS Data from 2020/21



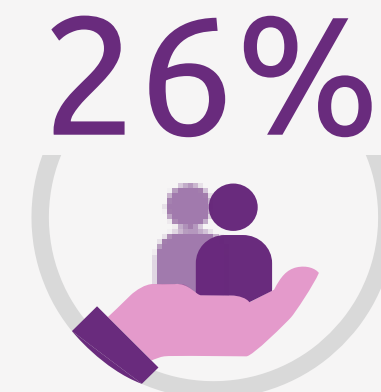
50%

Nearly 50% of our sites were in NHS hospitals.



62%

The NHS employed 62% of our interns (96 intotal).



Of those employed by the NHS are from Ethnic Minority Groups



42 NHS

We are starting 42 new NHS sites in England





Intern Satisfaction Survey - 2022

For the first time we asked interns to share their experiences during the programme. They reported massive improvement in all 10 areas, which covered wellbeing, interpersonal and work skills.

99% of them thought the programme was useful

Page 77 They said the best things about the programme were:

- Rotations
- Learning new skills
- Making friends / socialising
- Support received
- Working
- Training (safeguarding, CV writing, interviews)





114 operational sites

Click the link below for an interactive version of the map

<https://tinyurl.com/sehzm5de>



www.dfnprojectsearch.org





Project SEARCH across the World

- Ambitious and to Scale
- 650 + Programmes
- 48 States in the US
- 10 Countries
- Over 33,000 + students Served
- 65% Full Time Jobs
- 75% All Jobs
- Average Hours 24.7
- Average Salary \$10.85



Some of our Local Authority Partners

**Bath & North East
Somerset Council**

Blackpool Council

**Scottish
Borders
COUNCIL**

**City of
BRADFORD**
METROPOLITAN DISTRICT COUNCIL



**Calderdale
Council**

Camden

**Devon
County Council**



Doncaster
Metropolitan Borough Council

**Dumfries
& Galloway**
COUNCIL



East Ayrshire Council
Comhairle Siorrachd Àir an Ear



• EDINBURGH •
THE CITY OF EDINBURGH COUNCIL

Falkirk Council

**CYNGOR
Sir y Fflint
Flintshire**
COUNTY COUNCIL



Hackney

h&f
hammersmith & fulham

Haringey
LONDON

Harrow COUNCIL
LONDON



Some of our Local Authority Partners



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Report Template

DFN Project SEARCH Adult Programme Proposal

1. Purpose of the Report

- a) To propose that XXX Council commence an adult DFN Project SEARCH programme for people with a learning disability, autistic people or both who aspire to move into employment.
- b) To trial its effectiveness over a three-year period with a view to creating a sustainable pathway for adults with a learning disability, autistic people or both into work

2. Background to DFN Project SEARCH

- a) DFN Project SEARCH is a transition to work programme that started in 1996 in the United States of America. There are now over 650 programmes in 10 countries and there are 74 active programmes in the UK as of October 2021.
- b) DFN Project SEARCH is an evidence-based programme that produces strong and sustainable results in the UK where 60% of graduates move into full-time paid work of over 16 hours per week and 70% move into paid work above and below 16 hours per week.
- c) In the UK the programmes are delivered to young adults at the point of transition from education to employment. It is designed to be the young person's last year of formal education and is totally focused on them obtaining work through a combination of the delivery of curriculum-based employment and life skills delivered each day alongside in work-based learning taught inside a large host employer with the help of a specialist job coach and work buddies or mentors.
- d) However, in the United States the teams operate the programme with older adults and successfully move them into employment with the same outcome levels as are achieved for young adults. The levels of complexity of the interns on an adult programme mirror those on the programmes for young adults. DFN Project SEARCH is designed to support people with moderate learning disabilities and those with more complex needs. People must need a full academic year of support to become work ready to benefit from the programme.
- e) In the UK we have some evidence that older participants can benefit from the programme as in Scotland there is greater flexibility on the age of participants and from that data it is evident that a 30-year-old is as likely as a 21-year-old to be able to make the step into paid work.
- f) DFN Project SEARCH programmes work on the premise that starting a site will create a sustainable pathway to work for people with a learning disability, autistic people, or both and indeed many programmes in the UK have celebrated 10-year anniversaries since 2020. The reason for being concerned with sustainability is that it is evident that people with a learning disability, autistic people or both and their families have had their aspirations for employment dampened and it takes time to support people to see themselves as capable of employment and to feel that they have a realistic opportunity to attain it. Initiatives that 'come and go' are not likely to build lasting aspiration and create a clear pathway that people can use to be successful in finding and keeping a job.
- g) The sustainability of the programmes that transition young people from education to employment is underpinned by funding from education based on each students needs

(as described in their Education, Health and Care Plan in England and Personal learning Support Plan in Scotland) to support the appointment of a full-time on-site tutor/facilitator and access to work funding to support the appointment of job coach(es).

- h) The reason why DFN Project SEARCH programmes have not developed adult programmes in the UK is specifically related to funding challenges. That is because the education funding is not available to adults at anything like the same levels and access to work funding is also not available for interns who do not have an education, health, and care plan.

3. Background in (Name of Local Authority area)

- a) State here the aspiration of the LA to provide life chances to people in the LA area
- b) Link to the council's visions, values and aspirations
- c) State here the numbers of people in the community with a Learning Disability and Autism or both
- d) State here the health outcomes and life chances for people within the LA area with Learning Disabilities and Autism or both
- e) State here information from the transforming care partnership about how many people with a Learning Disability, Autism or both want to work and how many of them want to work
- f) State here the average cost of providing day services or other services per person for people with a Learning Disability, Autism or both

4. Starting and funding an adult DFN Project SEARCH programme

- a) To start a DFN Project SEARCH programme in XX the following resources would be required for a 10 person programme (DFN Project SEARCH programmes typically have 8-12 participants and costs can be adjusted accordingly) :
 - I. A host business with over 250 employees at one location
 - II. A tutor/facilitator from a local college
 - III. Two job coaches
 - IV. A DFN Project SEARCH license – this includes project management support, training, guidance, curriculum, progress over time data, outcome data and quality assurance
- b) In the planning year prior to the commencement of a programme the approximate costs associated would be:

Item Line	Cost	Oncosts	Total
Tutor/Facilitator for 1 month	£2,084	£834	£2918
Supervisory and planning support from the college	£2,500	£1,000	£3,500
Job Coach for 3 months	£5,250	£2,100	£7,350
Half Time Job Coach for 3 months	£2,625	£1,050	£2,730
Supervisory and planning support	£2,500	£1,000	£3,500

from the supported employment provider			
DFN Project SEARCH License	*£3,500		£3,500
Total Cost	£18,459.00	£18,459.00	£23,498.00

* The license fee is Payable as £10,000 before programme commencement and £3,000 in September of the third year of operation and each year thereafter.

- c) The approximate financial costs of delivering the programme per annum for the three-year pilot would be:

Item Line	Cost	Oncosts	Total
Tutor/Facilitator	£25,000	£10,000	£35,000
Supervisory Support for the Tutor/Facilitator	£5,000	£2,000	£7,000
Contribution from the College Adult Education Funding			Please put minus figures here for the amount that the college can draw down through adult funding.
Job Coach	£21,000	£8,400	£29,400
½ time Job Coach	£10,500	£4,200	£14,700
Supervisory Support for the Job coaches	£5,000	£2,000	7,000
DFN Project SEARCH License	*£3,500		£3,500
Total Cost			

5. The Case for change

- People with a learning disability, autistic people or both are largely excluded from work and local authorities report that less than 6% of the people known to them are in paid work. There is substantial evidence that work is good for you and that it creates a sense of purpose, provides financial security and that there are very many natural supports that employees benefit from including developing friendships, being able to access advice, as well as accessing things like pensions and employee support programmes.
- The median age of death for people with mild learning disabilities is 62 and moderate 63 which is over 20 years less than the general population. It is likely that there is some correlation between the lack of employment opportunities and these poor figures when you reflect on generally poor health and life outcomes for people who do not have work in their lives.
- Many people with a learning disability, autistic people or both become more dependent on adult social care services as they get older. They may live with parents who themselves become less able to offer support or they may become depressed due to social isolation and a lack of purpose in their lives. In XXX Council the expenditure on services for adults with a learning disability, autistic people or both amounts to approximately XX per annum per person for those with mild and moderate learning

disabilities. Moving people into work would significantly reduce that expenditure in the short and the long term

- d) DFN Project SEARCH have been working in the UK for more than 10 years and there are many graduates who have jobs, their own transport, their own homes and who have married and had children. Employment creates an opportunity for people to have the sort of lives that most people take for granted. XX Council wants to meet the aspirations of people with a learning disability, autistic people or both and that is clearly described by them in the transforming care partnership plan.
- e) The council will work with the college and the host business to select students who are in receipt of adult social care funding and evidence of the savings achieved by referring people to the programme will be retained for evaluation purposes.
- f) There is no question that moving people into work will create a significant saving to the public purse. In terms of DWP benefits and the most basic level of adult social care support the saving in a lifetime is likely to be in the region of £1 million per person. In addition, partners in health will also make savings if people with a learning disability, autistic people or both are in employment and benefiting from the supports that come with that.
- g) You will also find a link here to some independent research conducted on Project SEARCH which shows a social return on investment of £3.80 for every £1 spent.
<http://www.socialvaluelab.org.uk/wp-content/uploads/2013/09/SROI-Report-Project-Search-Final.pdf>
- h) It will be important to work with the local DWP Disability Employment Advisor to ensure that the benefits of people on the programme during the DFN Project SEARCH year remain in place and that better off in work calculations have been completed to ensure that people joining the programme will be motivated to move into work from a financial perspective as well as from a developmental perspective.

6. How is DFN Project SEARCH programme for adults structured

- a) The programme is considered a full-time course of study and people coming onto the programme should be able to continue to receive benefits, providing that they are in receipt of disability related benefits.
- b) The DWP state that if you are disabled and have limited capability for work and are getting:

- Personal Independence Payment
- Disability Living Allowance
- Attendance Allowance
- Armed Forces Independence Payment

Then you may still be able to receive Universal Credit when on a full-time course of study.

- c) The programme lasts for one academic year and is based in a large prestigious host business with between 8 and 12 interns on each annual cohort
- d) The aim of the programme is to move participants into full time work, that is work of 16 hours or more per week.
- e) The interns have curriculum delivered to them for three weeks during their induction and then for one week between terms and each day between 9.00 AM and 10.00 AM and from 3.30 PM – 4.00 PM.

- f) They undertake three work-based rotations, one per term where they learn competitive, marketable skills that are taught to them by the trained job coach. The interns will have a vocational assessment and the rotations are relevant to the persons career goals and layer on skills so that the intern is fully skilled in all areas of the work they are interested in by the end of the academic year.
- g) From halfway through the programme each intern will have an intentional employment plan and the intern, and the team start the process of looking for employment
- h) At the end of the programme any intern who has not yet secured a role will be referred to XXX who will be appraised of their skills and aspirations and the job search activity will continue.
- i) General outcomes from programmes where participants are between the ages of 17 and 25 suggest that on average 70% of people on the programme will move into employment and 60% will move into full time paid work. The average number of hours for participants is 25 hours per week.

7. Evaluation

- a) It is anticipated that the programme will be successful as it is in the United States and that 70% of the adults on it will move into paid work. The success rates will be monitored by DFN Project SEARCH and can be compared to the rest of the cohorts across the UK.
- b) The Adult Social Care team will collect data about the savings/costs for the council by referring the intern to the programme during the DFN Project SEARCH year
- c) The Adult Social Care team will estimate the savings for the council per annum created by the intern moving into employment.
- d) Qualitative data from the interns and families and carers with regards to the benefits and issues involved in the programme will be collected by the adult services commissioner in consultation with DFN Project SEARCH and the onsite team
- e) Qualitative data from the host business with regards to the benefits and issues involved in the programme will also be collected by the adult services commissioner in consultation with DFN Project SEARCH and the onsite team

8. Summary

- a) Through the transforming care partnership, we know that people with a learning disability, autistic people or both in our community see the lack of employment opportunities as a key issue and they have told us that they want more support to achieve employed status.
- b) At XXX Council there is a commitment to support residents of working age to achieve meaningful employment. People with a learning disability, autistic people or both are the most excluded from work and need the most support to break through the barriers that stop them from sharing their valuable skills and talents.
- c) DFN Project SEARCH is the world's largest transition to work programme for people with complex Learning Disabilities and Autism Spectrum Conditions. It is evidence based and it works for older adults as well as younger adults transitioning from education. The only reason that it is not available to adults in the UK is that the funding regime is more challenging and needs greater local authority investment.

- d) From an economic perspective moving people with Learning Disability and Autism into employment makes sense for the system. It removes or decreases reliance on benefits for the individual making them net contributors to the system and creates financial independence for the individual. There are savings to the benefits system as a result. In addition, there is decreased pressures on local authority's budget as the need to support people with day services is lessened. In the longer-term the need for such support increases as people age, become bored, have little sense of purpose and are unstimulated – people in work are less likely to follow that trajectory again creating savings to the system.
- e) The health of people in employment is significantly better than for those who are unemployed. It is expected that the health outcomes of people with Learning Disability and Autism who work will be significantly better than those who are not in employment. This creates both a financial benefit for the health system but is also the right thing to do from a moral perspective.

9. Recommendations

- a) Support a three-year pilot of an adult DFN Project SEARCH programme designed to offer the opportunity for people with Learning Disability and Autism who are over 25 or under 25 but not in education and are known to XX local authority and in receipt of services.
- b) Provide the necessary funding to support the pilot programme for that period.
- c) Work with DFN Project SEARCH to identify an appropriate Host Business for the programme.
- d) Identify an appropriate Further Education partner to support the delivery of the programme (This could be the council's own adult learning service)
- e) Review the success of the programme using the evaluation criteria described above
- f) Determine by December of the third year of operation of the pilot if the programme has been successful and determine if it will become a sustainable pathway to work for this group of people and become a permanent fixture of the local offer

DFN 10 place adult programme
Year 1 Planning year

Item Line	Cost	Oncosts	Total
Tutor/Facilitator for 1 month	£2,084	£834	£2,918
Supervisory and planning support from the college	£2,500	£1,000	£3,500
Job Coach for 3 months	£5,250	£2,100	£7,350
Half Time Job Coach for 3 months	£2,625	£1,050	£2,730
Supervisory and planning support from the supported employment provider	£2,500	£1,000	£3,500
DFN Project SEARCH License	*£3,500		£3,500
Total Cost	£18,459.00	£18,459.00	£23,498.00

Annual Costs Years 2-4

Item Line	Cost	Oncosts	Total £
Tutor/Facilitator	£25,000	£10,000	£35,000
Supervisory Support for the Tutor/Facilitator	£5,000	£2,000	£7,000
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Job Coach	£21,000	£8,400	£29,400
½ time Job Coach	£10,500	£4,200	£14,700
Supervisory Support for the Job coaches	£5,000	£2,000	7,000
DFN Project SEARCH License	*£3,500		£3,500
Total Cost			£96,600

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