



This Report is part exempt and Appendices A,B and C are not available for public inspection as they contain or relate to exempt information within the meaning of paragraph 3 of Schedule 12A to the Local Government Act 1972. They are exempt because they relate to information relating to the financial or business affairs of any particular person (including the authority holding the information) and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

CABINET

Subject Heading:

REPORT INTO ADULTS WITH
DISABILITIES PROVISIONS TOPIC
GROUP

Cabinet Member:

Gillian Ford – Deputy Leader of the
Council and Cabinet Member for Adults
and Health

SLT Lead:

Barbara Nicholls - Strategic Director of
People

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Policy context:

The report deals with information
previously requested by the Peoples
Overview Scrutiny and Sub-Committee.

Financial summary:

Should the decision be agreed that will be
the subject of a separate Report-
Recommendation 1 would need further
work to identify an appropriate budget

Is this a Key Decision?

No- a non-key decision

When should this matter be reviewed?

March 2024- Ahead of the new financial year and subject to Cabinet approving the initial recommendations highlighted in the report- the appropriate considerations will be undertaken to assess the job post grading and position under the new TOM structure.

Reviewing OSC:

People OSSC

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

People - Things that matter for residents X

Place - A great place to live, work and enjoy

Resources - A well run Council that delivers for People and Place.

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.

RECOMMENDATIONS

That Cabinet:

1. Note the report and recommendation of the adults with disabilities provisions Topic Group (attached):
2. Cabinet agrees in principle that, subject to sufficient funding being available, 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. If agreed, authorisation to create this post will be delegated to the appropriate member of the Executive Leadership team. The job role to include:
 - 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. Creating an action plan/recommendations aligned to actions in the All Age Autism Strategy
 - c. Developing schemes with local businesses to help provide employment opportunities for adults with disabilities over the age of 25
 - d. Encouraging 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
3. Agrees that a review be undertaken of Havering's local offer (covering ages 16-25) and amended, following the statutory requirements, to ensure that it is a comprehensive and detailed with signposting to identify current apprenticeships available for young adults with disabilities.
4. Agrees that the Council should create "Quality Standards" for providers within Havering, including frequency of monitoring and inspection and then monitor and inspect providers for compliance with them, following benchmarking against other North East London boroughs. These Quality Standards should address the quality of provisions and their individual, tailored offer to service users. Agrees that the Council should provide, if resources permit, 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 for this group.

REPORT DETAIL

At its meeting in December 2022, the Peoples' Overview & Scrutiny Sub Committee agreed to establish a Topic Group to review the adults with disabilities 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.

Appendices A- DFN Project Search

Appendices B- Report Temp for LA's Adult Programme

Appendices C- DFN Projected Costs

REASONS AND OPTIONS

Reasons for the decision:

The Council should continue to support employment of adults with disabilities and enable wider employment opportunities with the borough. 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.

Other options considered:

An option that was considered was implementing a Local Authority adult programme run by DFN Project Search, however the financial commitment and estimated running costs were high- as seen in the Appendices attached.

IMPLICATIONS AND RISKS

Financial implications and risks:

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 and risks:

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.

Section 181 of the Health and Care Act 2022 introduces a requirement into the Health and Social Care Act 2008 and regulation 18 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 (the 2014 Regulations) that, from 1 July 2022, service providers registered with the CQC must ensure their staff receive training on learning disability and autism appropriate to their role. It applies to all registered providers of all health and adult social care in England and is (known as “McGowan training”).

The statutory scheme for the local offer is set out in Section 30 Children and Families Act 2014 and under subsection (5) a local authority must keep its local offer under review and may from time to time revise it. The proposals are in line with this provision but it must be noted that there are requirements about consultation whenever the offer is to be amended.

The other proposals do not appear to be statutorily required but it is open to the Council to agree them using their general powers under s 1 Localism Act 2011. Other than the above comments there appear to be no legal implications in approving the recommendations.

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.

Human Resources implications and risks:

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 and risks:

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.

An EA is not necessary at this early stage in the process as this decision suggests recommendations which may or may not be agreed to, if they are agreed to, an EA would look to be completed.

Health and Wellbeing implications and Risks

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.

<p>ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS</p>

<p>There are no environmental and climate change implications and risks</p>

BACKGROUND PAPERS

None