

2005
to
2015

Welfare to work
for disabled people
strategy





Foreword by Councillor Harry Lister

Local and national research suggests there is a high number of disabled people in Haringey locked in to worklessness against their will.

The barriers they face in gaining, retaining or returning to work are not always well understood, even by the agencies working in the field. Most of these people reside in areas in the east of the Borough that already experience high levels of multiple deprivation.

The Welfare to Work for Disabled People Partnership was formed to consider the needs of this group of local residents, and develop a strategy that would be of continuing use to them and any agency or professional who may provide for their needs.

This strategy is based upon an ongoing investigation of the situation faced by disabled people locally and is published with the local research paper, *Barriers to Work for Disabled People*,

commissioned by the Partnership. As a strategy it is meant to compliment the Haringey Employment Partnership's Employment and Skills Strategy (2004).

Haringey Council, as the biggest employer in the Borough, will try to lead by example and continue to develop good working practices including effective and accessible recruitment programmes.

This strategy gives a clear indication of the types of approach we need to foster to ensure that local disabled people can acquire the skills they need to enter the job market. It also focuses on the cultural changes necessary for disabled people to be effectively included in mainstream opportunities.

We want to ensure that every Haringey resident gets the support they need to enable them to share in the opportunities created by being part of a dynamic and prosperous regional economy.



Councillor Harry Lister

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“The Welfare to Work for the Disabled Partnership is committed to ensuring support to those disabled people who can work to move closer to the world of work, or take up and remain in employment.”



0.0 Executive Summary

Statement of Generalities

That unemployment is unacceptably high in certain wards in this Borough is an acknowledged fact. Northumberland Park has a claimant unemployment rate of 18.2%, more than quadruple the Greater London average of 4.5%. If we are to make an impact on the entrenched unemployment, the worklessness that affects these priority areas, we should not imagine that the issues of disability are marginal. The economically inactive population of Haringey is over 50,000 people; disabled people make up almost one third of this total. There is a complex relationship between disability, poverty, low skills and worklessness that is very difficult to untangle. However systematically identifying and removing barriers for this group, be they physical or cultural, may well yield gains for all long term unemployed residents and will help us to address worklessness; a stated priority of the Local Strategic Partnership.

Vision

The Welfare to Work for the Disabled Partnership is committed to ensuring support to those disabled people who can work to move closer to the world of work, or take up and remain in employment.

It sees this as being achieved in two distinct but related ways:

- Through the provision of specialist services that advise, guide, train, place and support people.
- Through the opening up of mainstream opportunities, and the fostering of the necessary cultural changes in these settings that would enable inclusion and increase diversity.

Aim of this Strategy

The aim of this strategy is to give a clear point of focus for all those working in the field of Employment and Disabilities. By espousing partnership working and promoting clear routes through the preparatory stages of work preparation we intend to promote a type of practice that will prove effective and gain general support. By using the Social Model of Disability we hope to encourage employers and mainstream providers to consider their practice and thereby increase their inclusivity. We intend for this document to stand besides the Employment and Skills Strategy for Haringey and compliment and support its' vision of a fully employed, skilled local workforce receiving equality of opportunity.

Priorities

Partnership working.

Assessing need.

Initiating and supporting change.

Developing specific projects.

Partnership Working

By developing collaborative working with a range of operationally effective partners we intend to ensure the greatest range of opportunities for disabled people. Our main partner in discharging our local strategic responsibility will always be the Haringey Training Primary Care Trust (HTPCT). We need, however, to ensure strong working links with Jobcentre Plus and the Learning and Skills Council as the agencies charged with a national lead responsibility in this area.

Operationally we will work with whatever agency (statutory, voluntary or commercial) that offers or can be induced to offer clear beneficial outcomes for our target group. This will include specialist and generic service providers. Membership of the Haringey Employment Partnership (HEP) will give us access to some but not all the necessary partners.

Assessing Need

While we will in the short term develop pilot schemes and support existing projects and contracts, ultimately our practice must be evidence based and we must know, both for individuals and otherwise, what is actually needed. This means instituting assessment regimes and research.

Since a large proportion of the target population has “hidden disabilities”, impairments that are not obvious, obvious solutions may not be actually effective. We must ask some searching questions

about a range of situations and from the perspective of the potential beneficiary. Answering these will give us the evidence base for strategic interventions, while assessment of the needs of groups and individuals must be ongoing. Different assessment tools will need to be developed in different areas of provision.

Initiating and Supporting Change

The Social Model of Disability teaches us that it is our institutions that turn impairment into disability. The way opportunities are configured and presented needs to be understood from the point of view of the currently excluded for us to be able to make the necessary changes. Change, however, is problematic. In recognition of this we intend to be non-judgmental and supportive of providers and employers.

Using the Council's membership of the Employers Forum on Disability we intend to facilitate the inclusion of the disabled within the Council's workforce, giving individual managers a point of reference for queries, and a knowledge base. Targeted Disability Awareness training and a programme for developing specific mentoring skills form a part of our plans to realise a culture in which diversity is properly valued. We hope to set an example of good practice to be taken up by other partners.

Developing Specific Projects

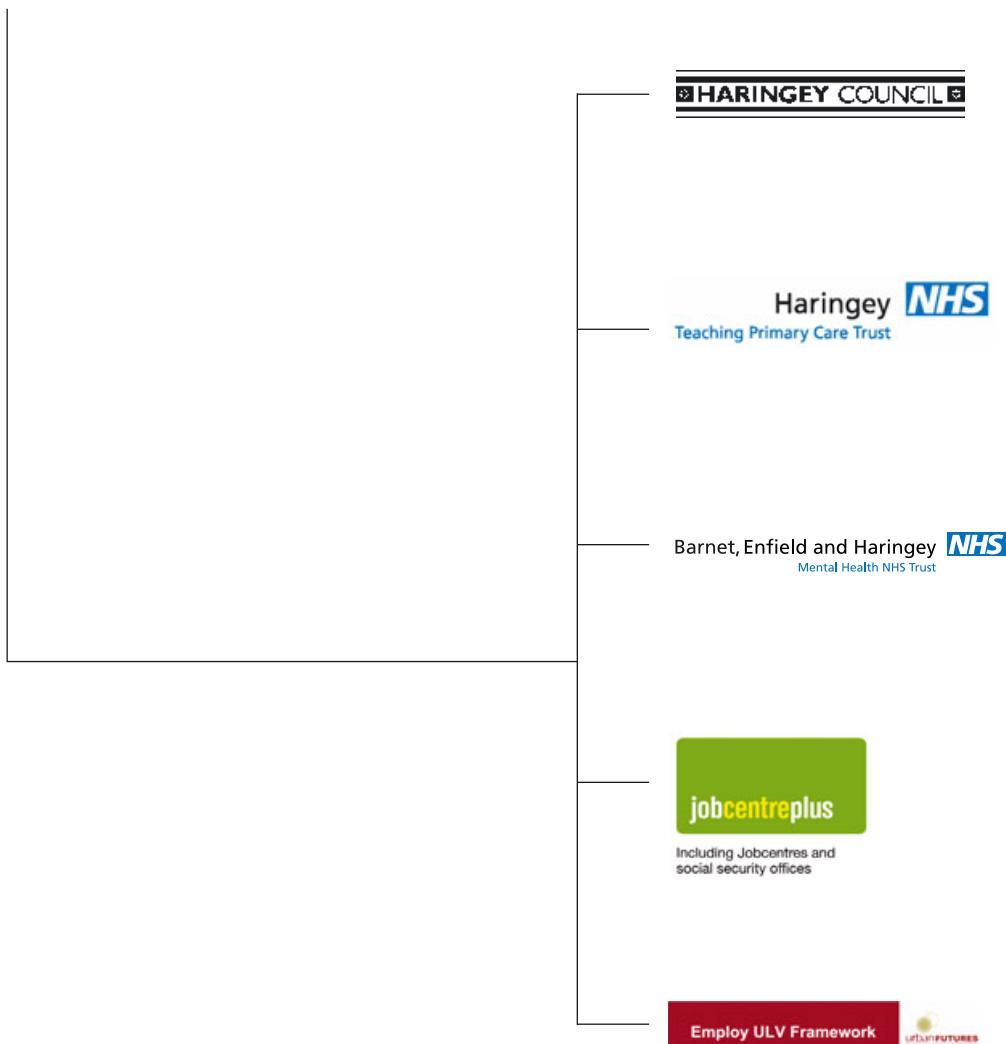
The role of the partnership group with regard to any employment and/or training project is to advise, facilitate and support. We shall use our knowledge of need and our collective understanding of barriers to substantiate our lead role.

Where we perceive gaps in provision we shall seek partners who can either extend their

current service into that gap, or can develop new and targeted service to make up the shortfall. In support of this strategy we shall be constantly seeking funding streams that could support any such developments, using our link with the Economic Regeneration unit of the Haringey Council.

We do not intend to adopt a management role with projects, but to seek to achieve best value by considering provision from any and all sectors against a clear matrix of needs driven outputs.

Signed by Partners



“During the period since 1997, a time largely characterised by a healthy and stable economy, the number of people claiming incapacity benefits has continued to increase. This now represents more than the combined total of lone parents and unemployed claiming benefits.”



1.0 Introduction

1.1 What is the Purpose of Welfare to Work for Disabled People?

Welfare to Work for Disabled People is a policy that requires agencies to examine the services they provide so that disabled people have the positive choice of work. It sits with the other government policies on achieving full employment such as Working Family Tax Credit and the various New Deal initiatives, all of which carry the Welfare to Work label. However, while good results can be shown nationally for most of these initiatives, the Institute for Public Policy Research (IPPR) has highlighted in its report *The Missing Million* that the number of incapacity benefit claimants has risen steadily:

During the period since 1997, a time largely characterised by a healthy and stable economy, the number of people claiming incapacity benefits has continued to increase. This now represents more than the combined total of lone parents and unemployed claiming benefits².

The missing million in the title of the above study is the million disabled people nationally who would like to work but face barriers that prevent their inclusion. The main activity of the Welfare to Work for Disabled People service is to seek partners and resources in the pursuit of training and employment opportunities for the disabled residents of Haringey, and thereby tackling the

worklessness many disabled people are faced with.

Haringey Council along with its partners will therefore be promoting social inclusion by giving disabled people the opportunity to participate in the wider community. Moreover the Social Model of Disability asks us to consider the role of the workplace in creating "Disability".

1.2 What is the Social Model of Disability?

'Disability is caused by social organisation which takes little or no account of people who have impairments and thus excludes them from participation in the mainstream of social activities'³. The Social Model of Disability explains disablement as the result of any behaviour or barriers that prevent people with impairments choosing to take part in the life of society. The social model does not wish to deny the existence of impairments and physiological differences - far from it; rather it addresses them without attaching value judgements such as 'normality' and shifts the emphasis towards those aspects of our world that can be changed. Therefore, using the social model will help implement the Disability Discrimination Act more effectively.

² K. Stanley & S. Regan, 2003, *The Missing Million: Supporting Disabled People Into Work*, IPPR.

³ UPIAS, 1976, *Fundamental Principles of Disability*

1.3 Who is this Strategy for?

This strategy is meant for partner agencies and local providers, to help them address this issue. It is also meant for disabled people, so they may see what action partners need to take or are taking to address their needs.

This strategy covers all disabled people of working age in Haringey who wish to maximise their employment chances. It includes those who:

- Need continuing support to remain in employment.
- Wish to re-enter employment, through, for example, re-training.
- Are entering employment for the first time.
- Are not yet ready to work, but want to move closer to the world of work.

The Welfare to Work for Disabled People Partnership has adopted the definition in the Disability Discrimination Act (DDA): 'anyone with a physical or mental impairment which has a substantial and long-term adverse effect upon his/her ability to carry out normal day-to-day activities'. The strategy therefore currently covers the following groups of people:

- People with physical disabilities including sensory impairments and HIV.
- People with learning disabilities.
- People with mental health problems.
- People with drug and alcohol abuse problems.

1.4 Strategic Framework

The primary objective of the strategy is to ensure that Haringey Council and its partners contribute to an effective and co-ordinated pattern of service provision, to enable those disabled people of working age, who want to do so, to move closer to the world of work, or take up or remain

in employment. The strategy therefore has four key elements:

- Providing active help and encouragement for people with disabilities to move into work by developing suitably configured pathways into work.
- Challenging and changing perceptions and attitudes, thereby promoting radical change in the workplace to ensure equality and opportunity.
- Ensuring access to existing work and training opportunities.
- Increasing the availability of work and training opportunities specific to the needs of disabled people.

1.5 Principles

The work of the Partnership is based upon the following principles:

- Equality of access to education, training and employment.
- The right to work.
- The promotion of independence.
- The partnership provision of "seamless" services that promote and foster independence.
- The promotion of pro-active anti-discriminatory practice.
- Well managed cultural change that tends toward the promotion of diversity.
- Supporting evidence based innovation to solve complex problems of access for disabled people.

1.6 Membership

Current membership of the Welfare to Work for Disabled People Partnership:

Haringey Council

- Social Services Directorate
 - Assistant Director (Asylum Services) - Ben Brown (Chair)
 - Learning Disabilities - Beverley Tarka
 - Mental Health - Gavin Eastley
 - Physical Disabilities - Una de Vere
- Strategy Division, Chief Executive Service
 - Welfare to Work for Disabled People - Bill Slade, Alexis Adonis
 - Health and Social Care Policy - Mary Connolly, Rosie dei-Boateng
- Equalities, Chief Executive Service
 - Senior Equalities Development Officer - Helen Choudhury
- Personnel, Chief Executive Service
 - Recruitment and Retention Manager - Carole Engwell
- Organisational Development, Chief Executive Service
 - Workforce Development Manager - Ian Lennard
- Education Directorate
 - Haringey Adult Learning Services - Marlon Hayes

Haringey Teaching Primary Care Trust

Associate Programme Director - Leo Atkins
 Assistant Director Development - Charlotte Johnson

Barnet, Enfield and Haringey Mental Health Trust

Deborah Cohen - Chief Executive

Jobcentre Plus

Disability Employment Advisor - Christine Monaghan

Urban Futures Employ ULV

Employ ULV Framework manager - Julie Khan

Voluntary Sector

Kinesis - Martin Tremaine

1.7 Partnership

Welfare to Work for Disabled People Partnership Arrangements:

Haringey Strategic Partnership (HSP)

We report back to the HSP through both the HEP and the Health and Social Care Executive (HSCE).

Haringey Employment Partnership (HEP)

Our membership of the HEP allows us to engage with a range of partners at a strategic level and to influence and advise mainstream provision where the incorporation of the disabled beneficiary is concerned. The employment strategy produced by the HEP makes some specific reference to target groups including the disabled. The HEP affords an opportunity for us to engage with partners such as Jobcentre Plus to take the agenda forward. Close association of our efforts with those of the Employment Partnership ensures a wider consideration of the issues effecting the thousands of IB claimants in the Borough, which otherwise may get scant if any notice.

Haringey Teaching Primary Care Trust (HTPCT)

The HTPCT hold the position of deputy chair on the planning group. As such they are closely involved with the development of strategy and the rolling out of specific initiatives. We are harmonising our voluntary work placement schemes to ensure that there are opportunities available across a wider range of settings. The HTPCT has a concern to ensure local recruitment of labour to address issues of skills shortage. On-the-job training opportunities may well flow from this.

Barnet, Enfield and Haringey Mental Health Trust (BEH MHT)

Through our links with the Mental Health Partnership Board (formerly known as the Local Implementation Team), we will be assisting the BEH MHT and other partners to develop a strategy for employment and mental health. This work will go on within the employment sub-group that reports both to the MHPB and the Welfare to Work for Disabled People Partnership group.

We shall be encouraging the Trust to develop a supported work scheme in Haringey to mirror the scheme that is operational in Barnet, supported by the Richmond Fellowship.

We are involved in the production of a new strategy for day services in the Borough that will have strong implications for our agenda.

Jobcentre Plus (JCP)

Apart from formal contractual arrangements (Workstep) and co-membership of HEP, we now have a Disability Employment Adviser on the Planning team. We will work closely with JCP in the configuration of local opportunities.

Given that there is a huge local issue with the number of Incapacity Benefit claimants, and the government focus on this area, we would expect to be involved in any specific initiative mounted by JCP in this area.

Urban Futures Employ Upper Lee Valley (ULV)

Employ ULV is a partnership based labour market management framework for the Upper Lee Valley (ULV), linking economically inactive residents with employment opportunities. Employ ULV aims to



target hard to reach groups and those most disadvantaged in the labour market. Currently, Employ ULV is funding the Haringey Welfare to Work for Disabled People 'Developing Beneficiary Consultancies' project which is providing training to people with disabilities to enable them to work as Disability Awareness Trainers.

Employ ULV will also be tendering for targeted provision to run a 'Disability Support Network' providing training, job brokerage and job coach support to people with a range of disabilities across the ULV.

2.0 Setting the scene

2.1 Haringey's Background

The London Borough of Haringey covers 11.5 square miles, from Tottenham in the east to Highgate in the west. It is home to over 224,300 people. It is primarily residential, with some light industry in the eastern part of the Borough. It has shopping, restaurants, pubs, and cinemas, open spaces, sports and recreation. There are good tube and rail links to central London as well as to Heathrow and Stansted airports, and opportunities for businesses. There are over 90 schools, a college, university and health facilities.

2.2 People

Haringey is proud of its diversity:

- Around 160 languages are spoken locally, contributing directly to the ethnic and cultural evolution of the Borough.
- Around half of Haringey's population have a minority ethnic background.
- In January 2005 there were around 3,548 known asylum seekers in the Borough supported by Haringey Council and by the National Asylum Support Service.⁵

2.3 Employment in Haringey

There are significant inequalities in Haringey. Unemployment locally has exceeded national and regional averages for at least a generation. These inequalities are currently being addressed by partnership working in the Borough. The Council, with its partners, has taken a long-term approach to get to the root of the problem, and is building on the strengths of the community and other local resources.

The key priorities of Haringey's Strategic Partnership are to:

- Tackle the underlying causes of the differential employment rates and income levels amongst the worst off groups, including people with disabilities, women and black and minority ethnic communities.
- Promote social enterprises as a valuable route to local employment.
- Strengthen links with employers (including public services) to provide training and support to get unemployed residents into job vacancies.
- Build up learning pathways and develop clear support frameworks, so that residents can access entry level jobs and progress beyond that point.

⁵ NASS and Haringey Council, January 2005

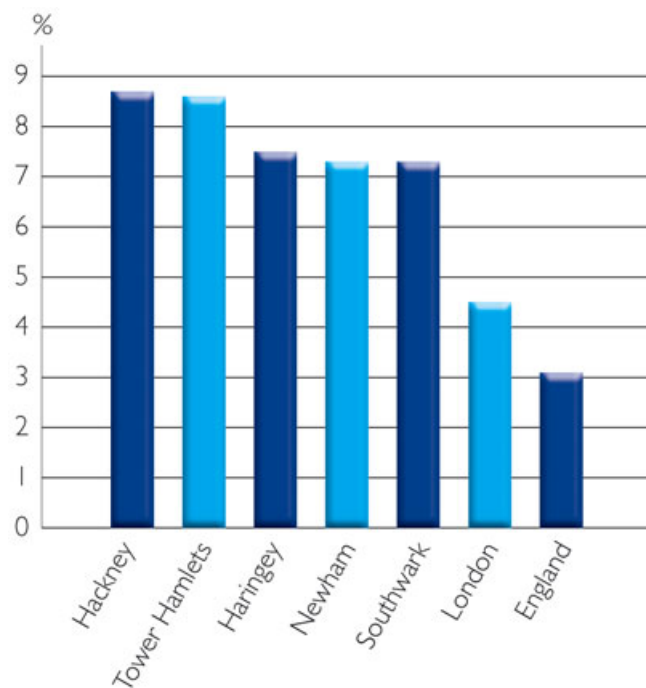
2.4 Unemployment

The claimant count unemployment rate estimate for Haringey is 7.5 %. This rate expresses the number of people claiming Job Seekers Allowance as a proportion of the economically active⁶ working age population (females between 16-59, males between 16-64). This is in comparison to the London average of 4.5% and the national average of 3.2%, placing Haringey third highest for unemployment in London, after Hackney and Tower Hamlets.

Figure 2.4 (i)

Highest Claimant Count Unemployment Rates in London, July 2005

Source: ONS & GLA Claimant Count Data, July 2005

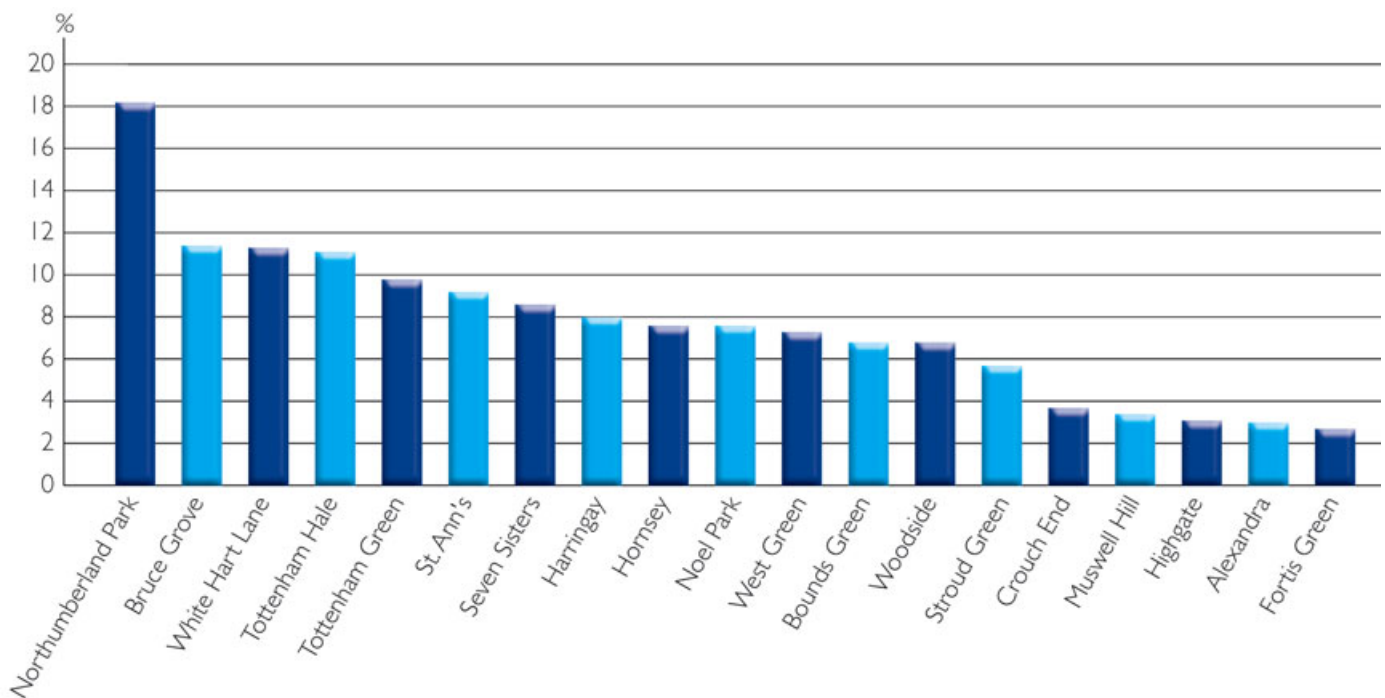


Within the Borough the unemployment rate estimate ranges from 18.2% in Northumberland Park, the highest rate in London, to 2.9% in Fortis Green.

⁶ Economically active people are those who are either in work or who are unemployed and looking for work

Figure 2.4 (ii)
**Claimant Count Unemployment by Ward,
 July 2005**

Source: ONS & GLA Claimant Count Data, July 2005



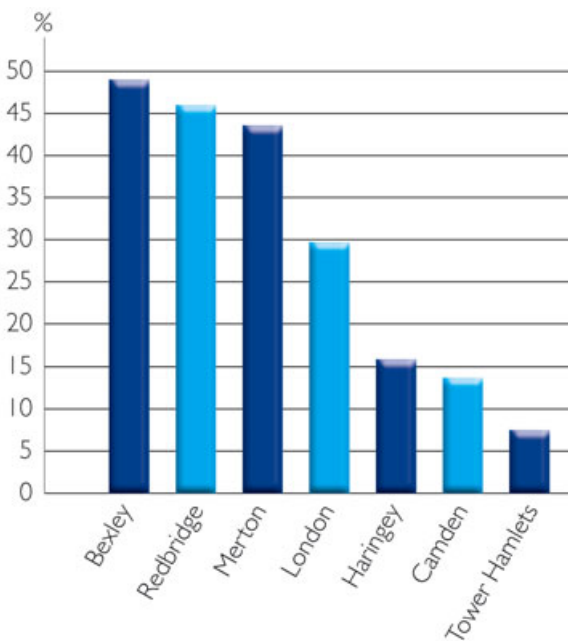
- 12.6% of the working age population in Haringey are disabled⁷ (18,800 people), compared with the London average of 10.3%.
- The economic activity rate of disabled people is 23.9%, again far below the London average of 34.6%, ranking it 5th lowest in London.
- Haringey has the 3rd lowest employment rate for disabled people, standing at 15.9% compared to the London average of 29.7%. Figure 2.4(iii) clearly illustrates the gap between Haringey and the Boroughs with the highest employment rates.

⁷ The definition of disability used in the following statistics is both DDA and work-limiting. Please see <http://www.dwp.gov.uk/asd/asd5/ih2003-2004/IIH128userguide.pdf> for further details.

Figure 2.4 (iii)

Highest and Lowest Employment Rates for Disabled People across London

Source: ONS Crown Copyright Reserved (from Nomis on 30 August 2005)



- The Annual Population Survey estimates that in the period covering January to December 2004, 65.8% (97,800 out of 148,700) of the Haringey working age population were economically active. However, the economic activity rate of disabled people in the borough is only 23.9% (4,500 out of 18,800). With the economically inactive population in Haringey being 50,900, disabled people make up 28.1% of this population.⁹

2.5 Poverty and Deprivation

- According to the ODPM's Indices of Deprivation, Haringey is the tenth most deprived district in England as measured by the Average Ranks and Extent district level measures of deprivation. On all six of the district level measures of deprivation, Haringey is at least the fifth most deprived Borough in London.⁹
- 12.01% of the population aged 16 or over in Haringey were on income support as of August 2004, the fifth highest percentage in London. As shown in Figure 2.5 (ii) there is a clear concentration of income support claimants in the east of the Borough.

⁸ ONS, 2004, Annual Population Survey 2004

⁹ ODPM, 2004, The English Indices of Deprivation 2004 (revised), HMSO

¹⁰ Claim rates are calculated using the aged 16-59 populations from the 2001 Census.

Figure 2.5 (i)

Highest percentage rates of population aged 16-59 on income support in London

Source: DWP Information Directorate (figures as of August 2004)

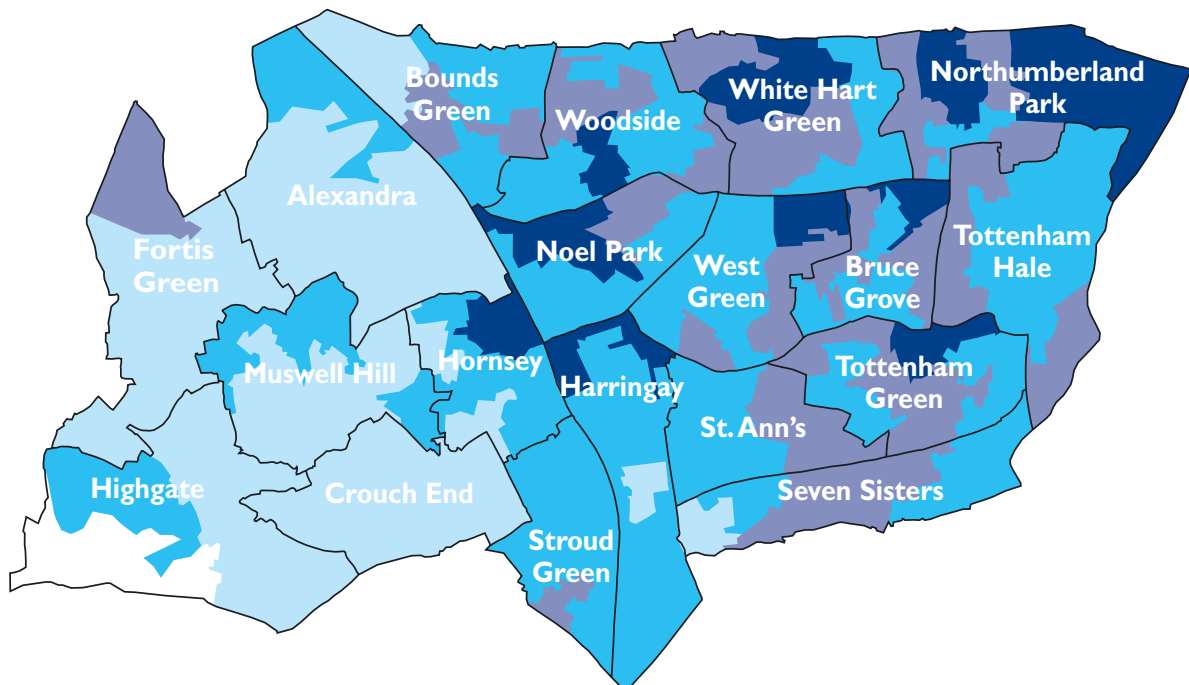
Local Authority	% of population aged 16-59 ¹⁰
Hackney	14.88
Islington	13.26
Newham	12.58
Tower Hamlets	12.54
Haringey	12.01
London	8.24

Figure 2.5 (ii)

Income Support Claimants**Haringey Lower Layer Super Output Areas, August 2004**

Source: Department for Work and Pensions, Information Centre (Information and Analysis Directorate)

Produced by Policy, Partnerships and Consultation, Chief Executive's Service, Haringey Council



Percentage of Income Support Claimants

	20.1 to 26.04	(21)
	14.1 to 20.1	(33)
	8.1 to 14.1	(45)
	2.09 to 8.1	(41)
	No data available	(4)

Haringey: 12.01%, London 8.24%

2.6 Benefits Data

- There are around 148,700 people of working age in Haringey; men aged 16-64 and women aged 16-59. Of these, the following number claim a disability benefit:¹¹

Figure 2.6 (i)

Number of Disability Benefit Claimants in Haringey

Source: DWP Information Directorate (figures as of 28th February 2005)

Benefit	Number of Claimants
Incapacity Benefit	11,300
Disability Living Allowance	9,200
Severe Disablement Allowance	1,100

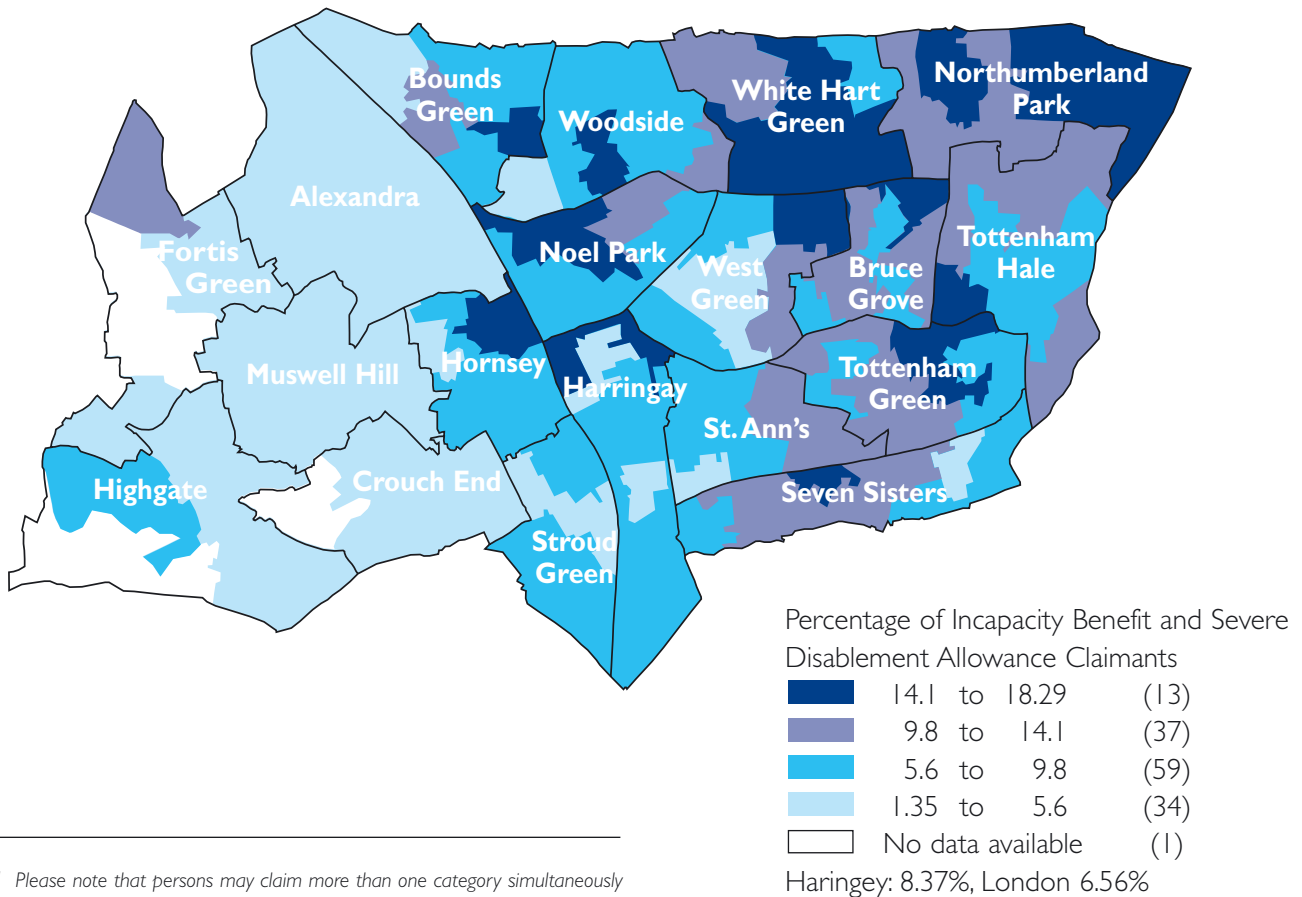
As figure 2.6 (ii) shows, there is a clear concentration of IB and SDA claimants in the east of the Borough.

Figure 2.6 (ii)

Incapacity Benefit and Severe Disablement Allowance Claimants Haringey Lower Layer Super Output Areas, August 2004

Source: Department for Work and Pensions, Information Centre (Information and Analysis Directorate)

Produced by Policy, Partnerships and Consultation, Chief Executive's Service, Haringey Council



¹¹ Please note that persons may claim more than one category simultaneously

2.7 Income and Wage Levels

- At £28,298, average gross annual earnings in Haringey were lower than the London average of £31,370 but higher than the England average of £22,893 in 2004.¹²

2.8 Vacancies

- There were 9,328 job centre vacancies notified in the London North LSC area from February to April 2005. The highest numbers of vacancies in April were in Sales Occupations (also the largest sector in the area).
- The predominance of vacancies in this occupational group was evident in Barnet and Enfield; however in Haringey the predominant group was Transport and Mobile Machine Operatives, and in Waltham Forest it was Elementary Administration and Service Occupations.¹³

2.9 Training and Education

- Haringey had a pass rate of 50% for 5 GCSE grades A* to C in 2005. This was an increase of 6 percentage points from the previous year's results.¹⁴
- Out of the total working age population, some 25.3% of Haringey's residents have no qualifications. This is the second highest rate in London.

Figure 2.9 (i)

Highest Percentage Rates of Working Age Population with No Qualifications In London

Source: ONS Crown Copyright Reserved
(from Nomis on 30 August 2005)

Local Authority	%
Tower Hamlets	26.6
Haringey	25.3
Barking and Dagenham	23.3
Newham	23.2
Hackney	22.3
London	13.9

2.10 Workforce Development of Haringey's Largest Employers

Haringey Council, Haringey Teaching Primary Care Trust and Barnet, Enfield and Haringey Mental Health Trust are three of the largest employers in the Borough. It is important therefore to establish an accurate picture of employees with disabilities in the three organisations. This task has proven to be quite difficult because monitoring systems are not always up-to-date, some employees do not self-declare on applications, others develop disabilities during the course of their employment. Currently the figures are:

There are 144 employees with disabilities in Haringey Council:

- 77 women and 66 men.
- 46 from Black and Ethnic minority groups.

¹² ONS, 2004, *Annual Survey of Hours and Earnings 2004*

¹³ LSC, 2005, *London North LSC Key Statistics June 2005*

¹⁴ Haringey Council Children's Service

Figure 2.10 (i)

Distribution by Directorate

Source: Haringey Council HR Performance & Systems Team (figures as of 31/03/05)

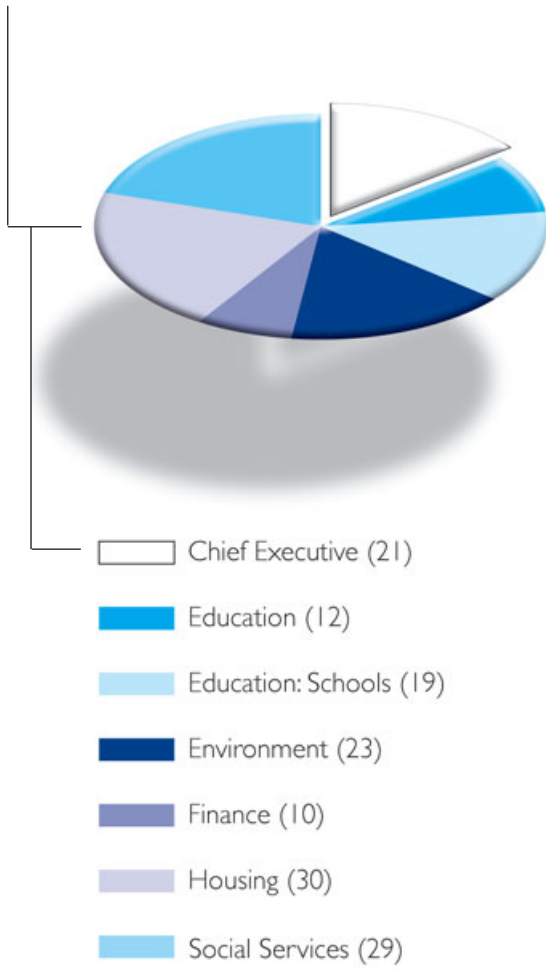
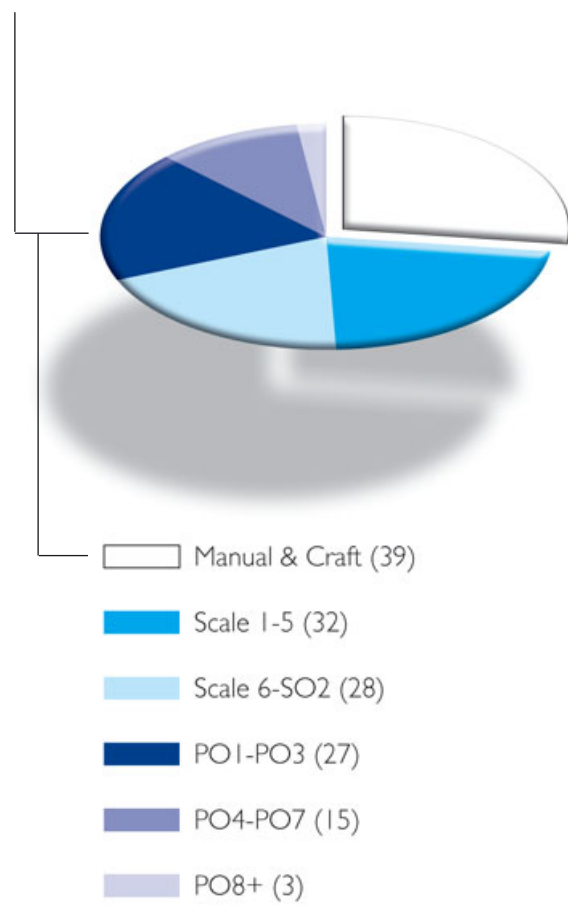


Figure 2.10 (ii)

Distribution by Salary Bands:

Source: Haringey Council HR Performance & Systems Team (figures as of 31/03/05)



There are three employees with disabilities at the Haringey Teaching PCT:

- Type of disability is unknown .
- All 3 are of Nursing Profession.
- 2 female and 1 male.
- 1 Asian British and 2 Black British.
- Payscale are one Band 2 and two Band 7.¹⁵

There are currently no disabled employees in the Haringey component of the BEH MHT.¹⁶

2.11 Summary

The information above highlights some of the key characteristics of Haringey. It is not coincidental that the high levels of unemployment in the east of the Borough coincide with a similarly high rate of disability. The Borough has an above average proportion of disabled people of working age, however the employment and economic activity rates for this group are some of the lowest in London. This serves to reiterate the fact that disability employment issues in the Borough cannot, and should not, be separated from the wider issues of high unemployment, worklessness, poverty and low skills.

¹⁵ Figures provided by Richard Chang, HR Information Officer, HTPCT, current as of 01/06/2005

¹⁶ Figures provided by Rita Loughnane, BEH MHT. Both the HTPCT and BEH MHT operate a voluntary disclosure system for employees with disabilities.

“This gathering of data on the expressed needs of disabled people is vital to identifying gaps in the overall provision of services, when matched against current provision.”



3.0 Developing the Welfare to Work Strategy

3.1 Mapping of resources and provision

The Welfare to Work for Disabled People Partnership is in the process of updating the map of employment and training provision in Haringey for people with disabilities. The last mapping exercise occurred in 2001 and we intend on building and improving the existing information.

How are we mapping the employment and training provision in Haringey?

A questionnaire was sent out to just over 150 specialist and mainstream providers. The questionnaire sought to establish the following:

- The extent and focus of specialist provision.
- The "inclusivity" of mainstream provision and the barriers to increasing this.
- Obvious gaps in provision for the target group.
- The extent of partnership working among providers, the benefits and the barriers.

The questionnaire also asked providers to state what is the best method that may be used to establish the needs and past experiences of their users. The preferred methods were then used as a basis to establish research into the needs and aspirations of the disabled in Haringey.

The information we obtain from this exercise will allow us to better co-ordinate provision and

services to cater for all people with a range of disabilities in Haringey by highlighting the gaps.

3.2 Needs Analysis

Using responses to the above questionnaire regarding preferred methodology for establishing the needs of disabled people, we mounted a research project that worked through a wide range of service providers and community facilities and organisations. We deployed a range of research instruments, including questionnaires, interviews, forums and focus groups that has yielded a useful amount of raw data. The conclusions are to be found in Barriers to Work for Disabled People, published in conjunction with this strategy.

This gathering of data on the expressed needs of disabled people is vital to identifying gaps in the overall provision of services, when matched against current provision. This affords solid and useful evidence that will be used in the future planning of services, and the pursuit of funding.

We have built into the research ways of keeping the gathered data up to date, by booking return visits to venues, or by arranging for providers to gather data periodically and return it to us.

3.3 Consultation

Ongoing consultation of eligible beneficiaries will, in the main, take place through their inclusion in the operational sub-groups. This allows the service user's voice to be incorporated at the most appropriate point; that of engendering responses to the needs of particular groups.

Bi-annual forums are planned for wider consultation, and will look at cross cutting issues and commonalities.

3.4 SWOT Analysis of provision for disabled people in Haringey

Strengths

- An interagency planning group with a strategic role and overview.
- A staff member with a specific co-ordinating role.
- A college with a dedicated school of "supported learning".
- Employment working groups in some areas of work.
- Employment support workers in statutory and voluntary organisations.
- Modernisation plans in social services day provision which recognises employment issues.
- A specific supported employment contract with Jobcentre Plus.
- A voluntary work placement scheme across Haringey Council and HTPCT.

Weaknesses

- Lack of routes in to mainstream provision.
- Weak lines of communication between agencies.
- Poor understanding of disabled peoples abilities and aspirations across provider agencies.

- Low priority of the "Disabled" agenda in many mainstream professional forums.
- The difficulty of achieving tightly defined outcomes as specified in many funding streams.

Opportunities

- Links to HEP could raise the profile of disability issues with a range of providers.
- Haringey Council membership of the Employers Forum on Disability should promote a more confident attitude in managers considering recruitment, retention and disability issues.
- Day service modernisation ought to lead to a positive partnership between social services and external vocational training and job brokerage providers.
- Thorough beneficiary based research will lead to an evidence lead focus in provision.
- The co-ordinator role means that providers become more aware of each other and provision is rationalised around need.

Threats

- No exit strategy beyond the end of NRF funding leads to demise of the initiative.
- Key players fail to meet the challenge, and do not contribute or change their practice.
- Other target groups (youth, asylum seekers, etc) and their priorities marginalise the disabled as they are seen as more "job ready".
- The culture of care fails to incorporate aspiration and reverts to containment.
- Independent agencies proliferate and compete for the most "job ready" clients; resources are not rationalised and many would be beneficiaries are bypassed.

4.0 Action Plan 2005-2006



Partnership Working

Action	Lead	Timeframe	Success Indicators
Ensure the Haringey Council Workforce Development Plan includes the needs of people with disabilities	Organisational Development (OD)	Ongoing	Plan published with relevant section on disabilities
Expand the membership of the Planning group to include any of the following: HTPCT, LSC, Connexions, IAG, JCP, HALS	Welfare to Work for Disabled People Co-ordinator	Ongoing	Group reaches optimum for efficient strategy development and dissemination. 4 of the listed 6 join the group.
Develop Employment working groups for the planning group	Co-ordinator	April 06	Groups established in all areas.

Assessing Need

Action	Lead	Timeframe	Success Indicators
Work with Vol.Orgs. to ensure an employment and training forum for disabled people	Policy Officer	April 06	Forum meets and sends its output to the planning team
Quarterly meetings for the beneficiary representatives on working groups	Co-ordinator/ Learning Disabilities management / Physical Disabilities management / Mental Heath management	June 06	Meetings occurring regularly
Mapping exercise to establish range of provision available to disabled people from agencies and groups at all levels within the community.	Project Assistant	September 06	Directory of all provision to do with employment and disability established and open to partners
Consultation with day service users during day service modernisation programmes.	Co-ordinator/ LD management/ Physical Dis Management	December 05	Consultation events held. Modernisation Plans with user input published
Establish the numbers of disabled workers employed by Haringey Council, TPCT, BEH MHT	Project Assistant	Ongoing	Ongoing record of numbers of disabled employees in employ of statutory and voluntary sectors.
Identify the types of support available for disabled employees in these organisations	Project Assistant	Ongoing	Ongoing record of support available

Initiating Change

Action	Lead	Timeframe	Success Indicators
Work towards achieving the Two Tick symbol	Co-ordinator/ Recruitment and Retention Officer/Equalities	April 06	Council Awarded Two Ticks
Attend meetings and events to explain and gain support for the work to raise the profile of Welfare to Work for Disabled People and challenge and replace misconceptions regarding it and its beneficiaries	Co-ordinator	Ongoing	6 presentations undertaken
Introduce Welfare to Work for Disabled People as a standing item on all health and social care planning group agendas	Gill Hawken, HTPCT	Ongoing	Welfare to Work for Disabled People a standing item on all health and social care planning group agendas
Ensure that disabled people likely to be beneficiaries are members of the Employment Working Groups	Co-ordinator/ LD management/ Phys. Dis. management	April 06	Disabled beneficiaries are members of each Employment Working Group.
Ensure the needs of people with disabilities are included in all Council work around employment, regeneration and social inclusion	Co-ordinator /Regeneration Management/ Employment officer	Ongoing	Welfare to Work for Disabled People agenda and issues included in strategies and bids.

Developing Specific Projects

Action	Lead	Timeframe	Success Indicators
Extend provision of the Workstep contract to include new areas of council and HTPCT employ	Co-ordinator	Ongoing	Supported Employees in Council and HTPCT posts
Establish routes to both supported and open employment within the NHS through Workstep and/or Vol. Org. partnership	Co-ordinator	Ongoing	Richmond Fellowship Employment and Training/BEH MHT/ HTPCT
Support the establishment of a specialist advice service for disabled people	Co-ordinator/ NDC/ Vol. Orgs.	April 06	Specialist advice service established
Develop pilot “voluntary work placement scheme” within Haringey Council and the HTPCT	Co-ordinator/ HR/OD/Links in directorates and HTPCT	April 06	Regular flow of placements in a range of settings in Council and HTPCT. Accreditation for mentors achieved. Mentors achieving awards
Awareness training to be developed to support all initiatives	Co-ordinator/ OD/ Vol.Orgs/ Beneficiaries	Dec 06	Disability awareness training delivered to employers and mainstream providers
Establish a dedicated support and placement team within social services mental health provision	MH management	April 05 (complete)	Team established
Transfer management of the Laurels café to First Step Trust	Co-ordinator	April 05 (complete)	Transfer completed 6 Trainees complete training and move on to employment

Developing Specific Projects cont.

Action	Lead	Timeframe	Success Indicators
Establish the range of employment, training, advice and guidance initiatives available to disabled people in Haringey. Map into accessible directory	Project Assistant	September 06	Directory of services at macro and micro level accessible to all major partners
Prepare an action plan and funding strategy to deliver new services or extend existing services to cover gaps in provision. Update and monitor the action plan	All	Ongoing	Annual action plans published
Bicycle maintenance, recycling and Training Project explored	Co-ordinator / Employment officer	Ongoing	Project established

5.0 Links to Other Strategies

5.1 Links to National Legislation

5.1(a) Disability Discrimination Act

The Disability Discrimination Act (DDA) introduced new legal rights and obligations that set the basis for disabled people to be able to access goods, facilities, services and employment opportunities. As well as defining discrimination in relation to disability, the act replaces the quota system of the Disabled Persons (Employment) Act, 1944, with the notion of “reasonable adjustments” to be made in the workplace in order that disabled persons are not disadvantaged at work. This significantly changes the responsibilities placed on employers with regard to disabled people. The quota system took no regard of the conditions of work, meaning in effect that many disabled workers could gain no access to the workplace.

5.1(b) Modernising Social Services

The White Paper Modernising Social Services set as a new national objective for social services “to ensure that people of working age who have been assessed as requiring community care services are provided with these services in ways which take account of and as far as possible maximise their and their carers’ capacity to take up, remain in or return to employment”.

5.1(c) The Special Educational Needs and Disability Act 2001

This Act places new duties on the bodies responsible for providing post-16 education and related services. These duties are:

- Not to treat disabled people and students less favourably, without justification, than students without a disability; and
- To take reasonable steps to enable disabled people and students to have full access to further and higher education.

5.1(d) Pathways to Work

The Department for Work and Pensions Pathways to Work pilot scheme, currently being expanded nationwide, complements anti-discrimination legislation and in particular the Disability Discrimination Act (DDA). In each area, new and existing claimants attend compulsory work-focused interviews with Personal Advisors, are able to access NHS rehabilitation support and may be eligible for a £40-a-week return to work credit. This initiative supports the goal of the Welfare to Work for Disabled People to reduce the barriers to employment for disabled people.

5.2 Links to Local Plans and Strategies

5.2(a) Community Strategy

The Welfare to Work for Disabled People strategy addresses the agenda of "Narrowing the Gap" by targeting the disabled, who have both low employment and economic activity rates, and who are predominantly resident in the east of the Borough. We will be aiming to increase the number and range of both training and employment opportunities for this target group.

We shall strive through various programmes to tackle the underlying causes of the differential employment rates and income levels effecting this target group as called for in the Community Strategy.

5.2(b) Neighbourhood Renewal Strategy (NRS)

The NRS talks specifically about reducing barriers to employment for this group, targeting people with disabilities and espouses partnership working. The HSP promote the idea of "bending the mainstream" which Welfare to Work for Disabled People supports and furthers by aiming to use mainstream provision for disabled people wherever possible or wherever it can be made to be possible.

5.2(c) Employment and Skills Strategy

Welfare to Work for Disabled People is an integral part of the Employment and Skills Strategy, particularly where that strategy addresses the removal of barriers to work, and aims to tackle worklessness.

In section 4.5, entitled Employers, the Employment and Skills Strategy makes note of the Workstep contract managed by us which has provision for 14 progressive supported employment places. These places are being developed within the large statutory employers (Haringey Council, HTPCT, and BEH MHT) initially. The Employment and Skills Strategy also notes the development of a work placement scheme in the same section.

The Welfare to Work for Disabled People Co-ordinator will be an active member of Haringey Employment Partnership (HEP) and contribute to the development of strategy and indeed the development of provision within that partnership. We will use the opportunities afforded by HEP membership to promote the inclusion of disabled people in existing mainstream provision.

Welfare to Work for Disabled People will support the "trade local" strategy by seeking to help the setting up of local Social Enterprises which may be in a position to compete with external suppliers. The Employment Strategy specifically recognises the importance of Social Enterprises, with their potential for greater flexibility in the employment of people with disabilities, and pledges to actively support these.

Through its operational sub group in mental health (the Mental Health Employment Working Group) Welfare to Work for Disabled People is seeking to introduce a scheme that sees mental health service users recruited in to the local Mental Health Trust. This is in partnership with a voluntary organisation successfully operational in this area of work in Barnet. This supports the Workforce Development strategy in the Employment and Skills Strategy.

5.2(d) Cultural Strategy

Welfare to Work for Disabled People recognises the importance of the cultural industries as one area where it will be useful to investigate self-employment and/or the establishment of social firms as a feasible alternative to other forms of employment for disabled people. We would seek to support local disabled people with an interest in either developing new skills or capitalising on current skills in this area. We would do this in partnership with local statutory and voluntary providers as with the "Artworks" project currently supported by Social Services, housed in the Chocolate Factory.

5.2(e) Health Improvement and Modernisation Plan (HIMP)

Welfare to Work for Disabled People supports the employment priorities of the HIMP, particularly:

- Education and employment programmes for people with mental health problems.
- Getting local people in to local employment with HPCT and Haringey Council.
- Assisting those with disabilities to gain meaningful employment.

These priorities are to be achieved through existing programmes such as Workstep and the work placement scheme, and planned programmes such as QEST.

5.2(f) Local Agenda 21

We will be considering areas of work, such as bicycle renovation and cycle mechanic training that ought to support Agenda 21's recycling and sustainable transport strategies.

5.2(g) Disability Equality Review TBA

5.2(h) Carers Strategy

Through developing training opportunities, work placements and supported employment opportunities we hope to increase the amount of respite available to some carers.

5.2(i) Changes to Comprehensive Performance Assessment

The corporate assessment will become more challenging, in that it will amongst other things:

- Include an explicit judgement of the quality and impact of the Council's efforts to promote user focus and diversity;
- Assess how well the Council contributes to the achievement of shared priorities between local and central government while understanding and meeting the needs of its local communities;
- Assess the performance of the Council in leading and influencing communities, local partnerships and other local agencies, with a focus on what difference the Council is making to local places and people.

Our insistence on an evidence base and our support of person centred planning, our involvement of beneficiaries on working groups

and our attempts to place disabled people in to the workforce, all address the first bullet point. The focus on worklessness is both a central and a local priority. The Welfare to Work for Disabled People Partnership will lead and influence local agencies and communities as it attempts to affect cultural change.

5.2(j) **Day Services Modernisation Plan for Learning Disability**

The above plan has a complete and discrete section on employment. We will strive to support the development of practice outlined; particularly the elaboration of the staged approach to employment that begins with person centred planning. We support the strategy of using current resources in a pro-active manner tending to facilitate social inclusion. We will strive to ensure that this process is integrated into wider plans to ensure inclusion in to mainstream opportunities including work placement and supported employment schemes.

We note that Day services have employment officers in post and will work with these to achieve mutual aims. We will convene a forum for these workers with colleagues holding similar posts in other services.

5.2(k) **Day Services Modernisation Plan for Mental Health**

Social Services' day provision has been and is in the process of reconfiguring provision around the idea of pro-active support and progression. We are assisting in the formalisation of this as a policy.

The acquisition by Social Services of premises at 684 High Road Tottenham and the close working between this unit and the Clarendon Centre will

mean a more integrated, aspiration focussed service. With the new Employment Support Team these day services become a positive support to the work of the Welfare to Work for Disabled People planning team.

The Welfare to Work for Disabled People co-ordinator is part of a small inter- agency working party who are writing mental health day services strategy as a component of the overall strategy initiative of the Mental Health Partnership Board.

6.0 Appendix

6.1 Glossary:

BEH MHT	Barnet, Enfield and Haringey Mental Health Trust
DDA	Disability Discrimination Act
Employ ULV	Employ Upper Lee Valley
HALS	Haringey Adult Learning Service
HEP	Haringey Employment Partnership
HIMP	Health Improvement and Modernisation Plan
HPCT	Haringey Primary Care Trust
HSCE	Health and Social Care Executive
HSP	Haringey Strategic Partnership
HTPCT	Haringey Teaching Primary Care Trust
JCP	Jobcentre Plus
LSC	Learning and Skills Council
LSP	Local Strategic Partnership
MHPB	Mental Health Partnership Board
NDC	New Deal for Communities
NRF	Neighbourhood Renewal Fund
QEST	Quest Employment Support Teams

6.2 Reference Documents

- DFEE, 1995, Disability Discrimination Act 1995, HMSO.
- HEP, 2004, Employment and Skills Strategy.
- K. Stanley & S. Regan, 2003, The Missing Million: Supporting Disabled People Into Work, IPPR.
- LSC, 2005, London North LSC Key Statistics July 2005.
- ODPM, 2004, The English Indices of Deprivation 2004 (revised), HMSO.
- ONS, 2004, Annual Population Survey 2004.
- ONS, 2004, Annual Survey of Hours and Earnings 2004.
- UPIAS, 1976, Fundamental Principles of Disability.
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6.3 Useful Contacts

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Urban Futures Employ ULV

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Employ ULV Framework Manager
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Other organisations

Clarendon Centre

The Clarendon Centre is a community service for adults recovering from severe and enduring mental illness.

Gavin Eastley
Centre Manager
020 8489 4860
gavin.eastley@haringey.gov.uk

Haringey Advisory Group on Alcohol

Offer a wide range of services to individuals and families in Haringey who have alcohol related problems.

Martin Tremaine
020 8801 3999
martin@haga.co.uk

Haringey Phoenix Group

This group provides support to visually impaired people, their families and carers.

Tom Stapleton
Manager
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Haringeyphoenixgroup@yahoo.com

Keeping it Simple Training Ltd

KIS provide business advice, training, personal development courses and regeneration consultancy.

Sean Headley
Senior Partner
020 8275 4231
sean@kistraining.co.uk

MENCAP Pathway Haringey

MENCAP Pathway works with young people with learning or other disabilities aged 16 to 24 years old who are looking for employment related activities.

Barbara Sawyer
020 8808 7454
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Richmond Fellowship Employment and Training

Richmond Fellowship provide care and rehabilitation to enable people with mental health and other problems to live in the community.

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Notes

Notes



Translation and interpreting services

This strategy, "Welfare to Work for Disabled People", defines our plans for disabled employment over the next 10 years. If you would like it in your own language please tick the box, complete and return the form to the Freepost address below.

Albanian

Kjo strategji, "Ndihma për të Punuar për Njerëzit e Paafhtë", definon planet tona për punësimin e të paafhtëve për 10 vitet e ardhshme. Nëse e doni këtë në gjuhën tuaj, ju lutem shënjoni ✓ kutinë, plotësoni dhe ktheni formularin tek adresa e mëposhtme me Postim Falas.

Kurdish

Ev stratejî "Alîkarî ji bo Mirovên Seqet yê Dixebitîn", pîlanên me yê ji bo îstîhdama mirovên seqet yê di nav 10 salên pêşiya me de îzah dike. Heke ku hun vê bi zimanê Kurdî dixwazin, ji kerema xwe qutiyê îşaret bikin, formê tijî bikin û vegeîrînin edresa li jêr. Pûl hewce nake.

Arabic

تحدد استراتيجية "رعاية العمل لصالح المعاقين" خططنا حول عمل المعاقين خلال 10 سنوات القادمة. إذا كنت ترغب في الحصول على ذلك بلغتك الأصلية، الرجاء التمسير على المربع و ملئ الاستمارة وارسالها الى العنوان البريدي أدناه الذي لا يتطلب طباعاً بريدياً.

Portuguese

Essa estratégia, "Assistência Social e Trabalho para Pessoas Deficientes", define nossos planos para emprego de deficientes durante os próximos 10 anos. Se você gostaria disso em sua própria língua por favor marque o quadradinho, complete e retorne o formulário para o endereço postal gratuito abaixo.

Bengali

এই কর্মকৌশল, "ওয়েলফেয়ার ওয়ার্ক ফর ডিজএবল্ড পিপল", প্রতিবন্ধীদের কর্মসংস্থানের ব্যাপারে আমাদের আগামী ১০ বছরের পরিকল্পনাগুলির বিবরণ দিচ্ছে। আপনি যদি এটা আপনার নিজের ভাষায় পেতে চান, তাহলে বাক্সে টিক চিহ্ন দিন, ফর্ম পূরণ করুন এবং নিচে দেওয়া ফ্রীপোস্ট বা বিনা ডাকখরচের ঠিকানায় সেটা পাঠিয়ে দিন।

Romanian

Această strategie, „Welfare to Work for Disabled People”, defineşte planurile noastre la angajarea în muncă a persoanelor cu handicap pe următorii 10 ani. Dacă doriţi această în limba dvs, vă rugăm să bifati căsuţa, completaţi şi returnaţi formularul la adresa de mai jos fără timbru poştal.

French

Cette stratégie, "De l'Aide Sociale au Travail pour les Invalides", définit nos projets pour l'emploi des invalides au cours des 10 prochaines années. Si vous souhaitez l'obtenir dans votre langue, veuillez cocher la case, compléter et renvoyer le formulaire à l'adresse au port payé ci-dessous.

Somali

Istiraatiijiyaddan "Daryeel Shaqo ee Dadka Naafadd ah", ayaa qeexi qorshahanagga kusaabsan shaqaalaysiinta dadka naafadda ah 10 sano ee soo socota. Haddii aad jeceshahay in qoraalkan laguugu soo diro asaga oo kuqoran afkaaga hooyo, fadlan calaamadee sanduuga, adiga oo buuxin foomka, kadibna kusoo hagaaji cinwaanka hoos kuxusan, lacag laagama baahna marka aas soo diraysid warqaddan.

Greek

Η στρατηγική αυτή, «Από την πρόνοια στην απασχόληση για ανάπηρα άτομα», καθορίζει τα σχέδιά μας για την απασχόληση των αναπήρων στα επόμενα 10 χρόνια. Αν θέλετε στη δική σας γλώσσα, παρακαλούμε σημειώστε το τετράγωνο, συμπληρώστε και επιστρέψτε το έντυπο στην πιο κάτω διεύθυνση χωρίς ταχυδρομικά.

Turkish

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