

Review and Update

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Welfare to Work for Disabled People

KMC Joint Investment Plan
Review and Update
November 2002



Kirklees
METROPOLITAN COUNCIL

CONTENTS

1	INTRODUCTION	1
1.3	Kirklees Joint Investment Plan	1
1.6	Review of Joint Investment Plan (2001-2004)	2
1.7	The purpose of this report	3
2	PLANNING AND PROVIDING SERVICES AND INFORMATION	4
3	TRANSPORT	8
4	TRAINING	13
5	EMPLOYMENT	20
6	EDUCATION	31
7	A PLACE TO LIVE AND SUPPORT IN DAILY LIVING	35
8	MONEY – INCOME – MANAGING MONEY	40
9	CARERS	44
10	HEALTH	49
11	CONCLUSION	52
	APPENDICES	
1	Welfare to Work for Disabled People Core Group	54
2	Welfare to Work for Disabled People Reference Group	55
3	Action plan	56

A place to Live/
Support in Daily Living

Transport

Employment

Education



Money – Income –
Managing Money

Specific Help with
Health

Carers

Training

1.5 For each of the areas mentioned, the JIP provided information on:-

- how things should be,
- the services we have now,
- the gaps in services,
- and what needs to be done.

An action plan was drawn up using the headings of `Need` and `Action`. This provided details of what needed to be done to reduce barriers to employment and described the steps required to achieve the improvements listed.

1.6 Review of Joint Investment Plan 2001 - 2004

Since the JIP was produced in April 2001, the Department of Health wrote to all local authorities and NHS Chief Executives in March 2002 stating that there was no formal requirement for further plans to be submitted again to the NHS and Social Care Regional Offices for evaluation. There was, however, a requirement for work on the JIP to continue and for a formal review of the plan to be conducted with partner agencies at a local level.

The Department of Health acknowledged the complexity of aspects of the Welfare to Work initiative, such as the resource mapping exercise and the partnership arrangements necessary to deliver the objectives. They also reported the positive benefits of producing these plans and described the initiative as `yielding valuable results` (Department of Health, 2002).

1.7 The purpose of this report

As guided by the Department of Health, this report is a review and update of the JIP. It consists of information provided by organisations involved in the production of the plan and incorporates details of other initiatives and activities identified during the course of producing this report. It should be noted that some of these initiatives and activities began prior to the production of the JIP.

1.8 Whilst there has been an attempt to make this a detailed review, it must be acknowledged that there will be gaps in the information reported due to the JIP spanning across a number of different service areas and organisation.

1.9 The information obtained has been listed under headings, as stated in the original JIP, however, 'Planning and Providing Services and Information' has been included first as this section highlights the progress made on several of the 'Priority Areas for Action' identified.

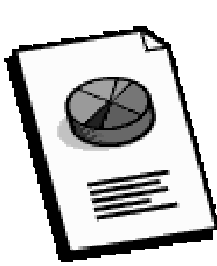
1.10 As some of the chapters in the JIP had additional actions to those in the collated action plan in Appendix 4, all of these have been listed. In this report, a further action plan has been drawn up in Appendix 3 with details of the areas to be taken forward by Welfare to Work for Disabled People partnership.

1.11 For ease of reference, each 'Need' and 'Action' has been numbered, and an update provided where possible.

1.12 It is also probably worth mentioning that not all the actions in the JIP have been carried out according to the target dates stated due to delays in the implementation of a project co-ordinator.

1.13 In reading this review, reference may need to be made to the original JIP for more details.

2 PLANNING AND PROVIDING SERVICES AND INFORMATION



NEED	ACTION
<p>2.1 Need good quality and up to date information that can be used to identify the needs of disabled people</p>	<p>Identify:-</p> <ol style="list-style-type: none"> 1 information currently available; 2 ways to improve the information used for needs assessments including building it into the development of new IT systems; 3 ways to ensure that people who plan and develop services can use the information; 4 develop jointly produced information strategies which draw together the major service areas across agencies.

2.1.1- 2.1.3 Many of the large organisations providing services for disabled people are involved in the Welfare to Work initiative, however, the information they hold regarding disabled people still needs to be collected and shared. Also ways of how to use this information needs to be identified as agencies collect different types of data in different ways.

Whilst the focus of the JIP is disability, this information also needs to identify factors such as gender, race and age as these are known to cause additional barriers to employment.

Although the actions above are outstanding, there are a number of positive steps that can be reported on that aim to identify the needs of disabled people. These are as follows:-

- Social Services funded a research study entitled 'Shaping the Future of Disability Services: Making Your Views Count' (March 2002), which sought the views of disabled people on their needs and services. Recommendations given are to be included in a 'Joint Strategy for Physical Disabilities and Sensory Impairment' which is to be produced this year.
- A review of services for blind and partially sighted people has also been undertaken this year. A report entitled 'Sharper Focus' is to be produced and will again be used to reshape services.
- The Joseph Rowntree Foundation has conducted a number of national research studies relating to disability issues, which will provide useful information that can be of use locally. For example, 'Involving black disabled people in shaping services' (December 01); and 'Becoming Adult: young disabled people speak' (July 02). Details of such research can be found on their website <http://www.jrf.org.uk>.
- Consultation has been carried out by the KMC Working In Partnership Team (WIPT), who actively support the involvement of service users and carers in the planning and decision making about health and social care services in Kirklees.
- Also, the views of disabled people on specific service issues have been identified through consultation with disability organisations such as the Kirklees Disability Rights Network (DRN), Kirklees Highways Disability Liaison Group (HDLG) and Kirklees Disabled Employees Network (DEN). More details about this have been noted throughout the report.

It is expected that the national Census 2001 will provide statistical information on the numbers of disabled people and carers in Kirklees, as the census questionnaire requested information relating to this. Whilst the general population figures have been reported, other reports are not due until 2003.

2.1.4 The need for joint strategies to be developed by agencies is an ongoing requirement, however, there are examples of such strategies being produced to reflect the employment needs of disabled people and carers. For example, Kirklees Joint Strategy for Adults with Learning Disabilities (2001-2004); Kirklees Carers Strategy 2002 – 2003, with plans for a further document from 2003-2006 to take into account new structures, organisations, regulations and partnerships; and the Huddersfield Consortium for Employment, Recreation and Training (CERT) Mental Health Partnership Strategy 2002 – 2003. On a more general level, strategies such as 'Vision 2012 – Our Community Strategy for Kirklees' by the Kirklees Partnership highlight the need to reduce all forms of discrimination and prejudice.

NEED	ACTION
<p>2.2 Need to provide more support for disabled people who wish to work, which is based on the needs of the individual.</p>	<p>1 Investigate the feasibility of developing existing support to provide a single source of support for people who feel they need help with a range of services which impact on their ability to work.</p>

2.2.1 This is an outstanding action.

NEED	ACTION
<p>2.3 Need to plan services strategically by using, developing, monitoring the implementation of the Welfare to Work Joint Investment Plan (JIP).</p>	<p>1 Develop the existing Core Group as an implementation group.</p> <p>2 Identify resources to employ an Implementation Officer to oversee the development and monitoring of the JIP.</p>

Before commenting on 2.3, it should be noted that the overall responsibility for the implementation and development of the Kirklees JIP transferred from KMC Social Services to KMC Economic Development Service (EDS) from April 2001. This was because the JIP is primarily about employment and the role of EDS is to help unemployed people, particularly those disadvantaged in the labour market to obtain work. Social Services are, however, still key players in this initiative.

2.3.1 The Welfare to Work 'Core Group', which brings together representatives from different agencies/organisations and disabled people continues to be developed to include more disabled people and statutory and voluntary organisations. Since the production of the JIP, this has met on an almost monthly basis.

A Reference Group, consisting of a wider number of organisations also continues to be developed. Whilst this group has not been required to meet regularly, representatives have still contributed towards these plans.

To clarify the role of both the Core Group and Reference Group, Terms of References were produced in July 2002.

2.3.2 A project co-ordinator was employed within KMC's Economic Development Service in April 2002 to oversee the implementation and development of the plan. The funding for this post came from the Council Wide Initiatives budget for a period of two years.

As an additional point, a network has been developed with other Welfare to Work co-ordinators within West Yorkshire, which has been useful in terms of sharing information and identifying different services that are being run in other areas to support disabled people and carers.

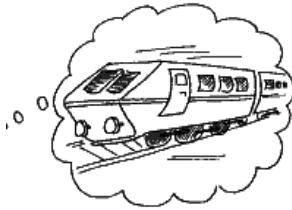
NEED	ACTION
<p>2.4 Need agencies that provide services for disabled people to work more closely together to ensure that services are seamless.</p>	<p>1 To continue the mapping of connections between agencies etc to provide more details and identify areas for improvement.</p> <p>2 Develop existing and create new connections between agencies and organisations which will benefit disabled people who wish to work.</p>

2.4.1 & 2.4.2 The connections between agencies continues to be strengthened through the development of the Core and Reference Groups.

Connections have also been strengthened through the establishment of Partnership Boards, which represent a number of different areas, that is, Physical Disabilities and Sensory Impairments, Mental Health, Older People, and Children. These Boards have been established in line with government guidelines and aim to co-ordinate the planning and provision of social and health care services in Kirklees. They include representatives from the range of local Health and Council services, service users and carers, council members, non-executive members of the Primary Care Trusts and the voluntary sector.

The Welfare to Work partnership has established links with these Partnership Boards to share information and work together, as appropriate.

3 TRANSPORT



NEED	ACTION
<p>3.1 Improve the quality of service experienced by disabled people when using Taxi Services.</p>	<p>Identify:-</p> <ol style="list-style-type: none"> 1 funding to provide more driver training, specifically aimed at those who were employed before the training programme was introduced; 2 and ways to increase the proportion of taxis in Kirklees that are being used by disabled people; 3 Introduce a 'Driver Accreditation Scheme' to ensure that customer care continue to improve with particular reference to customers who have disabilities.

3.1.1 & 3.1.3 KMC Licensing Department is currently working in partnership with Huddersfield Technical College to develop training for existing and new drivers of hackney carriage and private hire vehicles. The college is hoping to obtain funds from the Government Central Training Scheme and the training is intended to start before the end of the year.

Targets are to be set regarding the number of drivers to be trained within a specific period, and the course will include all aspects of customer care and disability issues such as the carriage of assistance dogs and the handling of wheelchairs. There will be a handbook covering this information, but this is in the process of consultation.

A system is also to be implemented whereby all existing drivers will eventually obtain a Driver Safety badge, however, they will have to take and pass an exam before receiving this.

3.1.2 Further information is to be obtained on the ways identified to increase the proportion of taxis being used by disabled people.

NEED	ACTION
<p>3.2. Improve the quality of the service experienced by disabled people when using the Bus Services in Kirklees.</p>	<p>1 Extend the `Quality Corridor` on Wakefield Rd, through Trinity St and beyond Huddersfield Infirmary.</p> <p>2 Create a `Quality Corridor` each year.</p>

3.2.1 & 3.2.2 As stated in the JIP (page 16), some local bus companies in Kirklees are already working with the Council to develop bus routes called `Quality Corridors`. These are particular routes where bus companies will use buses which are suitable for use by disabled people on the same routes and at the same time daily to allow them to plan their journey.

Kirklees Highways Services are responsible for the management of the new designs and construction activities on the existing highway network. They have stated that they are still working towards the target of one `Quality Corridor` per year and on average are on target to achieve this.

This service area has also reported improvements on a number of highways, which will improve access and services for disabled people, that is, the A629 along Penistone Road; along Trinity Street in Huddersfield, and the `Lindley Loop System`. Such improvements include dropped kerbs to assist pedestrians, improved bus boarding through low floor buses, and improved shelters. Furthermore, a feasibility study is currently underway for the A640 Westbourne Road in Marsh and the A62 Manchester Road, Thornton Lodge route to look at the improvements needed.

Disabled people are consulted on highways issues through the Highways Disability Liaison Group (HDLG), formed approximately ten years ago by KMC Highways Service in association with Social Services. This group focuses on issues ranging from specific problems for disabled people within their local area to wider consultation exercises for larger highway improvement and environmental enhancement scheme. Examples of consultation include the design for the A638 Integrated Highway Improvement extending from Dewsbury to Cleckheaton and the A641 Bradford Road Scheme.

The need for accessible buses for use by disabled people, however, is an issue that continues to be highlighted by the Kirklees Disability Rights Network (DRN), who are a disability-led organisation consisting of representatives from community and voluntary organisations, the statutory sector, and members from the community.

As a result of this, one of the bus companies has agreed to look into having a Steering Group with representatives from the DRN as a means of improving their services to disabled people.

NEED	ACTION
<p>3.3 Increase the opportunities for disabled people to make individual transport choices</p>	<ol style="list-style-type: none"> 1 Investigate demand for, and viability of, a travel 'buddy' system to encourage people to travel to work with a disabled person and provide support using public transport. 2 Link into West Yorkshire Transport Plan and suggest accessible buses are introduced a route at a time (See 3.2). 3 Identify ways to develop Taxi Voucher Scheme to include other areas of Kirklees. 4 Publicise any schemes that reduce the cost of travel and help people to look for work. 5 Review the information available to disabled people regarding the different types of transport and evaluate the effectiveness of the different sources, and consult with disabled people to find out how they need information to be made available.

3.3.1 The viability of a travel buddying system is still to be explored.

It is useful to note that a 'Buddying Scheme' has been developed in Leeds by an organisation called Leeds Alternative Travel, with support from Leeds City Council and Metro. The aim of this project is to assist disabled and elderly people to access public transport within the Leeds area and funding has been secured for three years through the Government's Urban Bus Challenge. This funding may be available in 2003, and if so, would be a useful source to follow up. A travel training

scheme has also been developed in Bradford by the Council's Supported Employment Service, in conjunction with Bradford College. This is funded by the Learning and Skills Council West Yorkshire.

3.3.3 Steps have been taken by a number of organisations to develop the Taxi Voucher Scheme to include other areas within Kirklees. This is a travel concession scheme whereby disabled people who live in specified areas within Huddersfield can purchase vouchers, which reduce the price of taxi journeys they make. The scheme is a partnership between Kirklees Council, Metro, Scope in Huddersfield, DRAM (Dalton, Rawthorpe, Almondbury and Moldgreen regeneration programme), Huddersfield Pride and the Kirklees Pennine Rural Transport Partnership.

Funding for the Taxis Voucher Scheme was secured for the rural areas from April 2001 – 2004; the SRB 5 area (that is, parts of Deighton, Newsome, Crosland Moor, Paddock, Fartown and the Birkby ward) from 2001 to 2004; and the DRAM area from 1997/98 to March 2004.

The need to extend the scheme to an increased number of areas within Kirklees, and beyond the current funding dates, have been key issues for the 'Disability No Problem' group and 'Taxi Voucher' steering group.

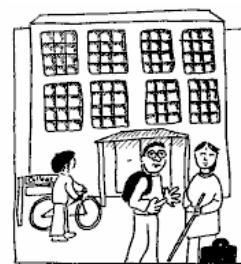
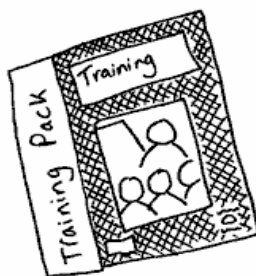
A Council's Scrutiny Panel has looked at the effectiveness of the Taxi Voucher Scheme; and the AccessBus, which is an accessible door-to-door dial-a-ride bus service that operates within each of the five districts of West Yorkshire. It has been stated that the Panel has identified both advantages and disadvantages of these initiatives and have come to the conclusion that they provide a service for different categories of disabled people. Also it is reported that they have recommended that another Scrutiny Panel investigate the transport needs of disabled people in Kirklees and make further recommendations.

3.3.4 To publicise different travel schemes, Metro (West Yorkshire Passenger Transport Executive) produced a directory entitled 'Go for it! Your access guide to public transport in West Yorkshire'. This includes a section on services in Kirklees such as accessible taxis, the Taxi Voucher Scheme, Shopmobility, where to get disability advice and general travel advice. Copies of this have been distributed to several sections within Kirklees Council, and can be distributed to other organisations. Leaflets are also available on concessions for older people and disabled and blind people, and the other transport schemes mentioned; however, steps on how to publicise this information more widely within organisations are to be identified.

3.3.5 To find out the views of disabled people on different transport types, consultation was carried out with by the Working In Partnership Team (WIPT) and a brief report was forwarded to the Core Group in February 2002.

On a national level, the Disability Rights Commission produced a response to the Cabinet Office Consultation on Transport and Social Exclusion in November 2001 and this provides recommendations for improvements on all aspects of transport provision.

4. TRAINING



The JIP recommended that the 'Needs' and 'Actions' under the heading of 'Training' be taken forward by a sub-group. Representatives for this group have been identified and plans are underway for them to focus on this area of work. Interest has been shown from a broad range of organisations and professionals.

There are, however, a number of developments and initiatives that can be reported on as an update. These have been given below and under the individual action points. A more detailed report will be provided by the sub-group at a later date.

Learning and Skills Council (West Yorkshire)

The JIP refers to the replacement of Training and Enterprise Councils (TEC's) with Learning and Skills Councils (LSC) from 1 April 2001 as a result of the Learning and Skills Act 2000. The LSC also replaced the Further Education Funding Council (FEFC). The remit of this new body is to bring together the funding and planning of post 16 education in England, outside higher education.

LSC (West Yorkshire) includes the local authority areas of Kirklees, Bradford, Calderdale, Leeds and Wakefield, and issues affecting disabled people are primarily addressed by their Inclusive Learning Department, Equality Development Team and the Basic Skills Team.

In 2002, the LSC's Inclusive Learning Department produced a report on provisions for learners with learning difficulties and/or disabilities and the gaps in services. The key issues identified for the Kirklees area were the availability of support assistants, transport for learners to provisions, an increased numbers of learners with dyslexia and autism spectrum disorders; and difficulties meeting learners medical needs.

In July 2002, focus groups were set up to look at ways of developing provision for learners with different types of learning difficulties and/or

disabilities. The role of one of these groups is to look at support/provision in employment. The outcome of these focus groups is to be reported by the LSC.

Some concern was noted in the JIP about the transition from TEC's to LSC's and what this would mean in terms of funding. Funding provided by the LSC is primarily core funding, with opportunities for co-financing.

Co-financing is the system for managing European Social Fund (ESF) money and means channelling both European Social Funds (ESF) and the required match funding to providers in a single stream. Being a co-financing organisation, the LSC are able to match ESF with its own core public funds in order to contract the ESF with providers to promote a range of education, training and learning for young people and adults. The Kirklees organisations Full Body and the Voice, a theatre company for adults with learning difficulties; and the Electronic Village Hall (EVH) who provide computer training for disabled people have received funding through this process.

The Kirklees Learning Partnership

The Kirklees Learning Partnership also addresses issues around training and learning needs, and works closely with the LSC. The role of the Learning Partnership is to foster an expectation of lifelong learning and improve and promote achievement and learning opportunities for disadvantaged individuals and communities. This partnership has developed sub-groups to look at different aspects of learning.

Their Inclusive Learning sub-group will be focusing on the needs of disabled people and identifying gaps in services that need to be addressed. Representatives from the Welfare to Work Core Group are involved in this.

The Kirklees Learning Partnership has produced a draft local learning plan (2002/2003), which is to be developed in 2003 to include an increased focus on inclusive learning.

NEED	ACTION
<p>4.1 Need to challenge views that disabled people will not be able to/have the right to make the most of training.</p>	<p>1 Promote Equality of Opportunity in training environments and organisations by raising awareness of training staff and helping them to support disabled people who use their organisations.</p>

4.1.1 More information is required on how equality of opportunity is being promoted within training departments, however, the need for staff, generally, to be more 'disability aware' in order to improve services for disabled people has been highlighted as a key issue.

Kirklees Council's Training and Development Team have reported that their training staff attend equality training courses, and have also been running a series of 'Disability Awareness' courses from May 2002 which are aimed at other staff within the Council. Some have been specifically for Social Services staff. Courses are also planned for 2003. These focus on perceptions on disability in society; responsibilities under the Disability Discrimination Act 1995; and how to respond to individual needs. An 'Equality in Practice' course is also run, aimed at those who can influence the culture of an organisation and place equality issues high on the agenda.

Jobcentre Plus have reported that all their advisory staff within their Kirklees offices receive basic disability awareness training and plans are also being made for staff to receive mental health awareness training in order to improve their customer care skills in this area. Additionally, from August 2002, each Jobcentre Plus office in Kirklees is to have a Mental Health Liaison Officer, and each main site will have a Mental Health Liaison Manager, as a means of improving services. For more details about Jobcentre Plus, see page 21.

NEED	ACTION
<p>4.2 Need to increase training opportunities available to disabled people.</p>	<p>1 Identify discrete budgets with which to provide support for disabled people who wish to train.</p>

NEED	ACTION
<p>4.2 continued. Need to increase training opportunities available to disabled people.</p>	<p>2 Identify ways to create support for students into employment through programmes of developing skills in the workplace through extended work experience with mentor support where possible.</p> <p>3 Council and Health Services employers to take the lead and provide work placements and training opportunities for disabled people.</p> <p>4 Identify possible ways of funding non-vocational training which are a preliminary to formal training or employment, eg confidence building.</p>

4.2.2 An example of an organisation creating support for disabled people to get into employment can be seen in the work of 'Compass 360 Degrees on Life'. They are a user led mental health organisation, who have received funding this year from EQUAL to provide training on mental health issues. Equal is an initiative, funded through the European Social Fund, which aims to test and promote new ways of combating all forms of discrimination and inequalities in the labour market.

Compass 360 Degrees on Life will be working in partnership with service users to develop an innovative, accredited 'Train the Trainers' course that will offer participants the opportunity to gain training skills, improve self-confidence and act as a stepping stone to wider opportunities. The aim is then for participants involved in this initiative to work with the organisation Worklink to challenge employer prejudice and promote positive attitudes towards people in mental distress in the workplace. Worklink is an employment service run by Kirklees Council to help disabled people to find employment through advice, information and practical help. (Details have been taken from 'Common Ground' newsletter, June 2002).

4.2.3 Kirklees Council's Employment Agency has continued to provide work placements for disabled people through its Positive Action Training Scheme. This is alongside the 'core scheme' which provides training for people from black and ethnic minority communities. The aim of Positive Action Training is to help people to gain work experience and skills so

that they are better able to compete for jobs within the Council in areas where they have been under-represented.

The Positive Action Training Scheme monitoring report for 2001/02 highlighted that a total of seven disabled trainees left the scheme, with five of them gaining employment with the Council, one gaining employment with another employer and one leaving the Scheme for other reasons. Further intakes of trainees have taken place from May 2002.

NEED	ACTION
<p>4.3 Need more personal development & vocational training courses for people with sensory impairments.</p>	<p>1 Gain representation from suitable voluntary organisations on the Welfare to Work Core Group.</p> <p>2 Facilitate consultation between stakeholders to identify ways to co-ordinate and develop available support for people with sensory impairments.</p> <p>3 Develop vocational training opportunities for sight impaired people in partnership with the Learning Partnership.</p>

4.3.1 The Society for the Blind of Dewsbury, Batley and District is now on the Reference Group for Welfare to Work for Disabled People to contribute their views on issues raised. Representation is required from organisations providing services for deaf people.

4.3.2 As mentioned in section 2.1, Social Services will be producing a report entitled 'Sharper Focus' following a review of their services for blind and partially sighted people.

4.3.2 & 4.3.3 The Society for the Blind of Dewsbury, Batley and District have reported that they were successful in obtaining funding from the Basic Skills Agency from 1 April 2001 to March 2002 to open up learning and training opportunities for visually impaired people who are usually socially excluded from traditional mainstream provision. This funding has provided transport costs, tutors, materials and relevant equipment. Extra computers have also been obtained as the Society is part of the UK Online programme and hope to develop courses on these.

From January 2001 to July 2002, the Society stated that they delivered a total of 21 courses through various methods, which include tutors from

different colleges, private art teachers and training by their own staff. Topics conducted included confidence building, Information Technology using voice activated software, Maths, English, pottery, gardening, creative writing and plaster work.

Achievements have been measured by a wide range of accreditation, although the need for 'soft outcomes', such as increased confidence, self-motivation and independence, to be recognised was stated. Whilst those involved in the training were not yet viewed as being work ready, the training was described as a stepping stone to help stimulate learning again. To build on the skills and experiences gained, work experience tasters within Kirklees were seen to be the next crucial step on the path towards employment.

Areas of good practice to enable training to be successful have been identified by the Society. This is useful information for the Training sub-group.

NEED	ACTION
<p>4.4 Disabled people need better information about training opportunities.</p>	<p>1 Review training opportunities available to disabled people that could improve employment prospects.</p> <p>2 Improve information to disabled people about the range of opportunities available and how to access them.</p> <p>3 Provision of timely and consistent careers advice (see page 32)</p>

4.4.1 & 4.4.2 A review of the services available to enable disabled people to access learning and training opportunities is being undertaken by Worklink, who have received funding to do this. This information is to be produced later this year.

As mentioned above, the following actions are to be addressed by the Training sub-group.

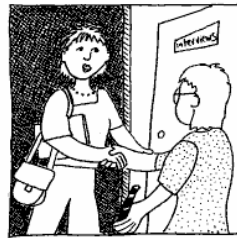
NEED	ACTION
<p>4.5 Need more support for disabled people who wish to train.</p>	<p>1 Identify ways to reduce barriers to training experienced by disabled people which include personal care, transport, equipment</p>

	and support workers or training buddies in the training environment.
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NEED	ACTION
4.6 Training agencies and colleges need support to enable them to help more disabled people.	1 Improve the funding of agencies which deliver training for disabled people.

NEED	ACTION
4.7 Carers need support to enable them to gain training and personal development	1 Provide information, advice and support for carers who wish to gain training that will enable them to move into employment. (See Chapter 9 on Carers for more details)

5. EMPLOYMENT



NEED	ACTION
<p>5.1 Provide more support for disabled people.</p>	<p>1 Identify needs of disabled people from black and ethnic minority communities in relation to access to work.</p> <p>2 Expand and develop existing services to enable more disabled people to use them.</p> <p>3 Identify ways of improving the availability of information that will help disabled people to gain and remain in employment.</p>

5.1.1 & 5.1.2 The Labour Force Survey (Dec 2001 to Feb 2001 - Great Britain) identifies that disabled people are five times as likely as non-disabled people to be out of work and claiming benefits. As the unemployment rate for people from black and ethnic minority communities is known to be higher than their white counterparts, this places disabled people from black and ethnic minority communities at an even greater disadvantage, thus reflecting the importance of their needs being met within service provision.

Some organisations have provided information on steps that they have taken to seek the views of these communities in order to improve services. These are as follows:-

- Kirklees Council's Working In Partnership Team launched an initiative in September 2002, which aims to enable more people from minority ethnic backgrounds to become involved in existing networks to put forward their views on health and social care services.
- Worklink have employed two African-Caribbean support workers in Huddersfield, and Asian support workers in North Kirklees to specifically work with black and minority ethnic communities on employment issues. An Asian Mental Health outreach worker was also employed from April 2002 to March 2003 to cover the Batley area. The funding for this latter

post is from GAIN, which is a Guidance Information and Advice Network providing support to adults on careers, work and learning opportunities.

- Worklink have worked in conjunction with the Harriet Tubman Development Agency to provide work placements for young disabled people. Harriet Tubman is a disability organisation providing health and social care services to primarily black and ethnic minority communities.
- Useful information may also be obtained from an event entitled 'Speak Out! Messages from the Community/Moving Forward – Disability, Ethnicity and Services' held in July 2002 in Leeds. This enabled black and minority ethnic disabled people, and disability and community groups, to obtain practical information on how to shape services; and enabled commissioners and providers of services to contribute information relevant to this.

5.1.2 & 5.1.3 In line with government plans, Jobcentre Plus became a new business within the Department of Work and Pensions from 1 April 2002. This replaced the Employment Service, which ran Jobcentres, and those parts of the Benefits Agency, which provided services to people of working age through social security offices. The aim of Jobcentre Plus is to help more people into work, help employers fill their vacancies, and give people of working age the support they are entitled to if they cannot work.

This year, Jobcentre Plus became a co-financing organisation for the European Social Fund and aim to fund projects which focus on combating and preventing unemployment (see page 14 for more details on co-financing).

As part of the services in Calderdale and Kirklees, Jobcentre Plus's Business Development Team has broadened its remit to evaluate and highlight work-focused activities for 'disadvantaged' people, using the revised services of this organisation. This includes looking at provisions for sick and disabled people and developing partnerships with others.

In order to improve the effectiveness of all the Jobcentre Plus advisory staff in sign-posting people to appropriate organisations, the Business Development Team has produced a directory of services which is to be launched later this year.

From October 2002, the Disability Employment Advisers (DEA's) within Jobcentre Plus became part of their mainstream services and more of these advisors are to be recruited to increase the support provided.

As part of government plans for improved services, local Jobcentre offices have provided information on New Deal for Disabled People (NDDP) in the Kirklees and Calderdale areas from April 2002, although Remploy and Mentor Medical Professional Services (MMPS) were the organisations contracted to deliver the service. From September 2002, however, MMPS ceased to do this.

NNDP is a voluntary programme, which aims to provide advice and support to help long-term sick and disabled people to develop their skills and manage their circumstances so that they can find and retain paid work and independence. Due to the need to increase the take up of this, a series of mailshots were carried out inviting customers in receipt of qualifying benefits to find out more information. New customers are informed of NDDP when making a claim for benefit.

5.1.2 In addition to NDDP, Remploy provide a range of other services to support disabled people into employment in Kirklees, such as supported employment, training services and occupational assessments.

Scope Employment Services are a further organisation that should be mentioned. They work closely with employers to match disabled people to particular vacancies, provide tailor-made packages of support to both employers and employees, and assist disabled people to progress as far as possible towards sustained integrated employment. In October 2002, they recruited an Employment Officer to cover the West Yorkshire area.

In September 2002, the national Scope organisation launched a campaign to obtain the views of disabled people, employers and employees in the workplace through an 'on-line' survey, which is to be completed by 31 October 2002. The aims are to obtain a clearer picture of what is happening in the workplace around disability issues, explode myths around employing disabled people and identify areas where work still needs to be done to ensure disabled people have an equal chance of getting a job. The results will be published in a report in February/March 2003. For more details see website www.scope.org.uk/work/

5.1.2 Kirklees Councils 'Real Employment' Scheme has provided an update on their services. This is described as a free specialist

recruitment service run by Social Services to help local businesses to recruit and train adults with a learning disability.

Within the last year Real Employment has been involved in developing a social firm at Norristhorpe Rural Craft and Garden Centre with Ponderosa Rural Therapeutic Centre, which consisted of a recycling project, three greenhouses, a wormery and craft shop. From November 2002, this involvement ceased due to Ponderosa becoming a private provider.

New developments for Real Employment now include a gardening scheme in Ravensthorpe providing training and employment opportunities for a number of service users. This involves having gardening contracts, and providing ground maintenance and floral displays for offices. It is hoped that this scheme is to become a small business, and if it becomes sustainable it will provide paid employment for service users.

Real Employment is also exploring avenues for funding to carry out candle making to supply items for their gift shop. This is with a view to offering new placements for people with learning disabilities. Furthermore a longer-term plan is to possibly set up a printing shop.

To help the Learning Disabilities Partnership Board to plan their services, an employment strategy is to be produced for people with learning disabilities this year. This is in line with the Government's White Paper 'Valuing People – a New strategy for Learning Disability for the 21st Century', published in March 2001.

5.1.3 Support for disabled people into employment has also been provided by GAIN, which is a local network of members offering guidance, information and advice around learning, education, training and employment. This partnership is funded by the Learning and Skills Council, and the Calderdale and Kirklees Careers Service is the lead partner.

Between April 2002 to the end of June 2002, the Careers Service reported that 49 disabled people used their adult services, which is aimed at those over the age of 20. (From 1 October 2002, the new Connexions Services provides a service for disabled people up to the age of 25 – For more details see page 31).

Where appropriate, referrals were made to more specialist organisations such as Worklink. Awareness raising for Information, Advice and

Guidance advisers on disability issues, especially mental health, has been highlighted as a need.

5.1.3 Access to Information for disabled people, staff and employers has been a key issue for the Welfare to Work partnership.

An Information sub-group was formed to explore how information on services from the different agencies could be collated to produce a useful pack or leaflet for disabled people looking for work. This issue continues to be looked into.

Social Services have for a number of years produced an 'A-Z Guide for Disabled People' with details of services. This includes some of the organisations providing employment services. In September 2002, they applied for funding to develop this into a 'Media Link' project to produce 'on-line' and 'off-line' information, which is accessible to all disabled people and cultures. A decision is awaited.

NEED	ACTION
<p>5.2 Provide more support for local employers to encourage/enable them to employ disabled people.</p>	<p>1 Increase the awareness of local employers on the business benefits of employing disabled people and the range of help available to them and their employees</p> <p>2 Improve access to information and advice for employers and disabled people.</p> <p>3 Establish a regional focus of activity.</p>

5.2.1, 5.2.2, 5.2.3 There have been a number of steps reported to strengthen relationships and engage with employers in order to improve employment opportunities for disabled people.

The Disability Employment Advisors within Jobcentre Plus and staff within Worklink have continued to work with local employers to promote services to encourage them to employ disabled people.

The WTW partnership has also become involved with Kickstart, which is a network developed and led by a group of public and private sector employers from the Calderdale and Kirklees areas. Their main aims are to develop best employment practice, encourage employers to address the issue of equal opportunities in employment, and make a positive

impact on the economic and social integration of disadvantaged groups within the community. This is to be achieved by working in partnership with local communities, regeneration initiatives and other networks and agencies.

To contribute towards these aims, Kickstart has three working groups to look at disability, race and gender issues. The Disability Working Group is currently drafting 'Good Practice Guidelines' to be distributed to small to medium sized employers.

As the Working Group want to promote disability issues to the wider Kickstart network, they will be holding a number of workshops and presentations on different aspects of disability and disability services. Some of these are to be done by organisations within the Welfare to Work partnership.

The longer term plans for Kickstart are being reviewed as their funding from the Learning and Skills Council (LSC) West Yorkshire is due to cease at the end of the financial year. This review is also in line with recommendations from an independent review and feasibility study on the role of Kickstart, produced in May 2002.

The Welfare to Work Partnership will be maintaining links with the LSC, Kickstart and developing links with other business advice organisations promoting diversity and equality in the workplace such as Business Link West Yorkshire.

5.2.2 To improve employment services for deaf people looking for work, Social Services Deaf Services have highlighted the need for a leaflet to be produced with key questions that a person is likely to be asked at any job interview. The aim is to enable a deaf person to plan their response. For example, health & safety related questions. Also, the suggestion is for this leaflet to highlight services available to an employer to employ a disabled person.

NEED	ACTION
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<p>5.3 Need to make better use of the experiences of disabled people who have been through the employment process to enable/encourage others.</p>	<p>1 Create a 'mentor' scheme using disabled people who are in work for younger disabled people entering/investigating the job market.</p> <p>2 Increase the representation of disabled people on the Welfare to Work for Disabled people Reference group (See page 2.3.1).</p> <p>3 Coordinate consultation with disabled people to ensure that their contributions are widely used and duplication does not occur.</p>
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5.3.1 New opportunities in mentoring have been provided through Equal, which is an initiative, funded through the European Social Fund. As mentioned in 4.2.2, this aims to test and promote new ways of combating all forms of discrimination and inequalities in the labour market

Worklink have received funding to seek the views of both unemployed and employed people with a disability or health related issue, around recruitment and selection problems they may have experienced when applying for a job, or any support issues they may have needed whilst in employment. Similarly the employer's viewpoint is being sought.

Following these findings, Worklink plan to engage with employers and individuals in setting up a mentoring scheme in the workplace called 'Mentorlink'. Employers will provide a period of work experience for the individual, with Worklink providing on-going support for both that person and the employer. It is intended that at least sixty-two individuals and twenty employees participate in Mentorlink'.

A Mentoring pack is also to be produced which is intended to be a working document that can be disseminated throughout the employers workforce and to future employers to inform them of good practice in the recruitment and retention of disabled people. (See Common Ground Newsletter, June 2002 for more details).

5.3.3 Consultation with disabled people has been carried out by the Kirklees Working In Partnership Team. Additionally, this has been conducted by Talkback, which is a joint project between Calderdale and Kirklees Health Authority and Kirklees Council, set up to find out views from the residents in the community on a range of Council Services and health issues.

To encourage good practice when consulting with disabled people, a new guide entitled 'Getting it Right – including disabled people in

communication and consultation' has been produced by two staff members within Kirklees Council's Customer Relations Unit. This was published by the Local Authorities Research & Intelligence Association (LARIA) in 2002.

NEED	ACTION
<p>5.4 Increase employment opportunities for disabled people.</p>	<p>1 Identify ways to provide 'core funding' for Worklink and REAL Employment. 2 Identify ways to develop support into employment and in employment for people with mental health problems. 3 Provide jobs for disabled people within the Council and Health Authority.</p>

5.4.1 Core Funding continues to be an issue for Worklink and Real Employment. For the latter, this is also reflected within the Joint Investment Plan for Adults with Learning Disabilities (2001-2004).

5.4.2 To increase employment opportunities for people with mental health problems, Vocational Enterprises (VE), who are part of the South West Yorkshire Mental Health Trust, offers a variety of work experience and support to enable people to build self-esteem and confidence.

VE have highlighted areas which they feel will improve employment opportunities for people with mental health problems. This includes the need for:-

- the establishment of a mental health employment practitioner to encourage job retention, as there is limited specialist support for people whilst in employment.
- a scheme which encourages public sector employers to develop a mental health user employment programme; as there appears to be no formal structures in place which positively select and support people with mental ill-health.
- provision of social enterprises/firms to cater for mental health service users, as there is limited provision available for those who have had severe long-term mental health problems and want to work.

To address issues raised, a Consortium for Employment, Recreation and Training (CERT) was formed in 2001 in South Kirklees, consisting

primarily of mental health organisations and those providing services for people with mental health problems. VE and Worklink are key organisations within this.

The aim of CERT is to reduce discrimination and stigmas related to mental health in the areas of employment, training, education, social and leisure opportunities. They also aim to improve current services and create new opportunities for people with mental health problems; foster a strong multi-agency partnership and influence mental health policy and planning.

CERT are to carry out research on the employment needs of people who have experienced mental ill health. This is expected to be completed in 2003 and will look at the type of work someone has been engaged in, if any; their concerns about being in work and support needs.

A further area being explored by CERT is the feasibility of health services providing employment opportunities for people who have experienced mental health problems. This model was developed in the South West London and St George's Mental Health Trust from 1995. Funding has successfully been obtained for a User Employment Co-ordinator to look at developing this initiative in South Kirklees.

Discussions are taking place within the Mental Health Partnership Board to explore whether an organisation such as CERT should be developed in North Kirklees.

5.4.2 As mentioned in 4.2.2, Compass 360 degrees on life, a user led organisation, is working to provide opportunities for people who have experienced mental health problems to enable them to provide training to others.

5.4.3 The JIP acknowledged the responsibility of major employers to make their workforce representative of the local community.

From 1 April 2002, Kirklees Council has been working towards new equality standards for Local Government, which focuses on moving equality and diversity issues into the mainstream of local government activity, and building on the foundations that are already in place.

The Council aims to increase the number of disabled people in the workforce, and has set two targets around this, that is, an internal target of 5% that they would like to see, and a performance indicator of 3.2%. The current target achieved is 2.9%.

Specific policies have been produced to improve the target and the support provided to disabled people whilst in employment. A guidance pack entitled 'Pro-Active Recruitment for minority ethnic and disabled employees' was produced in April 2002. This is aimed at assisting all recruiters who are seeking to address imbalances in their workforce. Also new guidelines 'Resources and Support Workers (for disabled people)' will be made available later this year. In developing disability related policies, guidance is sought from KMC's Disability Employees Network (DEN), who act as a consultation resource for managers within the Council.

Opportunities within the Council have been provided through work experience schemes. The Corporate Modern Apprenticeship Scheme provides approximately thirteen places each year to young people, although this has not generally been taken up by disabled people. Also, there are schemes within Leisure Services, Highways and Building Services.

5.4.3 Due to the structural changes within the health services (see Chapter 10 on health), limited information on employment issues has been available. This is an area to be explored further. The Primary Care Trusts have, however, indicated an interest in making their workforce representative of local communities, and expressed a willingness to work with other organisations to do so.

As a point of interest, the Department of Health published a document in March 2000 entitled 'Looking Beyond Labels: Widening the Employment Opportunities for Disabled People in the New NHS' for use within health services. For more details, see website www.doh.gov.uk/

NEED	ACTION
<p>5.5 Raise awareness of the rights and needs of disabled people.</p>	<p>1. Promote the rights of disabled people to work and reduce the stereotypes / misconceptions, which can prevent disabled people from gaining, and remaining in, employment.</p>

5.5.1 The Disability Discrimination Act 1995 introduces new measures to prevent disabled people being discriminated against and highlights the rights of disabled people in a number of areas which include employment; and access to goods, facilities and services.

Whilst organisations such as Worklink, the Yorkshire Disability Network (YDN) and the Kirklees Disability Rights Network do much to raise awareness on the rights of disabled people, this is an area in need of further development. In 2002, YDN applied for funding through the funds available for European Year of Disabled People 2003 to identify the scope of disability awareness training available in the Yorkshire area. A decision is awaited.

The need for training on a range of issues such as specific disabilities, the social model of disability, and rights under the legislation has been highlighted as a need by many organisations who wish to improve services. This service would also be useful for disabled people and employers.

To raise awareness of the rights of disabled people to have meaningful employment, the Welfare to Work partnership has also applied for funding for the European Year of Disabled People 2003. This will be to hold an employment focused 'Information Day'. A decision regarding this will be known in November 2002.

6. EDUCATION



To take forward the actions noted in this section, representatives for a sub-group have been identified to include disabled people and a number of organisations, who provide educational or training provisions for disabled people.

Previous chapters have referred to organisations such as the Learning and Skills Council (LSC), the Kirklees Learning Partnership and GAIN, the information, advice and guidance service. All of these aim to improve learning and educational opportunities for disabled people.

In addition to these, Connexions is the government's new support service for all young people aged 13 - 19 in England. This extends to age 25 for disabled people.

The Connexions Service aims to provide integrated advice, guidance and access to personal development opportunities to help young people make a smooth transition to adulthood and working life. For those who are disabled, Connexions will also have a key role in drawing up transition plans in partnership with other organisations.

All young people will have access to a personal adviser. For some this may be primarily for careers advice, for others it may involve more in-depth support to help identify barriers and solutions to learning. The personal advisers will work in a range of settings. For example, schools, colleges, one-stop shops, community centres and on an out-reach basis.

Services are being delivered through local partnerships working to national planning guidance. The partnerships will cover the same geographical areas as the Learning and Skills Councils and have the flexibility to meet local needs using the design that works best. Delivery

of the service is managed and monitored by local management committees, which usually cover the same areas as local authorities.

The date for the delivery of services through Connexions will vary throughout England, however, this came into place for Kirklees on 1 October 2002.

LEGISLATION

Services being developed in education must also be looked at in the context of legislation. From September 2002, the Disability Discrimination Act (DDA) 1995 (as amended by the Special Educational Needs and Disability Act 2001), introduces duties for school, colleges, universities; and providers of adult education and youth services, to ensure that they do not discriminate against disabled people. Further details are available on the website www.disability.gov.uk for more details.

NEED	ACTION
<p>6.1 Need to improve disabled children's access to activities that will prepare them for work.</p>	<p>1 Develop Real Work sessions in schools to familiarise children with employers known to offer opportunities e.g. local government and health authorities etc.</p> <p>2 Introduce a 'buddy' scheme in schools to identify local volunteers who are willing to support disabled children during work placements, visits etc.</p> <p>3 Develop links between membership of the Welfare to work Core Group and the Special Education Co-ordinators Network and local Resources schools.</p> <p>4 Identify ways the Local Education Authority and schools can work together with local employers to raise awareness of the barriers to employment that young people face and promote the business benefits of employing disabled people.</p>

6.1.1 To provide work opportunities placements for Year 11 pupils, Kirklees Council's Human Resources Strategy Unit has been working

closely with the Calderdale and Kirklees Careers Service. To improve the success of this, funding is being sought for a part-time Careers Co-ordinator to take the lead.

6.1.3 Links have been made with the organiser of the Special Education Co-ordinators Network and one of the resource schools for them to contribute to the education sub-group mentioned.

NEED	ACTION
<p>6.2 Need to help disabled children to develop social networks with non-disabled peers</p>	<p>1 Identify ways of developing activities in and out of school which bring disabled and non-disabled children together.</p>

NEED	ACTION
<p>6.3 Need to challenge negative views about the educational and employment prospects of disabled children, to raise expectations of staff and disabled children themselves.</p>	<p>1 Identify and challenge barriers to employment for children with disabilities by working with parents, teachers etc to develop the expectations of people who can influence the lives of disabled children.</p>

6.3.1 Kirklees Council's Working in Partnership Team has consulted with groups of young disabled people at the different colleges to find out about their experiences of the education system. Further sessions are planned to look at this issue and to find out views regarding why students 'drop out' of courses. This information is to be used by the sub-group.

NEED	ACTION
<p>6.4 Raise awareness of barriers to employment experienced by young people and adults with disabilities to challenge low expectations and assumptions.</p>	<p>1 Develop a range of promotional and educational activities which raise awareness of the rights and importance of children and adults with disabilities.</p>

NEED	ACTION
<p>6.5 Need to improve the experiences of children and parents of education services.</p>	<p>1 Develop standards that parents and disabled children can expect and make them publicly available.</p> <p>2 Promote the use and success of advocacy by including 'working with advocacy' in training programmes aimed at school staff.</p> <p>3 Continue to develop local advocacy for children with disabilities and their parents.</p> <p>4 Identify and publicise positive role models for children with disabilities to raise their expectations.</p>

7. A PLACE TO LIVE AND SUPPORT IN DAILY LIVING



Some of the information on Housing has been taken from an annual report for 2001/2002 entitled 'Meeting your Standards, Kirklees Charter for Long-term Care'. This provides information on some of the performances within Health, Housing and Social Care and indicates that a review is underway in Housing with a view to achieving maximum effectiveness and efficiency. These details are reported against the relevant actions.

NEED	ACTION
7.1 Need to improve disabled people's ability to move to work in other areas.	1. Identify and reduce barriers experienced by disabled people who wish to move to other parts of the country to take up employment.

7.1.1 Kirklees Neighbourhood Housing has stated that all local authorities contribute to the Homes scheme, which is a national mobility scheme for use by any local authority or housing association tenant to move to another part of the country. Local authorities and Housing Associations are supposed to set aside a small quota of lettings annually to meet this need.

The system used to manage this scheme is computer based; and registers of applicants, both incoming and outgoing, are provided on a regular basis. Tenants must have a valid reason for moving, such as due to employment or family support reasons.

If a disabled person applied for housing within the Kirklees area and put forward medical or disability factors in support of their application, this would be referred to the Kirklees KMC's Health & Housing Unit. This team would make the necessary contacts with agencies in the applicant's local area to get more objective information on health and disability issues. They would then assess a level of points to be

awarded. This service would be reciprocated for anyone seeking to move to another area on request.

Homes is soon to be replaced by the Housing and Employment Mobility Service (HEMS), probably in July 2003. This is intended to provide a basis for improving mobility in both housing and employment, and will incorporate web-based information about available housing and job vacancies based on information from Jobcentre Plus. It is intended to enable jobseekers to match employment opportunities to available housing. More details are available on www.housing.odpm.gov.uk/information.

NEED	ACTION
<p>7.2 Need to improve disabled people's access to appropriately designed or adapted accommodation.</p>	<p>1 Work with housing developers to ensure that new developments include 'whole life experience'.</p> <p>2 Improve access to adapted homes, which are suitable for disabled people and their families.</p> <p>3 Identify ways to reduce waiting times for adaptations and help people to access sources of financial support where appropriate.</p> <p>4 Identify ways to make better use of private sector homes (rented and owned), which have been adapted e.g., investigate suitability of a Disabled persons Accommodation Agency.</p> <p>5 Identify ways to provide support to disabled people who need support to enable them to move to a new home.</p>

7.2.1 & 7.2.2 Housing Services are involved in two regional groups, that is, the Northern Consortium of Housing Authorities and the Northern Adaptation Group. Both of these are developing their own standards, set against other local authorities. They will be comparing their performance on how well they are doing in relation to others.

7.2.2 KMC's Housing Services has provided details on the plans to improve the access to suitable adapted properties through new housing association developments. The aim is for housing associations to build

their homes to the Lifetime Homes Plus standard. Such homes are built with accessibility and adaptability incorporated at the design stage, and are designed to meet changing needs. An advantage of this is that people do not have to move when they become disabled and can remain at home and live independently for longer. Steps are being taken within Housing Services to identify how this action can be taken forward more fully.

Additionally, where private developers are involved, this issue is being looked at with KMC's Planning Services to identify how these standards can be encouraged.

7.2.2 & 7.2.4 If a disabled person wishes to apply for an adapted property, this is specified on their housing application form which includes a section on health and disability. This information is taken into account by KMC's Health & Housing Unit who will look at how a person's disability or medical condition is affected by their home, and the benefits if they moved. If adapted properties become available, local housing offices also notify this Unit. The idea of having an 'Adapted Properties Register' has been explored and continues to be on the agenda.

In addition, KMC's Housing Service is hoping to adopt a scheme which aims to encourage estate agents to collect and provide data about the accessibility of their properties, as this will assist disabled homebuyers in their search for suitable property. This scheme is currently operating in Leeds and is jointly funded by Leeds City Council Housing and Environmental Services, and the Modernisation Team – Disability.

7.2.3 A review is taking place to look at whether the assessment and provision of adaptations can be carried out under one roof. KMC's Housing Services have also been involved in national research on adaptations, initiated by the Joseph Rowntree Foundation.

7.2.5 The Partnership Board for Physical Disabilities and Sensory Impairments are looking into how supported living provisions for disabled people can be developed to enable people to have opportunities to live independently in their own tenancies.

From April 2002, the Single Housing Accommodation Project (SHAP) appointed a Disability Development Officer, with the role of improving their services for young disabled people wanting to live in their own home. SHAP are keen to work with other organisations providing services to disabled people.

NEED	ACTION
<p>7.3 Need to improve services that will help disabled people to live as independently as possible.</p>	<ol style="list-style-type: none"> 1 Streamline the Equipment Service to improve the service to disabled. 2 Clarify the involvement of different agencies and departments. 3 Identify ways to reduce waiting times for equipment. 4 Improve the Direct Payments system to enable disabled people to design and manage their own care packages (See 8.2) 5 Identify ways to provide more flexible and reliable home care services, which consider a disabled person's individual needs including employment. 6 Create stronger links between housing and care providers to ensure that people receive housing and care package that meets their individual needs. Include the creation of protocols for information sharing and confidentiality, joint training etc. 7 Identify ways to deliver joint training. 8 Investigate sources of funding, which will enable disabled people to receive help with their childcare travelling expenses where appropriate. 9 Identify and/or develop sources of emergency support where help is usually provided by a spouse or carer who is ill or away. (See chapter 9 on Carers)

7.3.1 Social Services have reported that a baseline audit of the Equipment Service has been completed and a draft action plan has been prepared to develop an Integrated Community Equipment Service (ICES). A multi-agency Steering Group currently meets each month to implement the action plan in line with the targets within the National Service Framework for Older People.

7.3.3 For 2001/02, the Council stated in the 'Meeting your Standards, Kirklees Charter for Long-term Care' annual report that nearly 92% of items of equipment costing less than £1000 were delivered within three

weeks, in comparison to 89% the previous financial year. Also an additional 2,500 pieces were delivered.

7.3.5 Social Services have stated that Home care and Outreach Services would consider an individual's needs which would include their need to work, provided it was noted in a person's care plan. This, therefore, means that it is critical for employment issues to be discussed when needs are being assessed. Employment issues within the assessment process is an area that is being addressed by the Welfare to Work Health sub-group.

7.3.6 - 7.3.9 Further details are required regarding these actions.

8 MONEY-INCOMING-MANAGING MONEY



NEED	ACTION
<p>8.1 Need to improve access to benefits advice for disabled people and their carers.</p>	<p>1 Identify the network of existing advice and promote it's availability to staff who provide services to disabled people to enable them to refer or sign post people.</p> <p>2 Create a Benefits Advisory network and identify ways to improve the availability of face to face 'sign posting' by health and care staff who have contact with disabled people.</p>

8.1.1 Kirklees Council's Benefits Advice Service is the largest benefits advisory organisation in Kirklees. This consists of twenty nine staff which includes advisers, benefit support workers, management and administration. The demand for the service is reported to be continually growing as benefit legislation changes and policies are introduced. For example, the introduction of the 'Fairer Charging Policies for Home Care and other non residential Social Services' is expected to increase the demands on this service due to the benefits advice required.

The Benefits Advice Centres are based in Huddersfield, Dewsbury, Batley and Cleckheaton. Each team works in partnership with the Citizens Advice Bureau (CAB) and are based in CAB premises.

In 2001, a number of Health Improvement Projects were developed to meet identified needs. This includes a:-

- Mental Health Project to provide appropriate advice to patients on acute wards with further support to mental health service users in the community.
- Black and Minority Ethnic Elders project which focuses on providing targeted advice to members of this community, aged 50 and over

who are less likely to access advice centres because of issues such as mobility or language barriers.

- Carers Project to provide direct access to welfare rights services through referrals, appointments, home visits and telephone advice.

In addition to the services above, the Benefits Advice Service has the responsibility of developing a law facility in Kirklees, which will be a useful service for disabled people wanting advice on disability legislation. Plans for this service are underway.

Other benefits advice services identified include those provided by Worklink, Social Services, a small number of voluntary sector organisations and Jobcentre Plus.

8.1.1 & 8.1.2 In trying to identify whether a benefit advice network already exists, a number of different organisations were mentioned, as follows:-

- Kirklees Community Advice and Legal Service Partnership (KCALSP) which was launched in October 2000 and developed to provide better co-ordination of advice services. This consists of quality assured legal service providers working with funders and others to identify and understand local needs and resources

The membership of KCALSP includes local solicitors, and organisations such as Kirklees Benefits Advice Service, Citizens Advice Bureau's, CHAS Housing Aid and Yorkshire & Humberside Low Pay Unit.

KCALSP has produced a strategic plan, which has a number of priorities for action that are relevant to the actions within the JIP. This includes the need to:-

- Promote the availability of quality assured information and advice within Kirklees by developing awareness of services;
- Improve provision of information and advice in relevant areas of law, which includes provision within mental health, services for employment, and access to welfare benefits advice across Kirklees;
- Meet the needs of socially excluded and vulnerable people.

KCALSP are looking at ways of promoting their services to the general public and other agencies.

Other networks identified include the Yorkshire & Humberside Welfare Rights Officers, the National Association of Welfare Rights Advisors and the Child Poverty Action Group. The question has been raised regarding whether there is a need for a local benefits advice network. This is an issue to be explored further.

NEED	ACTION
8.2 Need to promote independence & flexibility through use of Direct Payments.	1 Improve access to Direct Payments and provide help to people who wish to manage their own care packages.

8.2.1 Direct Payments are made by Social Services to disabled people to enable them to purchase their own care and support, as identified in an assessment that focuses on their needs. The payments can be used by disabled people to employ their own staff or use an agency of their choice to provide staff.

In July 2001, the Kirklees Direct Payments Support Service had a small pilot scheme to look at how the Direct Payments would work. This involved four people, however, they now report that 105 people are using the service as an alternative to home care services, respite services and day-care. There is also a Direct Payments User Group who meet on a three-monthly basis and publish their own newsletter.

NEED	ACTION
8.3 Need to identify financial barriers which still exists for some groups of people.	1 Work with disabled people and benefit providers to identify possible 'threshold' issues to identify groups of people who are likely to need advice.

8.3.1 This is still outstanding. However, it has been stated that there is a need for a clearer structure to be developed whereby financial barriers identified can be discussed and steps taken to address them.

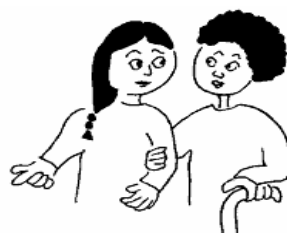
NEED	ACTION
<p>8.4 Need to identify solutions to the financial barriers experienced by some groups of people.</p>	<ol style="list-style-type: none"> 1 Create a regional focus for discussion of national benefit issues; 2 Identify ways to reduce transport as a financial barrier to employment. 3 Identify ways to help disabled people overcome childcare costs as a financial barrier to gaining and remaining in employment.

8.4.1 See 8.1.2 for details of networks identified to discuss national benefit issues.

8.4.2 & 8.4.3 Transport issues have been at looked in Chapter 3, however, this action is still an outstanding area to be looked into, together with identifying ways of overcoming childcare costs, as stated above.

It should also be noted that the Jobcentre Plus has an Adviser Discretionary Fund, which can provide an amount of up to £300 to individuals on the New Deal Programme to help them in the transitional period between benefit and wages. New Deal is designed to help unemployed people to obtain employment.

9. CARERS



In addition to the Kirklees Welfare to Work for Disabled People JIP, carers needs are reflected in the Kirklees Carers Strategy (2002-2003), the Kirklees Joint Strategy for Adults with Learning Disabilities (2001 – 2004), and they will be noted in the Kirklees Joint Strategy for People with Physical Disabilities and Sensory Impairments being produced. There are also plans for a Carers strategy for 2003 – 2006.

Social Services have provided an update on how services for carers are being developed. Details are given below:-

NEED	ACTION
<p>9.1 Need to improve the support available to carers to enable them to continue in their caring role.</p>	<ol style="list-style-type: none"> 1 Identify ways to improve the Direct Payments system for disabled people and carers to enable them to choose more flexible services (See 8.2 for more details). 2 Identify ways to provide more personal assistance for disabled people within their own home. 3 Review opening hours of day centres and other services to enable carers to work and provide more evening and 'holiday' activity. 4 Increase number of carers' assessments and ensure assessment workers are taking account of carers in employment and their needs. 5 Continue to work on ways of providing care cover if a disabled person is sick to enable their carer to go to work. 6 Continue to develop range of support services within disabled person's own home which enable carer to work.

NEED	ACTION
<p>9.1 continued. Need to improve the support available to carers to enable them to continue in their caring role.</p>	<p>7 Put in place `Adult Placement' service, where the worker goes into the persons home to give carer a break to enable them to look for work or to train.</p>

9.1.2 Between April 1999 and March 2002, the Government gave Social Services just over £1 million from the `Carers Special Grant' to spend on helping carers to take a short break. This grant is to be extended and Kirklees is to get another £1.3 million over the next two years. A group of carers and staff in Health and Social Services have formed the Carers Steering Group to look at the best way to use the grant to support carers.

With this funding, organisations such as Crossroads have been able to provide an overnight and weekend sitting service; and Kirklees Carers Gateway have run a series of training and social activities for carers. Also funding has been used to support carers from the African Caribbean and South Asian communities of Kirklees and support carers of people with mental health problems.

9.1.3 Day services for people with learning disabilities are being reviewed in line with the targets within the "Valuing People" document and issues about carers and employment are being taken into account during this process. For more details on `Valuing People', see 5.1.2.

9.1.4 Within Social Services, the procedures for staff who assess the needs of carers have been revised. `Carers Assessments' now includes questions about employment and the guidance encourages assessors to include a carers' employment need within the care plan for the disabled person. Briefing sessions on this were carried out to all Assessment Team staff informing them of their role to make carers aware of their right to ask for an assessment.

9.1.5 To provide care cover that enables a carer to work if a disabled person is sick, Rapid Response Services are now in place across North and South Kirklees, and continue to be developed. This provides an alternative to hospital or residential home admission for people at the time of a crisis. This joint Health and Social Care initiative means that disabled people can continue to be cared for in their own home by social care assistants, who are able to provide 24 hours support for a maximum of five days.

9.1.6 The range of support services for carers continues to be developed by the Carers Steering Group, Carers Gateway service; and the Action for Carers and Employment Project (ACE), previously called Action for Carers into Employment.

9.1.7 Adult Placement Schemes are reported to be currently in place to provide long-term care and short breaks for people with learning disabilities and physical disabilities. Services to give carer a break to enable them to look for work or to train are being addressed by the ACE Project and Carers Gateway. See below for details about ACE.

NEED	ACTION
<p>9.2 Need more flexible work practices and policies, which will enable carers to work and continue in their role as carer.</p>	<p>1 Work with employers to develop more opportunities for home working, including looking at doing more mainstream work at home (but consider isolation).</p> <p>2 Awareness raising within local employers to highlight needs of carers about flexible working practices.</p>

9.2.1 & 9.2.2 Kirklees Council's 'Action for Carers and Employment Project'(ACE) provides advice and support to carers to explore their training and/or employment in a safe and supportive environment. They have reported that they plan to:

- work with local employers to deliver carer friendly working practices.
- relaunch the Council's Carers Employee Network.
- deliver carer awareness training to both voluntary and statutory organisations, employers and training providers to raise the needs of carers.

NEED	ACTION
<p>9.3 Need to improve information available to carers about services that can support them and the people they look after.</p>	<p>1 Continue to develop Carer's Gateway as a central source of information for Carers.</p> <p>2 Work with newly disabled people and carers on looking at how they can meet their own needs, broaden their view on who can carry out caring duties.</p> <p>3 Provide training and job search support to carers who wish to work through the Action for Carers and Employment project</p>

9.3.1 The Carers' Gateway provides support and information to carers across Kirklees. In addition to carers being able to call into the office, the service has been extended to other venues across Kirklees such as GP surgeries, health sites, Social Service offices and to voluntary organisation. Home visits are also now available.

To improve access to information for carers, a handbook and leaflets have been developed giving details of different services. This has been widely distributed, together with a quarterly newsletter. Furthermore a Carers Support Officer with community language skills has been appointed to improve the support to black and minority ethnic communities.

In the Health Service, carers issues have also been looked at. Within the Huddersfield Central Primary Care Trust (previously Primary Care Group), a post for a carers project worker was funded from November 2000 to April 2002 to improve information and access to services for carers and raise awareness of carers in primary healthcare and the wider community. This is reported to have resulted in successful joint working between health professionals and the Kirklees Carers Gateway staff; new referrals to the Carers Gateway service, and a Carers Activity Group being formed in one of the local areas within Huddersfield.

9.3.2 & 9.3.3 The Action for Carers and Employment Project (ACE) provided feedback on their support services for carers. This Project ran from January 2001, and up to June 2002 was funded through the European Social Fund. A final evaluation and project summary identified that fifty four carers had registered with the Project at the point of closure, seventeen per cent of whom considered themselves to have a disability. Additionally, ACE delivered over eight hundred training hours to carers, both through groups and individually; and eight carers returned to either paid or voluntary work and five went into further training. Positive feedback was received from all of the carers using the service.

From July 2002 to May 2005, the Kirklees ACE Project is funded as part of a National ACE Project led by Carers UK. The funding was secured from the European Social Fund Community Initiative called 'Equal' (For more details about Equal, see 4.4.2).

As part of ACE's longer term plans, they aim to

- provide support to 120 carers over three years;
- identify 'hidden' carers and provide support to young carers.

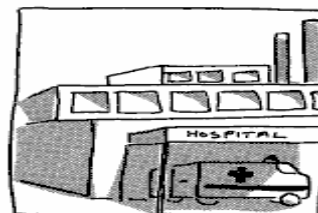
- deliver pre-vocational training for carers and former carers, and be part of the Affinity Direct Pilot. This is a scheme developing an accredited course for carers.

NEED	ACTION
9.4 Need to improve employment (paid or unpaid) opportunities available to Carers.	1 Provide opportunities for voluntary work – it can improve `employability`. (See 9.3.3)

NEED	ACTION
9.5 Provide more flexible services for disabled people if their carer has to work late.	1 Identify ways to develop more flexible services. (See 9.1.6)

As a point of interest, it is probably worth noting that the national organisation `Making Space` has developed services in Kirklees to support carers of people with mental health problems. They have also employed a development officer, based in Leeds, to cover the Yorkshire area.

10. HEALTH



Since the JIP was produced, there have been major changes both nationally and locally in the way the NHS is organised. From April 2002, local primary Care Trusts (PCT's) replaced the Primary Care Groups and became the lead organisations in assessing need, planning and securing all health services and improving health in their localities. They also provide most community services and develop primary care services, including GP's, health visiting, district and school nursing and dentists.

National Health Trusts have continued to provide most secondary care and specialist services in hospitals working within delivery agreements within PCT's. Also new mental health services have been developed across West Yorkshire.

From April 2002, existing Health Authorities were merged to produce organisations which became Strategic Health Authorities to strategically develop the local health services within their areas and manage the performance of the PCT's and NHS Trusts.

In brief, the following services cover the Kirklees area:-

- North Kirklees PCT
- South Kirklees PCT
- Huddersfield Central PCT
- Calderdale and Huddersfield NHS Trust
- Mid Yorkshire NHS Trust
- South West Yorkshire Mental Health Trust
- West Yorkshire Strategic Health Authority

As noted in the Joint Investment Plan (2001- 2004), the actions identified with regards to health issues are to be taken forward by a Health sub-group. This sub-group began meeting from October 2002 to address the following actions:-

NEED	ACTION
<p>10.1 Need to improve information available to disabled people and carers to enable them to maximise their employment opportunities.</p>	<p>1 Create a Health sub group. 2 Identify ways to enable hospital and other health staff working with disabled people (rehabilitation, admission and discharge) to access information on how disabled people can gain quality advice about employment, training and benefits. 3 Work with Primary Care Teams to identify ways to improve their access to employment, training and benefits information for disabled people; include staff that are involved with people who have ongoing ill health; back pain and degenerative diseases such as Multiple Sclerosis. 4 Work with NHS trusts to identify ways that rehabilitation staff can help people to remain in employment and assist employers with practical adjustment issues and reduce their concerns.</p>

NEED	ACTION
<p>10.2 Increase the rehabilitation choices available to people to enable them to maximise their employment potential.</p>	<p>1 Work with people who have an acquired disability and identify the most appropriate ways to support people who want to gain or remain in employment. 2 Identify ways to increase the range of rehabilitation (and other support) services available to people who want to remain in or gain employment.</p>

NEED	ACTION
<p>10.3 Improve connections between social and health agencies and organisations that support people into employment.</p>	<p>1 Map the connections between organisations and identify ways to create stronger links.</p>

10.1 – 10.3 To date, the Health sub-group have identified a number of key issues that they intend to follow up. These include:-

- The production of a leaflet with details of organisations providing employment related services to disabled people and carers. This will be aimed at staff within both health and social care, as a means of improving their knowledge on services available.
- The need to review assessment forms being used by staff in the different organisations to identify how these can incorporate employment issues more fully.
- Organising joint training sessions within health and social care to discuss the assessment process and how this can incorporate employment issues.

Funding to carry out the above is being explored.

This work is expected to improve connections between social care and health agencies. Such connections have also been strengthened through the development of the Partnership Boards and Welfare to Work partnership which includes representation from health, social care and other organisations (See also Sections 2.4.1 & 2.4.2).

11. CONCLUSION

11.1 This conclusion provides a general summary to highlight some of the progress within the Welfare to Work for Disabled People initiative. It also highlights other areas to be focused on in the coming years.

11.2 Key achievements have been the bringing together of a diverse range of partners to look at ways of reducing barriers that can prevent a disabled person or their carer from obtaining or remaining in work; and the securing of funding for a project co-ordinator to take this agenda forward in conjunction with others.

11.3 Whilst there are many organisations who have been involved in this initiative since its introduction, it must also be stated that there have been some difficulties getting others on board due to competing priorities. This may have been influenced by the Department of Health who stated that they no longer require further Welfare to Work JIP's to be produced.

11.4 Producing this review has highlighted a number of issues, as follows:-

1. Within the Kirklees area, there is a varied range of services and activities being provided and developed to support disabled people and carers; some of which began prior to the production of the JIP, and would probably continue irrespective of the JIP.
2. There are, however, other areas of work such as the plans for joint staff training and jointly produced information which may not have been developed further had it not been for the Welfare to Work partnership. Promoting the importance of sharing information and co-ordinating services has helped to reduce the risk of duplicating services.
3. The outstanding actions to be addressed have been identified to reflect priority areas for the Welfare to Work partnership. This includes the need to improve access to information in all areas, to improve ways of identifying the employment needs of disabled people, and the need to engage employers and disabled people more. Making links with other organisations to address these will provide a useful opportunity for further connections to be developed.

4. The interest from organisations to raise their awareness on disability issues has been evident. Whilst some of this interest may have been influenced by the introduction of the Disability Discrimination Act 1995, it still appears to indicate a desire for services for disabled people to be improved. Addressing this need will help to further promote the rights of disabled people and challenge attitudes regarding disability.
5. Due to the JIP being a comprehensive document and one that received positive feedback from the Department of Health, not many new gaps or actions have been identified for inclusion within the action plan.
6. As the Welfare to Work for Disabled People initiative does not have funding attached to it to develop additional services, the challenge over the coming months will be to identify sources of funding. This will also provide opportunities for the organisations/agencies involved to look at how resources can be pooled to meet identified needs.

11.5 In reviewing this initiative a number of questions have been asked regarding its evaluation. For example, 'How will the success of it be measured?' 'What would be considered a success?' These questions highlight the importance for systems to be in place to ensure that the outcomes resulting from the commitment of organisations and individuals are measured and reported.

11.6 In closing, many, many thanks should be given to those who have been involved in Welfare to Work for Disabled People and those who continue to be involved in taking this initiative forward.

APPENDIX 1

WELFARE TO WORK FOR DISABLED PEOPLE CORE GROUP

(October 2002)

Organisations listed in alphabetical order

Calderdale & Huddersfield NHS Trust (St Lukes Hospital)	Sandra Lickess
Calderdale & Kirklees Careers Service	Margaret Woodcock
Huddersfield Technical College	Carolyn Gregory
Jobcentre Plus	Jane Baker
Jobcentre Plus	Phil Hopkins
KMC Corporate Development Services	Phil Longworth
KMC Economic Development Service	Cheryl Edwin-Mowoe (Project co-ordinator)
KMC Economic Development Service	Eunice King (Chair)
KMC Human Resources Strategy Unit	David Bundy
KMC Social Services	Robin Bidwell
KMC Social Services	John Doyle
KMC Social Services (Community Liaison)	Phil James
KMC Social Services	Nancy Redhead
KMC Social Services (Working in Partnership Team)	Nina Stansfield
North Kirklees Primary Care Trust	Pam Lumb
Partnership Board for Physical Disabilities & Sensory Impairments	Margaret Watt
Service User	Katie Fairbank
Service User	Rozia Jabeen
Service User	Richard Smith
South West Yorkshire Mental Health Trust (Vocational Enterprises)	Ursula Huxley
Worklink	Noreen Atkinson
Yorkshire Disability Network	Don Fletcher/Julia Robinson

APPENDIX 2

WELFARE TO WORK FOR DISABLED PEOPLE REFERENCE GROUP (October 2002)

Calderdale & Kirklees Careers Service (Adult Guidance/GAIN)	Alison Kinder
Dewsbury College	Liz Goldthorpe
Huddersfield Central Primary Care Trust	Dawn Stephenson
KMC Action for Carers into Employment	Janet Edmunds
KMC Customer Relations Unit	Philip Cortese
KMC Education	Tom Irwin
KMC EDP Resources	Anne Mwangi
KMC Employment Agency	Siraj Mayet
KMC Environmental Services	Nicky Hoyle
KMC Housing	Mark Norbury
KMC Human Resources Strategy Unit	Jude Lancaster
KMC Social Services	Frances Barnes
KMC Social Services	Toni Cooper
KMC Social Services	Philip Cotterill
KMC Social Services	Barry Cowperthwaite
KMC Social Services	Janet Edmunds
KMC Social Services	Mark Greaves
KMC Social Services	Dianne Green
KMC Social Services	Denise McDonald
KMC Social Services	Jill Robson
KMC Social Services	Keith Smith
Learning & Skills Council	Chris Matenczuk/Tony Waring
North Kirklees Primary Care Trust	Philip Sands
Nuffield Institute	Nigel Jones
Options Community Centre	Doug Feather
Remploy	Pat Padgett
Scope Employment	Steve Leach
Society for the Blind of Dewsbury, Batley & District	Hilary Schreiner
South Kirklees Primary Care Trust	Bev France
South Kirklees Primary Care Trust	Rob Harrison
South Kirklees Primary Care Trust	Judith Holbrey
West Yorkshire Passenger Transport Executive (Metro)	Erica Ward

APPENDIX 3

ACTION PLAN

This section focuses on the priority areas for the Welfare to Work for Disabled People partnership.

	NEED	ACTION	BY WHEN
Chapter 2	Planning and Providing Services and Information		
2.1	Need good quality and up to date information that can be used to identify the needs of disabled people.	To identify and process established data sources and share with agencies. Also to obtain data on disability and carers issues from the Census.	August 2003
2.2	Need to provide more support for disabled people who wish to work.	The feasibility of developing a single source of support for disabled people is to be looked into and a progress report produced.	June 2003
2.3	Need to plan services strategically by using, developing, monitoring the implementation of the Welfare to Work Joint Investment Plan (JIP).	To continue the existing Core Group as an implementation group	Ongoing
2.4	Need agencies that provide services for disabled people to work more closely together to ensure that services are seamless.	To continue to develop existing and create new connections between agencies/ organisations which will benefit disabled people who wish to work.	Ongoing

	NEED	ACTION	BY WHEN
Chapter 3	Transport		
3.1	Improve the quality of service experienced by disabled people when using Taxi Services.	To receive ongoing information from KMC Licensing Department.	Ongoing
3.2	Improve the quality of the service experienced by disabled people when using the Bus Services in Kirklees.	To receive ongoing information from KMC Highways Department.	Ongoing
3.3	Increase the opportunities for disabled people to make individual transport choices.	<p>The demand for, and viability of, a travel buddy system is to be investigated through consultation with disabled people and organisations. A report is to be produced.</p> <p>The transport needs of disabled people is to be looked at by the Disability Rights Network. Members of the Core Group will be involved in this. Feedback is to be obtained.</p> <p>Liaise with Metro to publicise any schemes that reduce the cost of travel and help people to look for work.</p>	<p>By April 2003</p> <p>By December 2003</p> <p>Ongoing</p>

	NEED	ACTION	BY WHEN
Chapter 4	Training		
4.1 – 4.7	The Education and Training sub-group is to take forward the training actions in the JIP, eg.increased work placements and training opportunities for disabled people; funding for training; improved information on courses.	This sub-group is to work in conjunction with the Kirklees Learning Partnership's Inclusive Learning sub-group on common themes. Monthly reports are to be produced on the progress of this work.	From December 2002 – March 2004
Chapter 5	Employment		
5.1	Provide more support for disabled people	<p>The needs of black and minority ethnic communities in relation to access to work is to be looked into, together with ways of expanding on services and improving the availability of information on employment issues to disabled people.</p> <p>Ways of improving the availability of information for disabled people to gain and remain in employment is to be identified. An information strategy is to be developed.</p>	<p>From February 2003 – ongoing</p> <p>Ongoing</p>

	NEED	ACTION	BY WHEN
5.2	Provide more support for local employers to encourage/enable them to employ disabled people.	Links with Kickstart, the employer forum is to be maintained. Also links are to be developed with other organisations promoting diversity/equality issues to employers. An employer strategy is to be developed.	Ongoing By April 2003
5.3	Need to make better use of the experiences of disabled people who have been through the employment process to enable/encourage others.	Further ideas for mentoring projects are to be explored with the Core & Reference Group. Increased consultation also needs to take place with disabled people.	Ongoing
5.4	Increase employment opportunities for disabled people.	Links to be maintained with the mental health Consortium for Employment, Recreation & Training (CERT). Also need to identify how opportunities can be improved within the Council and Health services.	Ongoing By December 2003
5.5	Raise awareness of the rights and needs of disabled people.	To work with existing organisations to promote the rights of disabled people to employment.	Ongoing

	NEED	ACTION	BY WHEN
Chapter 6	Education		
6.1 – 6.5	The Education and Training sub-group is to take forward the Education actions eg. improve access to work related activities, raise expectations about the educational and employment prospects of disabled children.	As noted in the `Training' section, the sub-group is to work in conjunction with the Kirklees Learning Partnership's Inclusive Learning sub-group on common themes. Monthly reports are to be provided on the progress of this.	By March 2004
Chapter 7	A Place to Live and Support in Daily Living		
7.1	Need to improve disabled people's ability to move to work in other areas.	To receive ongoing information from KMC Housing Department.	Ongoing
7.2	Need to improve disabled people's access to appropriately designed or adapted accommodation.	To receive ongoing information from KMC Housing Department.	Ongoing
7.3	Need to improve services that will help disabled people to live as independently as possible.	To obtain feedback from Social Services on the developments to improve the Equipment Services, the Direct Payments Scheme and Home Care services. The WTW partnership is to contribute to discussions, where appropriate.	By March 2004

	NEED	ACTION	BY WHEN
Chapter 8	Money – Income Managing Money		
8.1	Need to improve access to benefits advice for disabled people and carers.	To promote benefit related services by liaising with the Kirklees Benefits Advice Service, Worklink and other relevant organisations.	By March 2004
8.2	Need to promote independence & flexibility through use of Direct Payments.	To support Social Services & other organisations in their promotion of this.	Ongoing
8.3	Need to identify financial barriers which still exist for some groups of people.	As in 8.1	
8.4	Need to identify solutions to the financial barriers that experience by some groups of people.	As in 8.1	
Chapter 9	Carers		
9.1–9.5	This section looks at support, information, work practices and policies, employment opportunities and flexible services needed to improve the opportunities for carers.	Links are to be maintained with Social Services Action for Carers and Employment initiative and the Carers Gateway to identify how services for carers can be improved.	Ongoing

	NEED	ACTION	BY WHEN
Chapter 10	Health		
10.1–10.3	The Health sub-group is to take forward the actions within this section of the JIP, eg. improving access to employment and related information for health staff, improving connections between social and health staff and organisations that support people into work.	Regular reports are to be provided on the progress of this work.	From October 2002 to March 2004

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