

Report to: **Scrutiny Committee for Adult Social Care**

Date: **26 March 2009**

By: **Chair of the Review Board**

Title of report: **Scrutiny Review of Employment Opportunities for Adults with a Learning Disability**

Purpose of report: **To present the outcomes of the review and propose recommendations for future development of Employment Opportunities for Adults with a Learning Disability**

RECOMMENDATION – that the Committee considers the report of the Review Board and makes recommendations to Cabinet for comment and County Council for approval.

1. Financial Appraisal

1.1 There are no specific financial implications arising from the recommendations in the Review Board report.

2. Supporting Information

2.1 The attached report contains the findings and recommendations of the Review Board.

2.2 The review was carried out by Councillor Michael Tunwell, Chairman, Councillor Martyn Forster and Councillor Trevor Webb.

2.3 The Review Board took evidence from a range of sources including officers from East Sussex County Council and the local district and borough councils, as well as local businesses and charities who offer employment opportunities to adults with a learning disability. Members of the Review Board also visited local businesses and charities to speak with adults with a learning disability who are currently in employment to discuss what impact having a job has made on their lives.

3. Recommendation

3.1 The Committee is recommended to agree the Review Board's report and submit it to Cabinet on 28 April 2009 for comment and County Council on 21 July 2009 for approval.

Councillor Michael Tunwell
Chairman of the Review Board

Contact Officer: Gillian Mauger (01273) 481796

Local members: All

Background documents: None

Scrutiny Review of Employment Opportunities for Adults with a Learning Disability

Report by the Project Board

Councillor Michael Tunwell, Chairman
Councillor Martyn Forster
Councillor Trevor Webb

February 2009

Adult Social Care Scrutiny Committee – 26 March 2009

Cabinet – 28 April 2009

Full Council – 21 July 2009

The report of the Scrutiny Review of Employment Opportunities for Adults with a Learning Disability

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Recommendations

	Recommendation	Page
1	That, in partnership with local colleges and clients with learning disabilities, a promotional video is developed to illustrate the positive impact that employment opportunities can bring for a person with learning disability, as well as the positive impact it can have for a company and its staff. This video should then be distributed to local employers to promote employment opportunities for adults with a learning disability.	9
2	That the Directly Provided LD Service develops a range of literature aimed at parents and carers to explain: <ul style="list-style-type: none"> • the employment opportunity services run by East Sussex County Council; • the positive impact that employment opportunities can have for adults with learning disabilities; and • how benefit entitlement can be managed alongside employment opportunities. 	9
3	That the Directly Provided LD Service publicises its work in supporting clients with a learning disability to gain employment opportunities by: <ol style="list-style-type: none"> a) Using news stories on the internet and in the local press to help promote the service and to highlight the range of employment opportunities that clients with a learning disability carry out; b) Developing a scheme that recognises and highlights those employers who have a good record for employing staff with a learning disability; and c) Promoting the work of the service to employers through events such as the Local Life show held in Eastbourne to help generate interest to offer employment opportunities. 	11
4	That Adult Social Care aims to increase the numbers of adults with a learning disability who are supported into employment through a variety of avenues: <ol style="list-style-type: none"> a) redirecting current resources within Directly Provided LD Services so that there is greater focus on increasing the number of clients with a learning disability that can be supported to gain and maintain employment opportunities; b) improving partnership working with Job Centre Plus, employers and other partners to improve employment opportunities for people with learning disabilities and the support they receive; and c) improving the commissioning of services from the independent and voluntary and community sectors to ensure provision of high quality services that are in line with the Valuing People Now and Putting People First objectives. 	11
5	That the Directly Provided LD Service identifies funding for the co-ordinator post and appoints to this post as soon as possible. This will help create better links and improve efficiencies between the Learning Disability teams based in Hastings, Eastbourne and Wealden, as well as increase contact with the broader community to develop employment opportunities.	12
6	That the Directly Provided LD Service amalgamates the ChoicES and Working Wonders employment services under one name. This will help eliminate any confusion around having two differently named teams providing the same service and will help with publicising the service in the future.	12
7	That East Sussex County Council increases the number of employees with learning disabilities that it employs.	12

Introduction

1. A learning disability (LD) is one which includes the presence of:

- a significantly reduced ability to understand new or complex information, to learn new skills (known as impaired intelligence); and
- a reduced ability to cope independently (known as impaired social functioning).¹

This learning disability will have started before adulthood² and will have a lasting effect on development.

2. These impairments mean that the person will have difficulties understanding, learning and remembering new things. They will also find it difficult to transfer or adapt any learning to a new situation. This means that not only will it take time for a person to learn a new skill, but this skill may have to be re-learned when the situation changes. For example, if someone is employed in a shop stacking shelves and the shelving system changes, they might require support to cope with these changes.

3. Because of the difficulties with learning, the person may encounter problems with a number of social tasks, such as verbal and written communication, struggle with managing self-care and be unaware of health and safety issues that could impact upon them.

4. The term 'learning disability' covers a wide spectrum of syndromes and conditions. For example, people with Asperger's Syndrome, Down's Syndrome, Fragile-X Syndrome and Attention Deficit Hyperactivity Disorder (ADHD) are also likely to have a degree of learning disability or difficulty.³ The impact that these syndromes and conditions will have on individuals vary greatly. People with a mild or moderate learning disability will usually be able to live independently with only minimal support. On the other hand, those with a severe learning disability usually require significant help with daily living.

5. In 2001 it was estimated that there were 210,000 people with severe learning disabilities in England (of whom 65,000 were children and young people, 120,000 of working age and 25,000 older people), with a further 1.2 million people with a mild or moderate disability.⁴

6. In East Sussex there are currently 1,338 adults with a learning disability that are known to East Sussex County Council. The actual number of people in East Sussex with a learning disability is likely to be higher than the total number known to East Sussex County Council Adult Social Care (as it is in all authorities) due to a number of factors; for example some people living in the county are funded by other authorities; or some have very mild learning disabilities that do not require support and they have, therefore, not had any contact with the County Council's Department of Adult Social Care.

Objectives and scope of the review

7. The objective of the review was to:

Consider how best East Sussex County Council can engage with local employers (including voluntary and community organisations) to promote and develop employment opportunities (both paid and voluntary) for adults with a learning disability.

¹ Valuing People – A new strategy for learning disability for the 21st Century, 2001, p14

² Adults who suffer a brain impairment as an adult (due to illness or an accident) are classed by Adult Social Care as having a 'long term condition' and, where necessary, would receive services in line with this criteria.

³ Information from the Foundation for People with Learning Disabilities website (part of the UK charity the Mental Health Foundation)

⁴ Valuing People – A new strategy for learning disability for the 21st Century, 2001, p2

8. To achieve this, the Review Board:
- Assessed what barriers local employers face when developing employment opportunities for adults with a learning disability.
 - Considered what work is already being carried out to develop and support employment opportunities by East Sussex County Council and other support agencies.
 - Learnt from examples of best practice from employers providing employment opportunities.
 - Considered how best East Sussex County Council can support local employers to overcome barriers and develop employment opportunities for adults with a learning disability.

Background information

National policy

9. The white paper 'Valuing People: a new strategy for learning disability for the 21st century' (2001), set out the Government's vision in England for people with a learning disability. It concentrated on four key principles of: rights, independence, choice and inclusion. The eleven objectives outlined in the paper aimed to meet these principles. In particular objective 8: moving into employment, was aimed at "enabling more people with learning disabilities to participate in all forms of employment, wherever possible in paid work and to make a valued contribution to the world of work".

10. The cross-government agreement, 'Putting People First' (2007), aims to offer adults with a learning disability greater flexibility around the support they receive through the use of personalised budgets. Personalised budgets provide clients with more freedom to decide the type of support they wish to purchase to meet their particular needs. For some clients this could see them moving away from a traditional day care service setting towards training and work based activities and could lead to more clients being supported to access employment opportunities.

11. 'Valuing People Now: a new three year strategy for people with learning disabilities' (2009), takes forward the policy set out in the 'Valuing People' white paper. It sets out the key policy objectives for 2009-2012 aimed at all people with learning disabilities and their families. Within these policy objectives there is a focus on people with learning disabilities fulfilling a life of their own, including opportunities to work and study.

12. As this scrutiny review ended the Government was in the process of publishing a cross-government employment strategy which aims to support Valuing People Now and increase the number of adults with learning disabilities in paid employment.

Local developments

13. A scrutiny review carried out by Councillors at East Sussex County Council in 2006 into the provision of services for adults with learning disabilities recommended that "*consideration is given to a more consistent application, by directly provided and independent services, in seeking training and employment opportunities.*" This recommendation was taken forward by the Adult Social Care department through the Learning Disability Partnership Board. The Employment Partnership subgroup of this Partnership Board works with various partners to ensure that the right services can be put in place to help develop employment opportunities.

14. In 2006 a successful bid by the Directly Provided Learning Disability Service for funding from Learning Disability Development Fund enabled staff to develop an employment service which seeks employment opportunities for clients (further information provided at paragraph 18).

15. A recent review of Directly Provided Adult Learning Disability Day Services in 2008 recommended that the service continue to develop in a way which will enable service users to develop skills and independence that will support them to progress in their lives and pursue employment. This is consistent with national policy and the local commissioning strategy which supports the move away from day services that do not provide meaningful and progression focussed activities. This is also in line with the development of Putting People First, which will see a shift towards a person centred approach and increased choice, in particular the introduction of Individual Budgets, which will enable clients to make informed decisions about the type of services they wish to access.

An example of the positive impact that having a job can have for adults with a learning disability:

Bill⁵ has been in work for about 18 months. At present he lives with his parents. However, his job has given him so much confidence that he is now keen to live independently. Having a job has also encouraged him to learn new IT skills so that he can communicate with the new friends he has made at work via email.

Developing employment opportunities in East Sussex

16. The Adult Social Care Department at East Sussex County Council works in two ways to help develop employment opportunities⁶ for adults with learning disabilities:

- Directly Provided Learning Disability Services - which can provide help and support to adults to gain and maintain employment opportunities; and
- Learning Disability Commissioning - which commissions services from other providers and works in partnership with other agencies to offer employment opportunities.

Directly Provided Learning Disability Services

17. Historically this service has offered a traditional day centre model for adults with learning disabilities that did not primarily aim to provide progression focussed activities. Following the DPS review (as mentioned at paragraph 15) these traditional day centres are moving away from such activities towards those which support the client to progress. Through focusing on developing employment and vocational opportunities, skills development and social integration.

18. A recent development within this service has been the creation of two employment services which support clients with learning disabilities to find and maintain employment opportunities:

- ChoicES - operates in the centre of the county with a base in the Lewes and Wealden area (which began in December 2006) and a further one in the Eastbourne and Hailsham area (which began in February 2008).
- Working Wonders – This began in April 2008 and operates out of a building on the Conquest Day Centre site in Hastings.

⁵ Names have been changed to protect identities

⁶ The term 'employment opportunities' has been used in this report to cover both paid and unpaid work in commercial organisations and voluntary work in the voluntary and community sector.

19. In 2008/09 a total of 75 clients were supported by these services to obtain employment. Both agencies run a similar style of service that provides help, guidance and support to clients to enable them to find and maintain an employment opportunity. Following initial discussions with clients to identify their likes, dislikes and aspirations, they are then supported through the process of finding work (this includes help preparing a CV or job application, working on interview skills and developing travel skills to enable them to get to work). When the employment opportunity starts staff initially provide a high level of support to ensure that the client is established within the environment and is able to carry out their job successfully. Once the client is settled this support can be gradually withdrawn. However, some support has to continue to be available, as the slightest change in routine at work or an issue in the home life can have a big impact on some clients and affect their work. Staff then need to help them settle again or provide retraining.

20. The majority of the employment opportunities begin as an unpaid six-week work placement, during which time the client receives training to carry out their job. The hope is that after this placement ends the employer will offer the client a more permanent paid post. Although this has not materialised for the vast majority of clients, those officers working within this area are confident that this is something which will increase in the future (although it is recognised that the current economic climate is challenging).

Learning Disability Commissioning

21. The LD Commissioning Team in Adult Social Care commissions services from the independent and voluntary and community sectors. Providers offer adults with a learning disability a variety of day opportunities, including work based activities such as catering and gardening. This enables clients to build up skills and develop confidence through interaction with other team members and the general public. Chalk Farm and Training Assessment Progression (both based in Eastbourne) are two such providers.

22. The LD Commissioning Team also works in partnership with other agencies to ensure adults with learning disabilities have access to the support they need and have equal access to mainstream support services available to the general population. For example, work with Job Centre Plus is on-going, particularly around the new national Pathways to Work programme. The Team also work closely with organisations that provide current Job Centre Plus statutory work programmes such as Work Step. The Royal British Legion Institute (RBLI), Hastings Employment Opportunities and A4e are three such organisations.

How many adults are accessing employment opportunities?

23. For a person with learning disabilities, the opportunity to take up paid employment or voluntary work, can have a huge positive impact on many aspects of their lives. It can allow greater independence, can help them to take greater control of their lives and enable them to play a more active part in the wider community.

24. For some people with severe and profound learning disabilities, paid employment may not be a realistic goal. However, of the two-thirds of people with a learning disability in England who do wish to work, only 10% currently have a paid job.⁷

25. Of the 1,388 people with a learning disability known to the department, 127 (9%) are in paid employment as at March 2009.⁸ This is slightly below the national average. A further 111 are in voluntary employment or work placements, which brings the total for the number of people in some form of employment to 238 (17%).

⁷ I want to work, Mencap, June 2008

⁸ Data is still be collated and a final figure for 2008/09 will not be available until mid April 2009

Monitoring performance in the future

26. One of the indicators within the recently developed National Indicator Set that Adult Social Care Department must report on at a national level is NI 146 - Adults with learning disabilities in employment. The indicator measures the percentage of adults with learning disabilities known to the Council in paid employment at the time of their assessment or latest review.

27. However, following CSCI guidance, the department will also monitor and record the number of adults with a learning disability who are also in voluntary employment or work placements to enable the department to gain a fuller picture of the opportunities that adults with learning disabilities are undertaking. This will be particularly useful as the current economic climate will impact on the ability to find employers willing or able to take adults with learning disabilities on in paid employment. Therefore the ability of East Sussex, along with other local authorities, to meet this national performance indicator in the near future will be difficult.

Fig 1: Table showing those people with a Learning Disability known to East Sussex County Council who are working⁹

Area clients live	Paid work							Voluntary work			Overall Total
	Less than 1hr	1-4 hrs	5-15 hrs	16-29 hrs	29+ hrs	Unknown	Total Paid	Voluntary	Work Placement	Other/ unknown	
Bexhill			1				1	2	1		4
Crowborough			4				4	3	1		8
Eastbourne		1		1		3	5	7	5	2	19
Hastings	2		4	3		1	10	20	13	6	49
Heathfield			1				1	1			2
Lewes		3	5	2	1	1	12	9	1		22
Mayfield			1				1				1
Newhaven				1			1				1
Peacehaven			1				1	1			2
Seaford			2		1		3	2			5
Uckfield		1	1				2	3		1	6
Wadhurst								1			1
Wealden		2	4	2		1	9	13		1	22
Unknown						77	77	17		1	95
Total	2	7	24	9	2	83	127	79	21	11	238

⁹ ESCC works with partners to record a full and accurate picture of people with learning disabilities in different types of employment. However, the fluctuating nature of individual employment circumstances, together with some data sharing and data protection issues, means that this can be a challenge.

Findings and conclusions

Barriers to obtaining employment

28. The Review Board found that there are a range of issues which can prevent adults with a learning disability from accessing employment opportunities. These can be split into two main categories:

a) Employers' concerns and misconceptions

29. The Review Board found that there is a general lack of information available to employers about adults with a learning disability and this can lead to misconceptions about their ability to hold down a job. It is recognised that some adults with a learning disability may need more training and support when they initially start a job. However, once they have mastered their role they can be conscientious workers who often adapt particularly well to repetitive tasks and their overall commitment and enthusiasm to work can often make them valuable employees.

30. Another misconception which can make some employers wary of offering employment to adults with a learning disability is the Disability Discrimination Act 2005 (DDA). The Act aims to end the discrimination many disabled people face in everyday life, including employment. Under the Act it is unlawful for an employer to discriminate against an employee on the grounds of their disability. The Review Board recognises that whilst the Act gives disabled people better protection against discrimination once they have arrived in the workplace, it can inadvertently act as a deterrent to employers as it can make them wary about offering a job to a person with a disability due to the additional legislative burden it could entail.

b) Attitudes towards employment

31. Evidence presented to the Review Board revealed that parents and carers of adults with learning disabilities can often be apprehensive about employment opportunities. This can be due to several reasons:

- a misunderstanding over the impact that taking up employment will have on a person's financial benefits (in some situations it will be possible for a person to work whilst retaining their benefits);
- a concern that the person will not have the ability to work and they will simply be setting them up to fail; or
- a fear that moving out of the 'safe' environment of a day centre setting to a commercial working environment could increase the risk of bullying etc.

Recommendation 1

That, in partnership with local colleges and clients with learning disabilities, a promotional video is developed to illustrate the positive impact that employment opportunities can bring for a person with learning disability, as well as the positive impact it can have for a company and its staff. This video should then be distributed to local employers to promote employment opportunities for adults with a learning disability.

Recommendation 2

That the Directly Provided LD Service develops a range of literature aimed at parents and carers to explain:

- the employment opportunity services run by East Sussex County Council;
- the positive impact that employment opportunities can have for adults with learning disabilities; and
- how benefit entitlement can be managed alongside employment opportunities.

Developing employment opportunities in the future

32. The Review Board acknowledges the excellent work being done across the county by Learning Disability Services at ESSC and other organisations to access employment opportunities for adults with a learning disability. This work is in line with the ethos outlined in national guidance such as 'Valuing People' and 'Putting People First'.

33. During the review the Review Board met or took evidence from several employers who have adults with a learning disability working for them. Overall these employers felt that the employment opportunity was very positive not just for the clients but also their other staff, and, where applicable, their customers. In the majority of cases it had been ChoicES or Working Wonders that had first approached these organisations to suggest setting up the work placement and many organisations were not aware of the work being done by the County Council to develop employment opportunities. The Review Board believes that more work needs to be done to publicise this work and encourage employers to approach the County Council to initiate employment opportunities.

Increasing capacity within Directly Provided LD Services

34. Given the aim nationally and locally to increase the number of adults with a learning disability who are in employment the Review Board has concerns about the capacity of staff at ChoicES and Working Wonders to support greater numbers of clients in the future. The need to provide ongoing occasional support to current clients (e.g. when a placement breaks down or when new training is required) alongside work with new clients to find them employment, means that there is a limit to the number of people a member of staff can support at any one time.

35. The move towards more specialised activities within day services to support clients to develop their skills and, where possible, prepare them for employment opportunities (as mentioned at paragraphs 17 to 19) is welcomed by the Review Board. This work will also increase the opportunities for more staff working in this area to develop skills to enable them to provide support to clients to access employment opportunities.

36. A new post of employment co-ordinator has recently been developed within the Directly Provided LD service. The aim of this post is to increase contact with the broader community to develop employment opportunities, as well as creating better links and improving efficiencies between the Learning Disability teams based in Hastings, Eastbourne and Wealden.

37. However, in the recent budget setting round, additional funding for this post was not allocated and funding will now have to be found from within the current resources of Directly Provided LD Services. The Review Board considers the development of this post to be key in expanding work around employment opportunities and would recommend that funding for this post be sourced as soon as possible.

An example of the positive impact that having a job can have for adults with a learning disability:

Sue¹⁰ works for a charity day centre as a volunteer one day a week. She works alongside the other volunteers in supporting the day centre users. She serves teas and coffees, helps with the lunch and chats with the users. Attending the centre has made a big difference to her life. She enjoys meeting people and interacting with them. She had previously felt isolated and was suffering from depression. Since working here she has lost a lot of weight and takes better care of herself. Although this is only a volunteering role it means everything to her.

¹⁰ Names have been changed to protect identities

A common brand

38. The Review Board recognises that ChoicES and Working Wonders have developed independently due to the way in which funding had originally been accessed and to meet the particular needs of each area. However, running two differently named services that have similar aims and which attract the same client group only creates confusion for clients, families and potential employers. The Review Board therefore recommends that the department packages the two services under one name to eliminate any confusion. This will help also with publicising the service in the future, which will be particularly useful with the advent of individual budgets (when clients can decide who they wish to purchase a service from).

Commissioning and working in partnership

39. Ongoing work by the LD commissioning team in Adult Social Care (as outlined at paragraphs 21 and 22) includes work to develop a service specification for day opportunities commissioned from the independent and voluntary and community sectors. This will support the development of those services and ensure that they are person centred with a strong focus around progression in line with Valuing People Now and Putting People First.

Leading by example

40. The Review Board heard from East Sussex County Council officers about a return to work programme that has been in operation for 3 years. The scheme is not aimed solely at adults with learning disabilities, but at anyone on incapacity benefit. Funded by a grant from Job Centre Plus those people on the programme take part in a 4-week pre-employment training programme (by Job Centre Plus) and then a weeks work experience in the Personnel team at the County Council. Successful completion of this will guarantee them an interview for a job. The drop out rate is high and only 4 people have found employment with the County Council as a result of attending the programme. However, the programme does enable people to build their confidence and find out what they are capable of doing.

41. The Review Board supported the work of this programme. However, it felt that as a major employer in the County, the County Council should look to develop more programmes similar to this and should specifically aim to increase the number of adults with a learning disability that it employs (the current number is 15).

Recommendation 3

That the Directly Provided LD Service publicises its work in supporting clients with a learning disability to gain employment opportunities by:

- a) Using news stories on the internet and in the local press to help promote the service and to highlight the range of employment opportunities that clients with a learning disability carry out;
- b) Developing a scheme that recognises and highlights those employers who have a good record for employing staff with a learning disability; and
- c) Promoting the work of the service to employers through events such as the Local Life show held in Eastbourne to help generate interest to offer employment opportunities.

Recommendation 4

That Adult Social Care aims to increase the numbers of adults with a learning disability who are supported into employment through a variety of avenues:

- a) redirecting current resources within Directly Provided LD Services so that there is greater focus on increasing the number of clients with a learning disability that can be supported to gain and maintain employment opportunities;
- b) improving partnership working with Job Centre Plus, employers and other partners to improve employment opportunities for people with learning disabilities and the support they receive; and

- c) improving the commissioning of services from the independent and voluntary and community sectors to ensure provision of high quality services that are in line with the Valuing People Now and Putting People First objectives.

Recommendation 5

That the Directly Provided LD Service identifies funding for the co-ordinator post and appoints to this post as soon as possible. This will help create better links and improve efficiencies between the Learning Disability teams based in Hastings, Eastbourne and Wealden, as well as increase contact with the broader community to develop employment opportunities.

Recommendation 6

That the Directly Provided LD Service amalgamates the ChoicES and Working Wonders employment services under one name. This will help eliminate any confusion around having two differently named teams providing the same service and will help with publicising the service in the future.

Recommendation 7

That East Sussex County Council increases the number of employees with learning disabilities that it employs.

An example of the positive impact that employing adults with a learning disability can have on other employees:

A group of adults with learning disabilities work at Drallim Industries Ltd a couple of days a week. Here they help assemble components alongside other members of the workforce. Initially the employees were concerned about adults with learning disabilities working with them. However, they are now very supportive of the idea and ensure that those staff with learning disabilities are included in all the social events.

Appendix 1

Review Board membership and support

Review Board Members: Councillor Michael Tunwell, Chairman, Councillor Martyn Forster and Councillor Trevor Webb

The Project Manager was Gillian Mauger (Scrutiny Lead Officer) with logistics and support provided by Sam White (Scrutiny Support Officer).

Review Board meeting dates

12th September, 14th November, 17th December, 28th January and 20th February

Witnesses providing evidence

The Board would like to thank all the witnesses who provided evidence in person:

- Bruce Campion-Smith, Pacesetters Co-ordinator, Hastings and Rother PCT
- Anita Cobb, DPS Manager, The Conquest Centre, East Sussex County Council
- Colin Faulkner, Employment Opportunities
- Helen Fatcher, Implementation Manager, Learning Disability Services, East Sussex County Council
- Leatham Green, Assistant Director Personnel and Training, East Sussex County Council
- Paul Green, Employment Officer, East Sussex County Council
- Sam Gregory, TAAP (Training Assessment Progression)
- Andy Maby, Support worker, Working Wonders, East Sussex County Council
- Liz Mellor, Employment Adviser ChoicES (Wealden), East Sussex County Council
- Debbie Peters, Equalities Officer, Rother and Wealden District Council
- Philip Pragnell, Strategic Commissioning Manager – Learning Disability, East Sussex County Council
- Chris Raeburn, Volunteer Finance Director and Downland Farm Project Coordinator, Chalk Farm Hotel
- Steve Slatter, Senior Care Officer, Working Wonders, East Sussex County Council
- Moira Stowell, Deputy Director of Human Resources, East Sussex Hospitals NHS Trust
- Elaine Wyatt, Personnel Officer, Eastbourne Borough Council

The Review Board would also like to thank the following for their help:

- Linda Batchelor, Food Production Manager, Conquest Hospital
- Verna Connolly, Personnel Manager, Hastings Borough Council
- Mandy MacDermott, The Hastings and Rother Association for the Blind
- Graham Woolley, Community Support Worker, East Sussex County Council
- Jeremy Pearson Performance Officer, East Sussex County Council

Visits to meet with employers:

- Taplin Centre – Elizabeth Gasson, Centre Manager.
- Drallim Industries Ltd - Garry Wilson, Operations Manager and Dave Mooney, Managing Director
- Furniture Now - Nat Kidd, Manager.

During the review the Review Board met with several adults with a learning disability who are currently in employment to discuss what impact having a job has made on their lives. The Review Board would like to thank these individuals for taking the time to meet with them and share their experiences.

Evidence papers

Item	Date
Valuing People: A new strategy for Learning Disability for the 21 st Century, Department of Health	2001
Strong Voices, Big Ideas, Joint Commissioning Strategy for people with learning disabilities in East Sussex 2007-2010	2007
Putting People First: a shared vision and commitment to the transformation of Adult Social Care, Department of Health	2007
Valuing People Now: a new three year strategy for people with learning disabilities, Department of Health	2009

Contact officer:

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An information pack containing on the research carried out during the review can be obtained by contacting the Scrutiny Lead Officer