



“We Can Work It Out”

Northamptonshire’s Employment Plan for people
with learning disabilities

2010 to 2012

DRAFT



Introduction

“This plan has been agreed by Northamptonshire learning disability Partnership Board and is supported by all the partners on the Board including people with learning disabilities, family carers, Northamptonshire County Council Health and Adult Social Services, Children and Young People’s services, Connexions, Learning and Skills Council, Job Centre Plus and Northamptonshire Primary Care Trust.

The big ideas in the plan came from a workshop held on 7th September 2009 which involved over 100 people including people with learning disabilities, family carers and other people from lots of different places involved in things about jobs.

A list of people who came to the workshop and helped with the plan is on the end page and we would like to thank everybody for their work in making this plan happen.

We would also like to thank the people who were on the Employment Planning Group for all of their hard work.

This plan tells you how all of us will work together in Northamptonshire to make sure that more people with a learning disability in Northamptonshire will get paid jobs.

We know that this is very important to the Government and big groups working in Northamptonshire and to many people with a learning disability and would like to thank you all as we know you will all work hard to make the plan happen.”



Alex Bell

A handwritten signature in black ink that reads "Alex Bell".






Charlie MacNally

A handwritten signature in blue ink that reads "Charlie MacNally".

17th December 2009

Reading this plan

- When you see these pictures it means there is more information about things

	This is used when there is more about what words mean
	This is used when there are things about numbers of people
	This is used when there is a new part to talk about

DRAFT



Where to find things

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What do we want to do?



The Partnership Board is going to make sure that Northamptonshire does more to help people with learning disabilities find and keep paid work

This is because in March 09 only 4.6% of people with learning disabilities in Northamptonshire that have support from social services have jobs....



Lots more people with learning disabilities want jobs!

- We want to find out all the things that stop people with learning disabilities getting jobs

And put it right!

- We will work together as partners to make sure that people with learning disabilities have more chances to get and keep work and get the skills they need for work



Who will this help?

- ✓ **The plan will help people with moderate and severe learning disabilities in Northamptonshire.**
- ✓ **A lot of these people will be getting support from social care services**

In March 2009 1,421 people with learning disabilities had support from Social Care Services!



These are the people it will help:

- ✓ **The plan will help people with complex needs**

A person with complex needs might have a learning disability and other things like mental health problems, or problems with their health, behaviour or how they live

- ✓ **The plan will help people from black and minority ethnic and newly arrived communities**



People with learning disabilities from newly arrived communities have come from different places to live here. People from minority ethnic communities are people with different backgrounds. They or their families may have been born or grown up in different countries and have different ways of living their lives



- ✓ **The plan will help people with learning disabilities and Autism**

Autism can change the way people understand other people, words, sights and sounds



- ✓ **The plan will help people with learning disabilities who are in prison or are offenders in the community**

This means people who have been in trouble with the police



- ✓ **The plan will help young people with learning disabilities getting ready to be adults from age 14**

This is sometimes called “Transition”

Valuing People Now has said that we need to make sure young people have better support now so they have better chances at getting and keeping a job when they are adults



Why are we doing it?

The Government has written big plans to make it better for people with learning disabilities to get paid work

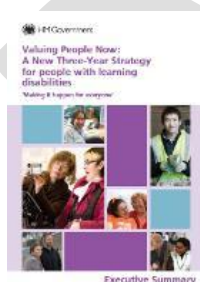
- ✓ **We need to listen to what the Government said**
- ✓ **We need to make sure it happens in Northamptonshire**

There are lots of plans:



- **“Valuing Employment Now” says**
“We need real jobs for people with Learning Disabilities”

This means only doing work experience, training and volunteering if it gets you a real paid job at the end!



- **“Valuing People Now” says**
“We must make sure more people with learning disabilities get a paid job”

This means only doing work for a proper wage and not working for free or paying to go to work!

- **“Valued In Public” says**

There are many ways the public sector can get people with learning disabilities working for them!

- **“Public Service Agreement 16”** says

More adults who have not had good chances in their lives are able to get settled places to live, jobs and training

- **“The Local Area Agreement”** says

More people with learning disabilities should have paid jobs



To find out more about these plans go to “More Information”

Another reason we need to make a plan about work for Northamptonshire is because people have told us!

We had a workshop on 7th September 2009 so people could tell us what they thought about work

This is what people thought:

“They don’t know what I can do!”

Why is it just a job and not a career?”

“Help me to gain qualifications and also see the value of my qualification”

“It makes me angry I’m not being paid!”



“If you have a disability you can’t get a job”

People told us at the workshop things are not working very well!

People said:

✘ “I don’t understand!”

- Some people don’t understand what work is
- Benefits are hard to understand
- Sometimes staff don’t know how to help because the way to get a job is hard to understand
- Some people found it hard to understand because they had to go to so many people and places for help

✘ “I need more information!”

- Some people don’t know where to go for information about jobs
- Some people do not even know they can get help to get work or that they could work
- Some people said they wanted more information that they could understand
- Some people wanted more information on “Access to work”
- Some people wanted more information about transition



Transition is when children start getting ready to be adults

✘ “There is not enough!”

- There aren't enough good stories about people working and not enough role models in work for young disabled people
- There are not enough jobs for anyone at the moment
- Sometimes families don't have enough money
- The pay is sometimes not enough
- There is not enough choice for jobs, work experience and training
- Jobs are not advertised in enough places for people to see
- Sometimes not enough places to work have accessible facilities

✘ “I need more support!”

- There are not enough services to support people at work
- There are not enough specialised services
- Employers do not always know about support that they can get for

themselves and for the people they could give jobs to

- Sometimes young people find that they do not have the same level of support when they become adults

✘ “People don’t work together!”

- People thought that schools, colleges and employers did not work together enough
- People thought that things learnt at school and college were not always things you needed at work
- People thought that there were too many places to go for information and support

✘ “I don’t think I can do it!”

- Some people thought there was not enough support to help people believe in themselves
- Some people do not feel ready for work yet
- Some people do not know they can do something different as they have been used to the same thing for a long time
- Some people thought that they could not work as they could only use their bus passes at set times

- Some people were worried they would not get a job as so many other people wanted the same one

✘ “People don’t think I can do it!”

- Some people thought sometimes employers think more about what people can’t do rather than what they can do
- Sometimes family and friends worry that people will not cope at work
- Sometimes family and friends worry that bad things will happen to young people at work
- Sometimes people do not have evidence of what they can do so can not show people
- Even some of the people who do have jobs have said that they have been upset by people staring at them



How will we do it?

We have written a plan of the things we are going to do to help people with learning disabilities find and keep paid work in Northamptonshire.

It is called an “Action Plan”

The things we have to do are about 5 big areas

The 5 big areas are:

- 1. Lots of people do not think that people with a learning disability can work and should work**
- 2. We need to agree what work is**
- 3. Support for people to get and keep a job is not good enough**
- 4. Information about work is hard to get and understand**
- 5. Getting to and from work in a safe way can be hard**



The Action Plan

Lots of people do not think that people with learning disability can work and should work			What Standard does this meet?
How	Who	When	
<p>Staff working with young people and adults with learning disabilities will be trained so they can give better support about getting jobs</p> <p>We will talk about jobs with all young people at their year 9 reviews and every year after this</p> <p>We will talk about jobs with all adults when they have their assessments, reviews, support plans and person centred plans</p> <p>People with learning disabilities will be involved with delivering the training. This means they will be some of the trainers!</p>	<p>Teachers, Parents, Transitions workers, Care Managers, PCP Facilitators, Support Planners, Assessing, Reviewing and Monitoring Officers, Day Centre Staff Learning and Development, Connexions Advisors, Community Nurses, Support workers in residential and supported living, staff in adult learning, Colleges and LSC</p>	<p>Ongoing from April 2010</p>	<p>Valuing Employment Now</p> <p>Actions 1, 2 and 3</p>
<p>The way that people apply for jobs and the interviews people have will be made better so that people with learning disabilities will be able to apply.</p> <p>We will have jobs and parts of jobs that only people with disabilities can apply for</p> <p>We will give help and support to people with learning disabilities that apply for the jobs or parts of jobs with us</p>	<p>NCC Project Group</p>	<p>April 2010 to March 2011</p>	<p>Valuing Employment Now</p> <p>Action 8</p>

Lots of people do not think that people with learning disability can work and should work			What Standard does this meet?
How	Who	When	
<p>We will put an employment “Champion” in each big section of the council to help people think positively about employing people with learning disabilities</p> <p>We will offer work placements for adults with learning disabilities to prepare them for work</p>	NCC Project Group	April 2010 to March 2011	Valuing Employment Now Actions 1, 2 and 8
<p>Northamptonshire County Council will set a good example to other employers about being good employers of people with learning disabilities.</p> <p>Northamptonshire County Council will share its good ways of doing things with other employers</p>	NCC Project Group	April 2011 to March 2012	
<p>Northamptonshire County Council will make getting Work Experience Placements easier and quicker for young people to get.</p> <p>This means making sure that people setting up the placements know the right people to speak to get forms like safety checks done</p>	NCC Transitions Services and Connexions	April 2010 to March 2011	Aiming High for Disabled Children Valuing Employment Now Action 2 and 3

Lots of people do not think that people with learning disability can work and should work			What Standard does this meet?
How	Who	When	
<p>The Partnership Board will set up an Employment Group that will work together to make sure that the things that need to be done in this plan happen and are checked each year.</p> <p>The Employment Group will make sure the things are updated with any new things that need to be done and write a report each year for the Partnership Board on what has been done</p>	Partnership Board	January 2010	<p>Valuing Employment Now</p> <p>Actions 1, 12 and 13</p>
<p>The Employment Group will work with Valuing People Now Regional Employment Lead to plan an employment and skills road show in Northamptonshire</p> <p>The Partnership Board will tell people about the road show in as many ways and places as possible</p>	Employment Group	April 2010	<p>Valuing Employment Now</p> <p>Action 1, 7 and 8</p>
<p>The Employment Group will make a DVD showing people with learning disabilities in Northamptonshire working and on work experience so that this can be used to tell other people about work</p>	Employment Group	June 2010	<p>Valuing Employment Now</p> <p>Actions 1, 3, 8 and 12</p>

Lots of people do not think that people with learning disability can work and should work			What Standard does this meet?
How	Who	When	
<p>The Employment Group will make sure that every year “Post 16 Choice Events” involve people with learning disabilities sharing their experiences. A Post 16 Choice Event is about choosing what you do after you are 16 years old</p>	<p>The Employment Group</p>	<p>October 2010 ongoing each year</p>	<p>Aiming High for Disabled Children</p> <p>Valuing Employment Now Action 2</p>
<p>By June 2010 all public sector organisations in Northamptonshire will have made a promise to make working in the public sector better for people with learning disabilities.</p> <p>By June 2010 all public sector organisations in Northamptonshire will have made a promise to make work experience in the public sector better for people with young people with learning disabilities.</p> <p>The Partnership Board will tell people about this in as many ways as they can</p>	<p>Northamptonshire County Council, Corby Borough Council, Daventry District Council, East Northamptonshire Council, Kettering Borough Council, Northampton Borough Council, South Northants District Council, Wellingborough Borough Council Northampton General Hospital, Kettering General Hospital, National Health Service Northamptonshire, Northamptonshire Health care Foundation Trust, Northamptonshire Police Authority, Job Centre Plus,</p>	<p>June 2010</p> <p>June 2010</p> <p>June 2010</p>	<p>Valuing Employment Now</p> <p>Action 1,2 and 8</p>

Lots of people do not think that people with learning disability can work and should work			What Standard does this meet?
How	Who	When	
<p>The Employment Group will write a set of things that make a positive employer of people with learning disabilities.</p> <p>The Employment Group will work with employers who want to become positive employers of people with learning disabilities. Awards will be given to the positive employers so that everyone in Northamptonshire knows who they are and that they are making work better for people with learning disabilities</p>	<p>Employment Group, Valuing People Now Regional Employment Lead, Self Advocates, Northamptonshire Chamber of Commerce , Northamptonshire Enterprise Link</p>	<p>December 2010</p> <p>December 2010</p>	<p>Valuing Employment Now</p> <p>Action 1,2 and 8</p>
<p>The Employment Group will ask 7 mainstream secondary schools to be part of a pilot during learning disability week.</p> <p>The Employment Group will work with the schools to raise awareness about learning disabilities in Personal Health and Social Education lessons</p>	<p>Chosen Schools, Employment Group</p>	<p>October 2010</p> <p>June 2011</p>	<p>Valuing Employment Now</p> <p>Actions 1 and 12</p>

We need to agree what work is

What Standard does this meet?

How

Who

When

The Employment Group will write a sheet that says what work is. It will say clearly what Work Experience, Work Placement and Voluntary Work are.

It will explain the difference between working and volunteering and why it is important that people make their own decision about whether they want to volunteer or seek paid work or do both!

Job Centre Plus, Employment Group

January 2010

Valuing Employment Now

Action 1,2,6,7,8 and 12

All public sector organisations will agree to use the Employment Group's sheet about what the different types of work are.

We will make sure that the message is clear in the DVD we make about people working in Northamptonshire

Northamptonshire County Council, Corby Borough Council, Daventry District Council, East Northamptonshire Council, Kettering Borough Council, Northampton Borough Council, South Northants District Council, Wellingborough Borough Council Northampton General Hospital, Kettering General Hospital, National Health Service Northamptonshire, Northamptonshire Healthcare Foundation Trust, Northamptonshire Police Authority, Job Centre Plus,

December 2010

We need to agree what work is

What Standard does this meet?

How

Who

When

The Employment Group will make and agree an employment pathway for people with learning disabilities beginning at year 9. It will include a reablement pathway for adults that would like to work but are doing other things in the day. Reablement means giving people skills and confidence to start doing things they may have not done for a while

Employment Group

June 2010

Aiming High for Disabled Children
Valuing Employment Now Action 2,3,4,11

Support for people to get and keep a job is not good enough

What Standard does this meet?

How

Who

When

The Employment Group will arrange workshops for people with learning disabilities who want to find out more about working for themselves or as a social enterprise

Employment Group

April 2010 ongoing

Valuing Employment Now Action 7

There will be support for young people to find part time jobs including Saturday jobs

Employment Group

January 2010 ongoing

Aiming High for Disabled Children

The Employment Group will make sure that there are more people who are trained in job coaching.

Employment Group

October 2010

This is because we want to help more people to get good support to find and keep a job

Valuing Employment Now Action 2 and 5

Information about work is hard to get and understand

What Standard does this meet?

How

Who

When

The Job Centre Plus will hold benefit surgeries in Centres for Independent Living, Resource Centres and other settings for each of the localities for people with learning disabilities, their families and carers

Job Centre Plus

June 2010

Valuing Employment Now Action 6 and 12

All front line Job Centre Staff in Northamptonshire will receive learning disability awareness training so they can give clear information to people and their families

Job Centre Plus

June 2010

Valuing Employment Now Action 3 and 6

The Job Centre will make easy read benefits guides available in different ways and in many places.
The Job Centre will put the information in the Centres for Independent Living, Resource Centres, Job Centres, Colleges, University and in Community Centres

Job Centre Plus

October 2010

All Support Staff will be trained on the new Employment Pathway for people with learning disabilities.

People with learning disabilities will be involved with delivering the training. This means they will be some of the trainers!

The Employment Group will arrange information sessions for people with learning disabilities to tell them about the new pathway

Teachers, Parents, Transitions workers. Care Managers, PCP Facilitators, Support Planners, Assessing, Reviewing and Monitoring Officers, Day Centre Staff Learning and Development, Connexions Advisors, Community Nurses, Support workers in residential and supported living, staff in adult learning, Colleges and LSC

March 2011

Aiming High for Disabled Children

Valuing Employment Now Action 1, 2,3,4,11 and 12

Information about work is hard to get and understand			What Standard does this meet?
How	Who	When	
<p>A list of local public and private sector employers that are good employers of people with learning disabilities will be made.</p> <p>This will help people looking for jobs and other employers who might start giving more jobs to people with learning disabilities.</p>	<p>Employment And Disability Services (EADS) and Pure Innovations</p>	<p>From June 2010</p>	<p>Valuing Employment Now Action 1 and 8</p>
<p>The employment group will make sure that there is good information and advice for people leaving local colleges</p>	<p>Employment Group</p>	<p>From June 2010</p>	<p>Valuing Employment Now Action 1,2,3,4,6,7,8 and 9</p>
<p>Northamptonshire County Council will hold information sessions for people with learning disabilities about the jobs they have coming up</p>	<p>Employment Group</p>	<p>April 2011 to March 2012</p>	<p>Valuing Employment Now Action 1,8 and 10</p>

Getting to and from work in a safe way can be hard

What Standard does this meet?

How

Who

When

Travel Awareness Training and support will be considered for all young people from year 9

People with learning disabilities will be involved with delivering the training. This means they will be some of the trainers!

Teachers, families, carers, support workers, transitions workers, Public Transport Companies, Social Workers, PCP Facilitators

June 2010

Aiming High for Disabled Children

Valuing Employment Now Actions 1,3,9,10,12

Partnership Board will fund a new service as a pilot to help people that want jobs to learn to travel using public transport.

Partnership Board

April 2010

We will talk about travel with all young people at their year 9 reviews

We will talk about using roads and public transport with all adults when they have their assessments, reviews, support plans and person centred plans

Teachers, Parents, Transitions workers, Care Managers, PCP Facilitators, Support Planners, Assessing, Reviewing and Monitoring Officers

April 2010

The Employment Group will arrange to offer frontline staff working for public transport companies' learning disability awareness training

Employment Group

January 2011

The Employment Group will make sure the travel needs of people with learning disabilities are met in local transport plans. This is to make sure that people with learning disabilities are confident, safe and can use public transport to get to work

Employment Group

April 2011



“What can I do to help more people get jobs?”



At the workshop in September 2009, we asked people to tell us something real that they could do to get more people with learning disabilities jobs.

These are some of the things people said:

Employ people with a learning disability at Speaking Out in Northampton!

JW

CHALLENGE EMPLOYERS!

TG

I pledge to encourage all member organisations to recruit and develop employees with learning disabilities. I will actively promote doing the same where I work!

AR (NSLC)

I will make a video about my job!

CA

I guarantee at the support and monitoring visits I am now going to talk about employment

CS (Shared Lives)

I will further develop programmes to assist learners into work. I will promote CANTO. I will carry out further PCP training and feed back to staff

CD (CANTO Ltd)

I would like to tell people how happy I am in my job!

I would like to learn more about how Northamptonshire Healthcare NHS Foundation Trust can work in partnership and facilitate the recruitment of employees with learning disabilities within the trust

HA

I will continue to support people to find volunteer and workplaces, with an emphasis on this to lead to paid employment

AM

Go back and talk to my manager about NEL's role

HP (NEL)

Encourage mentoring scheme at University and discuss further with colleagues

I would like to help people who do voluntary work to get paid employment

DM

Talk to libraries about passing information about employment opportunities in local areas

LS

Employ someone who has a learning disability this year for 16 +
SG (NCC)

I will encourage people accessing our services and staff to keep knocking on doors and seeking opportunities

SJ

I will support the County Council to make sure that they carry on working on employing more people with learning disabilities

JT (NCC)

I will find out what 'real' employment opportunities there are locally. I will match education to employers needs.

B (Northampton College)

Talk to bosses about our employment policies

I will work with public sector bodies to improve opportunities for people with learning disabilities to find paid work

DD (Job Centre Plus)

I will raise the profile of adults with learning disabilities with any employers I meet/talk to. I will give more time to people with LD and help them navigate through the benefit system and carry out a better off calculation for any potential jobs

I will continue to work with employers to provide voluntary work experience placements

Speak to Maria Faller regarding transitions and PCP's being facilitated in schools

KT

I will support people to have a person centred plan which will hopefully help people to get paid work

I

Talk with HR about our advertising and recruitment. Make sure course managers talk about "paid work" with all "work experience" providers at the end of their placements and highlight the support that could be available

LB (Moulton College)

I will review the recruitment process to be inclusive to adults with learning disabilities. Jobs that do not require writing skills might not need an application form? I will consider jobs and how they are advertised

JP (HR NBC)

When I work with employers, I will continue to advocate for people with health conditions and disabilities to enable more job opportunities

KH

I will cascade information back to employers. I will facilitate a contract between HR and Head of External Relations at EMB Ltd with Pure Innovations to develop a Partnership in Northants

I will continue to provide support, advice and guidance with any issues relating to the employment of people with learning disabilities

JM (EADS)

To help make sure Share the Knowledge courses are run in Northampton to educate more parents that it can happen! It was a great day and has refuelled my passion to see it done

JW

Discuss with colleagues at work and look at what we can do as an organisation to improve opportunities for people with learning disabilities and identify where employment can be offered

DS

Promote independent benefits advice available throughout county to help clear up the benefits confusion

**We will discuss at the next team meeting all of the people who we support to volunteer.
We will discuss who may be interested in paid work! (and put these people forward)
We will ensure nobody volunteers in a paid position!**

**Going to find out what Northamptonshire Healthcare are doing about employing people with LD
In particular – LD services
In particular – what’s happening about employing someone with LD as a consultant in our service?**

PH

I commit to finding a paid job and not unpaid volunteering

KS

Fight the cause of people with LD (those who want) to get proper paid employment and not just minimum wage

Talk to Line Manager about NCC employing people to go and “Market” employees with a learning disability

Encourage my nephew whose disability has created barriers in seeking employment

Provide education to people with learning disabilities

More hours for me

CA

I am going to share my experience of today with my colleagues, family and friends.

**With my colleagues – I hope to encourage a better understanding and interest in this issue, and maybe discuss what we can do as a team
With my family and friends – I hope to increase awareness and thus promote a better attitude**

Z

Develop links with employment agencies and other support agencies

B Northampton College

Help within my Regional and Midland role for Northamptonshire

I will include employment in all the plans I help to facilitate

GM

To meet up with other services who work within Northamptonshire and help/assist people with LD into work.

First step to take part in the meeting on 16th September (LDTP) – better networking, joined up thinking may help with better employment opportunities

To make sure any Person Centred Plans with work/employment in them are passed on to the relevant people. Commissioning, EADS etc.

EC

To continue to feel inspired and motivated to help people with person centred plans to help get people into jobs that they want to do, not what are told they can do or not do

Ask my brother who is an employer to look at job opportunities for people with a learning disability

Share my own experiences with others

MP

Talk to my manager about using Person Centred Plans. Research how many agencies we can become partners with. Start putting things in to place that “keep being talked about”

Do my best to secure a job in the new connexions LDD team

To look for more opportunities for young people to find paid work

K

Find out about “Best Practice” what we have suggested today and discuss it with the Portfolio Holder for Health & Adult Social Care

Systematically tease out what we are doing well, where our gaps are and how we are going to improve things

CV (KGH)

Speak to as many as I can about the lessons of today – to help change attitudes

To speak to Aiden about a job 1 day a week with Corby Council – litter picking

D

To pass on information from today on to people I am planning with

EC

Work with employers to raise awareness about the benefits of employing people with a learning disability

EA

Integrate Personal Budgets with support from Pure Innovations – people with LD should be asked to choose support from Pure Innovations to empower them to pursue paid employment

Encourage my staff team to look outside the box – and to look at opportunities for people

Find out and understand benefit information in order to pass on to people we work with

Our Advocacy

Create opportunities for employment and training

P

Promote work and employment in day services

S

To continue and try my hardest as an Employment Officer to meet with as many employers as possible – to encourage and support managers to employ people with disabilities by adopting job carving, customised employment and reasonable adjustments.

Also make sure that employers are always told of real life success stories as a result of a manager giving them a chance!

SE

I will improve work related learning opportunities at school.

Employment questions will be asked at Transition meetings.

We are opening a shop in the town centre to offer real life work experience and it will also serve as a satellite base for our senior pupils to be able to access their local community



How will we know if it is working?



- ✓ We can see how well we are doing by checking the targets the Government has set
- ✓ We can count how many people have jobs because there is a target set for us and Government wants to count it.

It is called National Indicator 146 **(NI146)**

In March 2009 :



- ✗ Only 4.5 % of people with learning disabilities in Northamptonshire that have support from Social Services had a paid job

By March 2010:

- ✓ We want 5.1% of people with learning disabilities in Northamptonshire that have support from Social Services to have a paid job

That's 1 person with a job out of every 20 getting support from Social Services...

“That is still not enough!”



More Information

1. Valuing Employment Now

- It is a new plan all about work for people with learning disabilities
- It says that people with moderate and severe learning disabilities need more support to get paid jobs as they are not getting fair chances at the moment
- The big message is that people with learning disabilities CAN work. The message should be given to people and their families right from when they are born
- It says that we need to change the way that other people think about people with learning disabilities working
- It says people need to be prepared for work not for a life of benefits and day services and that everyone needs to make big changes to make this happen

2. Valuing People Now

- It is about people with learning disabilities having good full lives
- It said there are 4 big things that are important in people's lives and the biggest one of them is getting a paid job
- It said that it wanted things to be different for people about work by 2011
- It said more people should have paid real jobs and college courses should lead to real paid jobs
- It said that people should choose what they do during the day

3. Valued In Public

- It is to help public employers like councils and health services give more people with a learning disability jobs
- It says how they can give people with learning disabilities a fair chance to find out about jobs, apply for jobs and work well in them

4. Public Service Agreement 16

- It is about helping more people to have good housing and a job. This includes people with learning disabilities

5. Local Area Agreement

- The Local Area Agreement is a big plan for Northamptonshire
- Lots of councils, the police and health services have agreed with this plan
- The plan tells Government which things we are all going to work on in Northamptonshire.
- Supporting people with learning disabilities is in this plan and everybody thinks this is important



The Partners

These are all the people who have been involved in helping write this plan

Name	Title
Alex Bell	Self Advocate
Alexis Rich	Northamptonshire Skills and Learning Consortium
Amanda Smith	Person Centred Planning Facilitator
Andrea Marsden	Red Dog
Andreas Schappach	Learning Disability Team South
Andy Billings	Employment Development Manager
Angela Still	Self Advocate
Anna Bell	Self Advocate
Carol Coe	Parent Carer
Carol Schoufs	Learning Disability Day Services
Chaman Verma	Equality and Diversity Lead
Claire Barnes	Workbridge
Clare Reynolds	Learning and Skills Council
Danny Wilcox	Self Advocate
Dave Smith	Consensus
David Dobbin	Job Centre Plus
Dawn Bell	Self Advocate
Dawn Crawford	Learning Disability Partnership Board Manager
Dawn Line	Mencap
Debbie	Wren Spinney School
Debbie Shannon	Consensus
Derek Smith	Self Advocate
Elaine Cummins	Person Centred Planning Co-ordinator
Ellen Atkinson	Pure Innovations

Felix	Support
Fiona West	Northgate School
Geraldine Taylor	Our Advocacy
Glenn Mansfield	Person Centred Planning Facilitator
Glyn Mason	Employment and Disability Service
Heather Payne	Northamptonshire Enterprise Limited
Helen Attwell	Human Resources Department
Ian Carrier	Self Advocate
Ian Davies	Regional Programme Board Representative
Ian Wootton	Person Centred Planning Facilitator
Janet Wilcox	Parent Carer
Jeanette McLaughlin- Barker	Business Link
Jeanette Reid	Learning Disability Day Services
Jo Lee	Person Centred Planning Facilitator
Jo Tucker	Human Resources Project & Policy Adviser
Jody Wicks	Speaking Out
John Mayfield	Employment & Disability Services
John Nutburn	Pure Innovations
John Paradise	St Andrews Hospital
Julie Ash	Person Centred Planning Facilitator
Julie Petrie	Human Resources Department
Justin Hammond	Regional Programme Manager – PSA 16 Employment
Karen	Job Centre Plus
Karen Smith	Self Advocate
Kate Hamilton	Our Advocacy
Kath Saunders	Shared Lives
Kay King	Commissioning
Kay Milton	Special Educational Needs Co- ordinator

Keith Winters	Self Advocate
Lindsey Cox	Service Manager
Lisa Judge	Learning Disability Partnership Board Support Officer
Lisa Smith	Learning Disability Day Services
Louise Pittam	Planning Officer
Lynn Finn	University of Northampton
Maggie Lonergan	Public Engagement Team
Maisie Plumb	Self Advocate
Mandy Clarke	Adult Learning Service
Marc Gadsby	Learning Disability Team South
Maria Faller	Transition Co-ordinator
Mel Tollervey	Service Manager
Melanie Sadler	Self Advocate
Michelle Sanders	Delos
Neil Douglas	Self Advocate
Peter Hopkinson	Community Team for People with Learning Disabilities
Phil Ambrose	Workbridge
Rebecca Turner	Person Centred Planning Facilitator
Richard Sherratt	Self Advocate
Rosemary Abram	Parent Carer
Sarah Buswell-Jones	Learning Disability Day Services
Stuart Carr	Connexions
Stuart Whitsey	Public Engagement Team
Su Jarmulewski	Learning Disability Day Services
Sue Giuliano	Commissioning
Sue Green	Project Manager
Susie Lickman	Community Law Service
Tanya Garner	Learning Disability Day Services
Vickie Morgan	Social Care Workforce Adviser
Zena Walsh	Community Team for People with Learning Disabilities
Martin Page	Employment and Disability Service

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