

## **Learning Disability Partnership Board**

**What happened at our meeting on Tuesday  
24<sup>th</sup> January 2023**



## Index

Page 3      A list of who was at the meeting

Page 4      What we talked about

Page 5      Assertiveness training

Page 6      What people said before about work

Page 8      Understanding different types of work

Page 11     Help to get work in Gloucestershire

Page 14     Employment and Skills Hub

Page 16     Gloucester Health and Care Trust

Page 18     Group chat 'What more can we do to help people get work?'

Page 20     The Big Health Day 2023

Page 21     Actions

Page 21     Next meeting



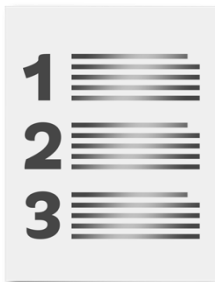
## Who was there?

Tim Heaven - LDPB Co-Chair	Charlie Mitchell - Inclusion Gloucestershire
Jan Marriott- LDPB Co-Chair	Sara Hawking – Prosperity Care
Douglas from The Grange, Camphill	Simon Shorrick - Strategic Health Facilitator for Learning Disabilities at GCC
Nicholas Baker – Expert by Experience from Inclusion Gloucestershire	Jennie Goodrum - You're Welcome Glos at Active Impact
Debbie Worrall – Inclusion Gloucestershire	Nicole Hastie – Active Impact
John from The Grange, Camphill	Emily Trigg - Positive Behaviour Support Team at GCC
Emily Luckham – Inclusion Gloucestershire	Moses Dube – GHC
Paul Yeatman - Safeguarding Adults Board/ LeDeR reviewer	Denise Pittaway – Carer's Hub
Shared Lives Officer	Althia Lyn – Commissioning Officer/LeDeR
Denise Medcroft - PACE	Stuart Seagrove - DWP
Yvonne Smith - Family Carer	Janet Hawkins – Coproduction Lead at Camphill Village Trust
Holly Beaman - Head of Integrated Commissioning for Learning and Physical Disabilities at GCC	Dominika Lipska Rosecka – Service Development Manager GHC
Helen Kay- Building Circles CEO	Bryony Steel – Commissioning
Kirsten Smart-Lloyd –Gloucestershire Employment and Skills Hub	Ismail Ginwalla – Adult Education
Louise Waller – Building Circles	Lisa – Hub Broker, Gloucestershire Employment and Skills Hub
Nicola Chilton – Partnerships Team	Cheryl Hampson – Senior Commissioning Manager
Jan Burner – Treasure Seekers	Rosalind Stewart – Administrator for GCC

## What we talked about:



Tim shared the ground rules for the meeting.



He also shared the 4 priorities for the partnership board. They are:



1. Making sure people have information that is easy to understand.



2. Better support for young people when they become adults.



3. Helping people to look after their money and benefits.



4. Helping people to get jobs and volunteering

## Assertiveness Training:



The Positive Behaviour Support Team are making a course for people with learning disabilities to learn to speak up confidently. This is sometimes called assertiveness.



They want people to try out the course to see if it works well. If you are interested, contact Isabel at [Isabel.Saez-Villagra@gloucestershire.gov.uk](mailto:Isabel.Saez-Villagra@gloucestershire.gov.uk)



Jan from Treasure Seekers said they run a confidence course and they should link up.



Cheryl from commissioning said we know from LeDeR that people need training to speak up.

## What people have said about work



The meeting was about work so Tim shared what people said before about what stops them getting a job.



Not having confidence



Not enough support



Worrying about having less money



Bus problems





Not having a plan when you leave college



Things people said could help them are:



Advocacy



A job coach



Work being part of people's care plans

## Understanding different types of work



Debbie talked about paid work, voluntary work and work experience.



Paid work is a job that you get paid for.



You will have an agreement about what you do and what your employer will do. This is called a contract.



Voluntary work is not paid but you might get money back for lunch, travel or something else.



Volunteering should be for a charity or an employer who helps people or animals.





If you choose not to get paid for a job this does not mean it is voluntary work and it might affect your benefits. You should let the jobcentre know if you do this.



Stuart from the Department of Work and Pensions said if you do voluntary work and it stops you from getting a paid job it might affect your benefits.



If you are doing voluntary work as well as looking for a paid job that should not affect your benefits. Always check with the job centre.



Work experience is not paid. It should be a way to learn about working or to learn about a job.



Work experience should be reviewed after 8 to 12 weeks. It should only carry on if everyone agrees there is more to learn.



Sometimes employers think it is ok to treat people with learning disabilities differently at work. It is important to make sure people do not get taken advantage of.



Debbie and Kirsten from the Employment and Skills hub will put together a leaflet with these things in it.

## Support to get work in Gloucestershire



Stuart from the Department of Work and Pensions (DWP) is a Disability Employment Advisor (DEA). He works at the job centre.



He told us that paid work or training will not change the money you get on Personal independence Payment (PIP) or Disability Living Allowance (DLA).



Universal Credit, Income Support, Employment Support Allowance, Jobseekers Allowance and some other benefits may change if you get paid work.



**£142**

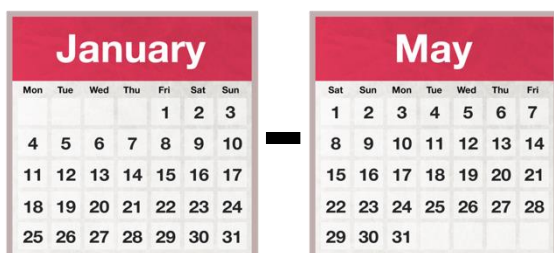
On Employment Support Allowance you can do permitted work. This means you can do 16 hours work or earn up to £142 a week.



When you have a paid job Access to Work can pay for things to help you do that job.



Access to Work can pay for a job coach or any equipment you need. You have to find your own job coach.



It can take about 20 weeks to get Access to Work when you are already in a job.



If you have a job offer, apply for Access to Work as soon as possible. Find out more here <https://tinyurl.com/2psjnmdn>





Disability Employment Advisors are in every jobcentre. They are also at Treasure Seekers every Tuesday.

#### How does work affect my benefits?



You can still work and receive benefits.



Some types of benefits are affected by working and some are not.



The benefits that are not affected by working are:

- Personal Independence Payment (PIP)



The benefits that are affected by working are:

- Income support (IS)
- Jobseeker's Allowance (JSA)
- Employment and Support Allowance (ESA)
- Universal Credit (UC)

Mencap and Seeability have good Easy Read information about benefits. Sometimes they can go out of date because benefit rates change.

You can find some here:

<https://tinyurl.com/2sp52y9d>

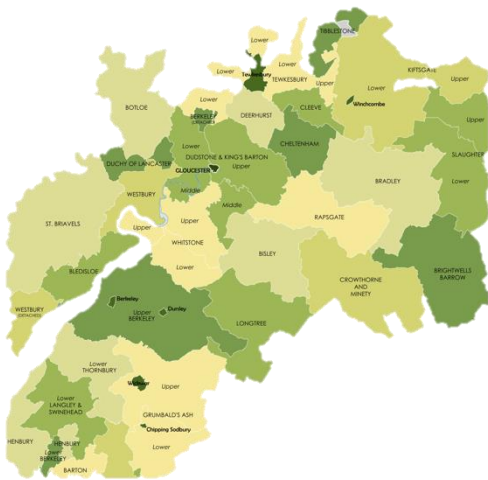


Jenny said you cannot get Access to Work for volunteering or work experience but a lot of people need it.

## Employment and Skills Hub



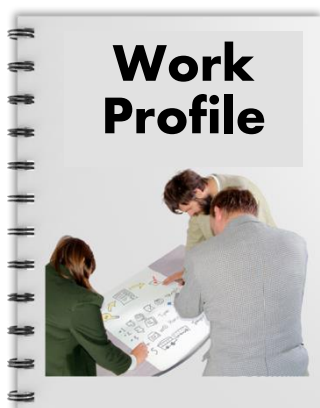
Kirsten told us about how the employment and skills hub can help people with work.



Anyone who lives in Gloucestershire can refer themselves to the hub.



They will refer you to another organisation if they are the best one to help you.



They will help to make a profile which has all of the information about you and the support you need with work.





They will work out how many hours you need to work to get more money in work than you do on benefits. This is a 'better off calculation'.



They can also help you if things are not going well in work.



You can contact them by phone on:

01452 725776

or email:

[employmentandskillshub@gloucestershire.gov.uk](mailto:employmentandskillshub@gloucestershire.gov.uk)



## Opportunities in Gloucester Health and Care Trust



**Gloucestershire Health and Care**  
NHS Foundation Trust

Dominika told us about the ways people can volunteer or work for the Gloucester Health and Care Trust.



They have 165 volunteers mostly at the community hospitals. There are volunteer gardening groups at Cirencester and North Cotswolds Hospital.



Anyone can volunteer. Contact Richard Hobbs if you want to find out more

[Richard.hobbs@ghc.nhs.uk](mailto:Richard.hobbs@ghc.nhs.uk)



The '4 Me About Me' is a group of autistic people and people with learning disabilities. They support the trust with policies and making accessible information.



This is paid work and it is run by a Speech and Language Therapist.



There are lots of Experts by Experience in the Trust but they need more with a learning disability or Autism.



Experts by Experience are paid. They interview staff, design services and check they are doing well, train staff and lots of other things.



The trust has 15 Peer Workers. Some are voluntary and some are paid. They do not have any Peer Workers who are people with a learning disability or autistic people at the moment.



You can find out more by emailing [Partnershipandinclusion@ghc.nhs.uk](mailto:Partnershipandinclusion@ghc.nhs.uk)

## Group chat 'What can we do to help more people get work?'



If someone wants to employ a person with lived experience of a disability they can ask Forwards

[forwards@gloucestershire.gov.uk](mailto:forwards@gloucestershire.gov.uk)



The Employment and Skills Hub can find people a job coach if they get money from Access to Work to pay for one.



Can the partnership board work with big employers in Gloucestershire to encourage them to employ people with a learning disability?



Jan from Treasure Seekers said we can encourage people to get a job by telling them about the skills they can learn and the people they may meet.



Janet from Camphill said that they are going to do have an event to encourage people to work this year. A lot of people are scared things will go wrong if they get a job.



Employers have to pay for some of Access to Work costs. This can be a lot of money for small employers. The partnership board will write to MPs about this.



People said it would be good if there was funding to help local organisations and businesses to release people with lived experience to be peer mentors.



## The Big Health Day 2023



Simon Shorrick showed a video about last year's Big Health Day.

You can watch it here:

<https://www.youtube.com/watch?v=c7-PshHvjgg>



This year's event is on Friday 16<sup>th</sup> June 2023 from 9:30 – 3 pm

at Oxstalls Sports Centre, Plock Court,  
Tewkesbury Road, Gloucester, GL2  
9DW



You can find out more here:

<https://www.ghc.nhs.uk/who-we-are/big-health/>



Contact Simon Shorrick if you want to get involved [simon.shorrick@ghc.nhs.uk](mailto:simon.shorrick@ghc.nhs.uk)



## Actions:



Debbie from Inclusion Gloucestershire and Kirsten from the Employment and Skills Hub will put together a leaflet on good practice in paid work, voluntary work and work experience.



The partnership board will write to MPs about small employers paying towards Access to Work costs.