



Yorkshire & Humber
Improvement Partnership



Sharing Learning, Sharing Excellence event

An event by Yorkshire & Humber Improvement Partnership (YHIP) to showcase the different projects and share learning around homes and jobs for vulnerable adults.

17th February 2011

The Mega Centre in Sheffield





Over 180 people came to the Sharing Learning Sharing Excellence event which was an event for people in Yorkshire & Humber to hear about the different projects funded by the YHIP Innovation and Excellence fund.

At the event there were 23 stalls showcasing their work around supporting people with homes and jobs. All who attended were encouraged to look around the different stalls.



The morning was chaired by Heather Raistrick the Strategic Lead for Adult Services from the Strategic Health Authority who introduced all the speakers in the morning.



We were welcomed by Dr Nicola Guy who is the project manager for the Homes and Jobs for Vulnerable Adults Programme, from the Department of Health who did a short presentation on what we have achieved so far and where we want to be.



The first part of the day we heard from some of the projects funded by the innovation and excellence fund.

The morning presentations were:



- A joint presentation by Tricia Nicoll from Inclusion North, Austin Bradshaw & Catherine Carter from CHANGE and Andy Buckley from Blueberry Academy on “Making Transitions Work.



- Laura Harris and Lisa Hewson from the Active Lifestyles project in Hull on ‘Capturing Data and Outcomes’.



www.uni.gb.com

- Linda Henry from Unique Improvements doing a presentation called ‘Nothing about us without us’.



- John Gilbert from Eskimo Soup on ‘Working for Mental Health Yorkshire and Humber’.



Copies of these presentations can be found on the useful documents section of the Inclusion North website by visiting:

www.inclusionnorth.org/useful-documents/



How you can keep the work going?

After the first set of presentations, Sam Clark from Inclusion North asked everyone to work together on their tables to talk about and write down on cards what are the good ideas we can do to keep the good work going. Everyone was asked to put the cards up on boards around the room.

Here are some pictures of the ideas that people put on the boards:



How you can keep the work going?



- Better employer engagement?
- Benefit for employers to become more diverse
- Better evaluation technology
- Capturing outcomes, feedback etc
- To be more inclusive
- Slow down with WTW
- Penalising people
- Unemployed on a target culture
- Be more creative with what money is available
- Websites need to be service user friendly and updated regularly
- Celebrate achievement – where something works/is good, let people know
- Need: strategies, support, practical mechanisms and joint working
- Work more closely with police and community wardens
- More discussion and information to housing organisations (make them aware)
- Awareness of funding
- Reaching targets
- Promote companies that give something back e.g. jobs and funds
- Make the public move with their feet in support
- Widening housing options access
- How to keep the emphasis on jobs and home? Shift focus on public sector employers as exemplar employers to engaging with private sector small medium enterprise and large employers
- Through CSR agenda
- Improve links with Chamber of Commerce and business in the community
- Both the individual and the organisation need to have a clear goal

How you can keep the work going?



- Clear links to 'pool' information
- Working collaboratively e.g. match funding contracts – two heads are better than one!
- Developing a network of mental health first aid trainers
- Lobbying – become more 'politicised'
- Sharing good practice and feeding it back to each other
- Nothing is new – talked about these things for a long time
- 'Purchase' services from third sector which are doing what we say – involving / employing people
- Show services are working so contracts are extended
- Use established groups and networks to build capacity for changing things
- Raise awareness – PR and press coverage [but be careful not to bite the hand that feeds you]
- Facts and figures – need to be able to prove / evidence where we are doing well
- Still not integrated or joined up – needs to be more mainstream
- Better transition from volunteering to employment – ensure there is a purpose to volunteering
- Need for an ideas forum to pull information together, share and skills and expertise not lost
- Closure of services for adults could lead to similar cuts to services for LD children
- What really is going to happen next?
- Have belief in us
- Look at personal budget more as an investment for the future – support in employment rather than just used for 'social care'
- Flexibility and positivity

How you can keep the work going?



- How can momentum be maintained → form effectiveness
- Sharing ideas and good practice website
- Be optimistic
- Recognise people with borderline disabilities for support and services
- Encouraging and supporting all staff to take responsibility for change and development – personal and professional
- Influencing decision makers and commissioner to adopt recommendations from Sheffield NDTI strategy
- Remembering we work with people not machine – who are they? What else can they offer?
- It's about saying what you can do, not what you can't do.
- Education, education, education!
- Promoting and enabling independence
- Overthrow the government! Mobilise separate voices of users/carers sector to challenge cuts
- Government agencies working in partnership
- To keep the focus on jobs and homes and skills
- Why don't you do a charity event for raising money e.g. a fair or stall?
- Use social network sites like Facebook and MySpace
- Need to raise aspirations and expectations – don't accept less
- Keep the focus – lobbying the government to support these small localised programmes. Link to Big Society – this is the Big Society work and has already been happening for many years
- Communication and information is better

How you can keep the work going?



- Develop linked-in forum for specific groups
- Really good ideas and plans get left and not shared: report back and future accountability should be made available and public.
- Keeping focus – keep strategic objectives in public sector to set good example
- Focus on skills – development for when the economy improves
- Share the benefits with employers
- Make it / keep it statutory
- Keeping people with mental health issues at work and supporting them through difficult times
- To use linked-in as a networking tool – promote to all attendees at this conference – perhaps Eskimo Soup to lead this
- Ask employers why they don't employ post work experience/ placement
- Develop good support networks.



Questions and concerns

After everyone had shared their good ideas everyone had the opportunity to ask any questions they had by writing them on card and putting them on boards.

We picked out some of the questions people raised concern over and put them under the following big themes:

- ✓ Jobs
- ✓ Cuts
- ✓ Health
- ✓ The Big Things
- ✓ Being Active
- ✓ Resources
- ✓ Mental Health
- ✓ Making Connections
- ✓ Keeping things going
- ✓ Other



The tables below show what questions people asked.

Jobs



- How do we directly access the good employers?
- Is the premise that people move out and get a job and their own home the norm today?
- Job carving – how do we get employers to engage, especially in this climate
- Shouldn't our efforts be targeted on job creation?
- Employment booklet – are multiple copies available to distribute to employers in different areas.
- Why are there not enough help in jobs for disabled people?

Cuts



- Why are you cutting money from the supported person sector?
- Are preventative services an easy target for financial cuts?
- After the cuts – how will 'people' (users, support) know what has survived? Need information (marketing/website)
- After the cuts – how will 'people' (users, support) know what services have gone and how to get support when they no longer exist?
- Are we making use of all funding streams? Sponsorship, corporate social responsibility, legacy fundraising
- How will services continue to be delivered when support staff are losing their jobs?
- Fair access to care services – how will eligibility criteria support those that are not eligible at the moment?

Health



- What can be done to make sure housing and employment are top priority for new GP commissioners/consortia?
- Have GP's got the right skills and awareness to handle the jobs/homes agenda?
- How will GP's be retrained?
- Will GP budgets lead away from user led activity, with mental health and learning disability having a low priority?

The Big Things



- Have belief in us
- Is it a reality if it isn't statutory?

Being Active



- From having a healthy lifestyle, did people move into work?
- Time for professionals to spend with service users, instead of completing audits
- Bring back matrons!
- Do you involve people with learning disabilities in active lifestyles? How do you get information to them and how do you collect it from them?

Resources



- Where does the database come from? How much is it?
- What are the results?
- How successful have the projects been?
- Softer targets are also important.
- Are all the presentations going to be available to take back to our workplaces?
- Will there be a distribution list for contacts?
- Can we get in touch with people from today?
- What could be available for free?
- How to continue/share good ideas?
- Broad range of ideas – we need a central hub.

Mental Health



- Looking after employees in the workplace – essential in the ‘caring’ services, but do we always do it? How can we do it better?

Making Connections



- With local decision making, how will networks be maintained? Legacy.
- How do offenders access community programmes? Are there links between organisations, prisons and probation services?
- How do we better share learning and good practice on approaching and working with employers? Need success stories/statistics on it working / how to sell the benefits.
- Can we get a network of employers to grow and advocate this agenda?
- Can we use The Hub to grow and sustain the MH network? [Future & Q]

Keeping things going



- How will DWP continue to promote this agenda? (As will have sub regional focus)
- How sustainable are the projects and how are these being embedded in other areas?
- What happens after YHIP? How will this work be capitalised on?
- How does the sharing of good practice continue?

Other



- What does Eskimo Soup stand for?

We picked out some questions that were asked at the end of the day.



Lunch and Market Stalls

After the morning presentations and group work everyone was invited to have some lunch and take a look around the different stalls.

During Lunch we showed a short film and 2 power point presentations from:



- Kirklees REAL Employment DVD about changing hearts and minds of people considering paid employment as a realistic goal for people with a learning disability and featuring steps into employment. You can get a copy of this DVD by contacting Jayne Lodge by e-mailing jayne.lodge@kirklees.gov.uk

HM Government
Valuing People Now: a new three
year strategy for people with learning
disabilities
Making it happen for everyone



- National Valuing Families Forum Presentation about the Valuing People Now Awareness Campaign



- Sheffield Presentation on the management and framework of the employment management action group

Copies of the 2 presentations can be found on the Inclusion North website.



The second part of the day was chaired by Carolyn Heaney the Deputy Regional Director for Social Care and Local Partnerships from the Department of Health who introduced some more presentations from projects funded by the innovation and excellence fund.

The afternoon presentations were:



- A joint presentation by Parveen Ayub & Sindy Chana from Touchstone and Adrian Harper from Rotherham Speak up who talked about Small Grants, Good Ideas and Big Actions.



- Tracey Priestley from Rotherham Council's 'Move onto Employment' project on Developing Jobs in the Local Authority.



- Pat Baldwin, Christian Phillip & Michelle Hunter from Calderdale Council on Job Development.



- Kate Marshall from Information By Design (IBYD) on 'The Big Messages from the Evaluation'.



- Paul Johnstone the Regional Director of Public Health in Yorkshire and Humber on outcomes and achievements, keeping the work going and challenges and opportunities.



Copies of these presentations can be found on the useful documents section of the Inclusion North website by visiting:

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Question and Answers

After the presentations we had a panel of people answering a number of questions that were raised, although not all of your questions could be answered on the day.

If you have questions or want to know more about the projects you can contact them directly. All the contact details for the projects can be found with these notes.

The day was rounded up by Carolyn Heaney who gave the final thoughts on the day and thanked everyone for coming.

Feedback

The tables below show what you thought about the day.

What did you like about today?



- Good – fantastic information and networking opportunity – building new networks and renewing existing ones
- The morning was better than the afternoon – there should have been another table discussion – overall very good
- Good venue
- Really enjoyed the experience
- Got more information towards funding a job
- A network of people and services to support the future developments
- Enjoyed meeting new people
- Excellent day – having information to see
- Keeping pushing forward
- Meeting other people from other projects
- Good examples of practice and projects that have had a direct impact on people's lives
- Excellent networking stalls
- Excellently organised
- Good food
- Excellent presentations
- Kept to time
- Good to share our stories! It's our lives.
- Really inspiring
- Good chance to find out what is happening in the future
- The presentations from Good Ideas
- Learned a lot – leaving encouraged by what people have achieved
- Interesting to hear what has worked well



- Good to see we are not alone
- Liked the idea of putting thoughts on 3 different boards
- Great cakes!
- Learnt about new projects I didn't know about before!
- The debates
- The day was inter-professional!

What could have been better?



- Running out of tea and drinks in the afternoon
- Too many presentations
- A draught from the back table
- Thought that some of the answers to questions were very 'political' i.e. didn't say anything
- Who wrote the sheets 'some information about the projects' – didn't feel it's an accurate representation of our work
- Many presentations but little or no focus and information on housing- more emphasis on jobs
- Some of the presentations did not feel relevant
- Bit too much time to look at stalls – did all in the morning so had a very long lunch!
- Venue difficult to find despite the map
- Technology let some speakers down and made them more nervous
- Too many PowerPoint's and technology hindered
- Chairs of session need to be 'entertainers' not managers
- Lunch break too long
- More fruit, less cake!
- More involvement from employers would have been useful including experience of employing or giving placements and how to work with non public sector employers



- Music was inappropriate and too loud
- Lack of parking
- Cake taken away too early
- Would have welcomed more information on the outcomes of the projects i.e. how many are now in jobs, how many people have found a place to live
- Presentations should have focused on what works
- Presentations which were selling jobs
- Should have ended on a more positive note – need motivation in these times
- Would have liked to know how to link to PCT, GP Consortia etc
- Too many presentations and not enough opportunity to network at stalls
- List of delegates would have been useful
- Involve people with learning disabilities more – no-one with a learning disability presented on the day
- Not enough easy read presentations – day not turned out well for people with a learning disability.

Anything Else?



- Changes – no changes needed, just could have been a longer day – i.e. 10-4/4.30pm
- Well done! Good speakers who touched on many problems that service users and carers face when trying to access a work place.
- Linkages between work and housing
- Really concerned about future provision
- Who & when will the big decisions be made/taken
- Service user representation in all areas
- When Workwise-Calderdale Council have produced a managers toolkit please can it be shared across other councils.



More information

If you would like to know more information on the projects and the good work they are doing then the list below gives you useful contact e-mails addresses or telephone numbers.

Calderdale Council – Workwise

Pat Baldwin

Tel: 01422 364 092

E-mail: pat.baldwin@calderdale.gov.uk

East Riding – Work For All

Sharon Watts

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E-mail: Sharon.watts@erypct.nhs.uk

Hull City Council & NHS Hull – Positive Employment

Joanne Bone

Tel: 01482 336740

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Hull Active Lifestyle Project

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Kirklees REAL Employment

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Leeds City Council & NHS Leeds

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North Yorkshire County Council - Employment Innovations

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Rotherham Metropolitan Borough Council: Move On to Employment

Tracey Priestley

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Sheffield City Council & NHS Sheffield: Identify, Train & Support Programme

Glyn Cooke

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Wakefield Council & NHS Wakefield District – Wakefield as an Exemplar Employer

Sheela Vara

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Housing Options & Connect in the North

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Cathy Wintersgill – Connect in the North

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Touchstone

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