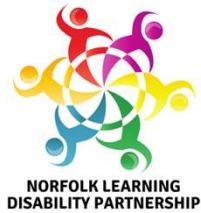


# North Locality Group Notes



22C Holt Road  
Cromer,  
NR27 9JW

# The North Locality Group had three main topics:



Lucy Adcock, update on the Learning Disability Partnership Board



Amanda Johnson, looking back on the past Learning Disability Strategy



Open discussion, Your thoughts on what you would like to see in the next Learning Disability Strategy?

## Update on the board (1)



Lucy explained that last board meeting they were joined by Roger Allen and Edward Young; they spoke about Employment.



You can find the employment notes on our website:  
**<https://www.norfolkldpartnership.org.uk>**



Lucy provided information on whether the 9:30 start for bus passes is national or local, this was found by a member of the board

## Update on the board (2)



If you would like this information on bus passes, please email:  
**[contact@norfolklpartnership.org.uk](mailto:contact@norfolklpartnership.org.uk)**



Lucy told the group that the board had welcomed 5 new self-advocates



And 2 organisations to the partnership board

# Amanda Johnson (1)



Amanda explained what the learning disability strategy is.



The strategy is a plan to make support better for people in Norfolk with a learning disability and their carers.

## Amanda Johnson (2)



Currently a new strategy is in development with the Learning Disability Partnership Board and in partnership with the NHS Norfolk & Waveney Integrated Care Board.

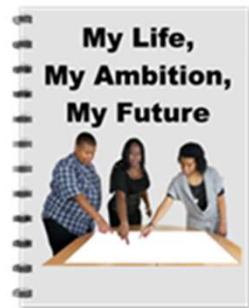


The strategy will include speaking with people that have a learning disability, their families and carers and the wider community in Norfolk.

## Amanda Johnson (3)



Amanda shared with the group what Norfolk County Council have been doing since the previous Learning Disability Strategy



The previous strategy outlined ten priority outcomes for people with a learning disability. The strategy was called, “My Life, My Ambition, My Future”. Here is some of what we have been doing:

# 1. Having the right place to live



You told us you wanted choice in finding the right place to live.



## What people told us (1)



People told us that there are some important things in their choice of home. They want to:



Live in their own home, with the support that they need



Be part of their local community

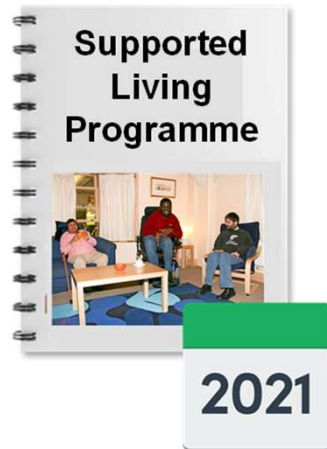
## What people told us (2)



## What people told us (3)



Based on what you told us, we have been making different types of supported living accommodation.



Due to Covid, we were not able to start the Supported Living programme until 2021.

# Types of Supported Living we now offer (1)

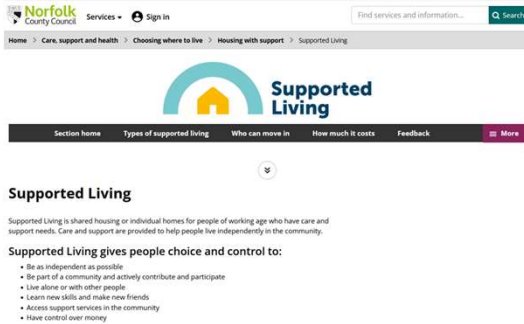


- **Shared housing**
- **Enablement**
- **Community housing**
- **Higher care and support needs**

# Types of Supported Living we now offer (2)



You told us that you wanted there to be housing options on the council website for people with a learning disability.



We have developed a website called ‘Supported Living’ that includes information about housing for people with a learning disability: [Supported Living in Norfolk - Norfolk County Council](#)

## Shared Lives



Involve

You told us that “Shared Lives schemes are good; more people should get involved.”

# We want to get better



You have told us that you do not know about the various kinds of housing that is available for people with a Learning Disability



We want your help to find better ways of making sure people know what housing choices there are and how you can get useful information.

# Questions (1)



**Question:** Where are the enablement services in the County?



**Answer:** To access these a family would need to speak to their allocated worker if they have one, or call through to the relevant duty team to look to get an assessment

## Questions (2)



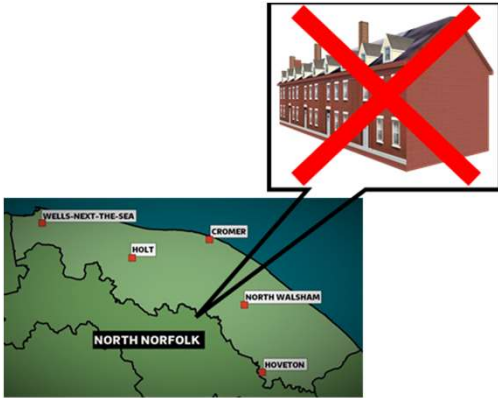
Especially if they feel someone's needs have changed and they need a change in accommodation.



The worker would then refer through to our placement matching team who would look for suitable accommodation and highlight the need for enablement.



## Questions (3)



**Comment:** Lack of accommodation in North Norfolk. Still an issue with some private landlords choosing to go with other people when they learn that someone has housing benefit.



**Answer:** In terms of new services in the North, we are very actively pursuing new developments of shared supported living

## Questions (4)



We are working with multiple landlords and care providers to source suitable properties.



We have highlighted the need for new services in North Norfolk and are working with the locality team on this too.

## Questions (5)



We have a supported living programme that is committed to developing more supported living over the next 5 years

## 2. Having employment, work, education, training opportunities



You told us that you want there to be more support to help a person with a learning disability get a job.



You told us that you wanted more employers to employ people with a learning disability, including Norfolk County Council.

# Training employers



In April 2019, we launched a new 'Skills & Employment Team



As a result, a new 'employer resource' has been set up and since December 2019 the team have supported more employers to become registered as 'Disability Confident'.

# New Employment Service (1)



We also launched the Adult Services Norfolk Employment Service in July 2019



18 to 65

The Employment Service supports people with a disability and those people with mental health needs who are aged between 18 and 65.

## New Employment Service (2)



There has been an increase of the number of people being supported by an Adult Learning Disability Team going into paid employment



The Employment Service provide an extra 'Local Supported Employment' service for anyone with a Learning Disability or Autism aged 18 or older.

## What we still need to do



We had planned that there would also be a new 'Skills and Employment Pathway' with employment support and training available through Day Services starting in 2020.



This was delayed due to Covid and but planning for this restarted in 2022.



## Questions (1)



**Question:** How many employers has the Skills and employment team trained to become 'Disability confident'?

**Answer:** Employers supported to become disability confident:

2019: 4

2020: 14

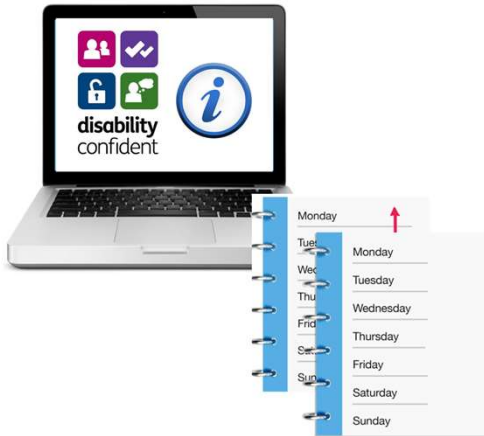
2021: 10

2022: 8

2023: 1



## Questions (2)



Information about employers registered as Disability Confident is recorded on the Central Government national list which is updated every 2 weeks

Guidance

### Employers that have signed up to the Disability Confident scheme

This document lists the employers that have signed up to the Disability Confident scheme, and their status (committed, employer or leader).

From: Department for Work and Pensions  
Published 2 November 2016  
Last updated 6 July 2023 — [See all updates](#)

[Get emails about this page](#)

#### Documents

##### [Disability Confident: list of employers that have signed up](#)

MS Excel Spreadsheet, 1.17 MB

This file may not be suitable for users of assistive technology.  
[Request an accessible format.](#)

##### [Disability Confident: list of employers that have signed up](#)

#### Related content

[Employing disabled people and people with health conditions](#)

[Disability Confident employer scheme](#)

[Easy read: Access to Work - not support if you have a disability or health condition](#)

[How to sign up to the Disability Confident employer scheme](#)

[Health Adjustment Passport](#)

is accessible here: [Employers that have signed up to the Disability Confident scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/employers-that-have-signed-up-to-the-disability-confident-scheme)

## Questions (3)



**Comment:** Where in Norfolk County Council are people with a learning disability working?



**Answer:** In 2022, a trial was set up to promote opportunities for people with disabilities to start paid work experience with Norfolk County Council Adult Services and the wider council.

## Questions (4)



So far, we have been able to support people to start paid work experience at Scottow business support unit (The Telephone team who are the front door service for Adult Social Services)



and the Information Management Team at Norfolk County Council“

# Questions (5)

## Norfolk County Council Workforce Report 2023

### Statement on the data

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty. Our workforce monitoring data forms part of the information that we collate, monitor and publish to help us embed equality considerations in our employment policies and practices and meet our responsibilities under the duty. This report provides an overview of our equality and diversity employment monitoring data for the period 1 April 2022 to 31 March 2023. It covers age, disability, ethnicity, religion or belief, gender, and sexual orientation. It also includes information on working patterns, pay bands, organisational starters and leavers, and recruitment processes. In previous years this report has not included Fire Retained Staff amongst Norfolk County Council's workforce data. However, in this report Fire Retained Staff have been included to ensure that the report is representative of the entire workforce. In light of this change, caution should be taken when comparing this report to previous reports of its kind. Figures have been rounded to the nearest whole number and small figures (below 1%) have been suppressed to prevent identification of individuals. Therefore, due to rounding and suppression, some figures may not total.

In addition NCC Workforce report may be useful to reference: [NCC Workforce Report 2023 \(norfolk.gov.uk\)](https://www.norfolk.gov.uk/workforce-report-2023)

## Questions (6)

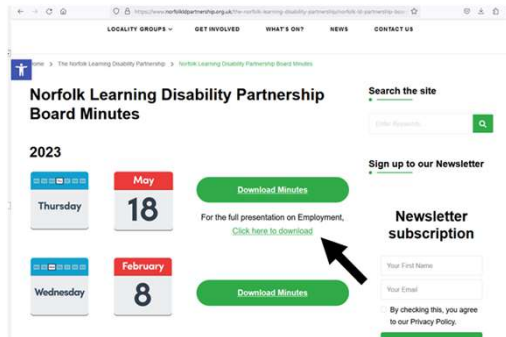


**Comment:** What is the Local Supported Employment service? What does it do? Why don't we know about it?



**Answer:** Ed Young and Roger Allen joined the May 2023 Learning Disability Partnership Board meeting to give a presentation on the Employment Service and also shared about the Local Supported Employment Service at the meeting.

# Questions (7)



The presentation given by Ed and Roger is available on the Learning Disability Partnership Board website.

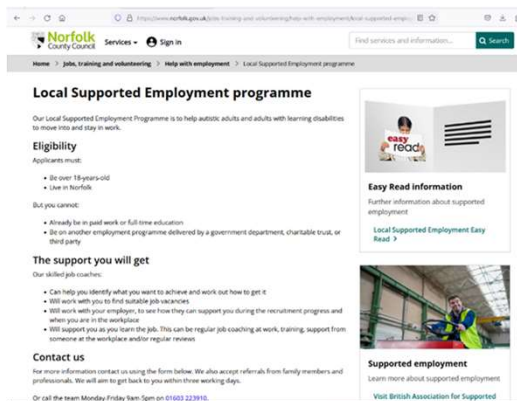
Subscribe to our newsletter

News releases

E-mail Address

All info about the new Local Supported Employment service was shared through Norfolk County Council web page and in the Norfolk County News bulletins that the Public can sign up to receive

# Questions (8)



See website info here: [Local Supported Employment programme Norfolk - Norfolk County Council](https://www.norfolk.gov.uk/jobs-training-and-volunteering/help-with-employment/local-supported-employment)



A leaflet was shared generally across libraries, throughout Norfolk county council departments and through partner agencies, such as Job centres.



## Questions (9)



**Comment:** Will there be a dedicated person to work with each individual?



**Answer:** Yes we have a team of 3 Job Coaches who provide one to one tailored support to progress participants on programme into sustainable employment.

# Questions (10)



**Comment:** Day services may already be working with people to support them into employment



Will the service join up with day services to avoid working towards different goals for the individual?

## Questions (11)



**Answer:** We already work closely with our Day Services who continue to deliver employment support and will do even further once Life Opportunities (new Day Service Framework) is implemented.

### **3. Help with transition to Adult Services – a new Preparing for Adult Life Service**



You told us that you wanted us to work with Children's Services to help with supporting people as they move into adulthood.

# A new Preparing for Adult Life Service (1)



A new Preparing for Adult Life Service was designed in partnership with young people and their carers, as well as professionals



This team supports young people with a disability from aged 14 as they are preparing for adulthood.

## A new Preparing for Adult Life Service (2)



There are four preparing for adult life outcomes which are:

- **Employment**
- **Being healthy**
- **Being part of your community**
- **Being independent**

## A new Preparing for Adult Life Service (3)



People have told us that they really like the new Preparing for Adult Life Service

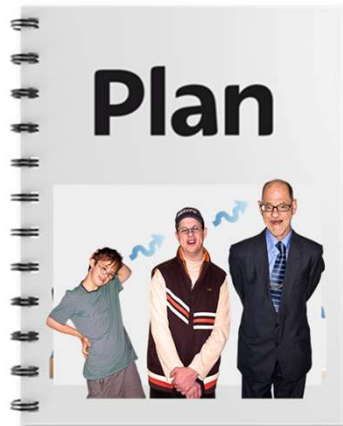


It has helped them to understand everything that is being done to help a person who is moving from Children's Services to being supported by Adult Services

## A new Preparing for Adult Life Service (4)



Young people and their families have said that they like



Finding the right place to live, being healthy, being part of your community and thinking about work or further education and training is included as part of a person's transition plan.



## 4. Having transport to get about



You told us that “Transport means independence – getting to college, work, the doctor, a friend’s house”

# Having transport to get about (1)



In 2020, we launched some extra travel training for people with a Learning Disability



to help them develop the skills to be able to get out and about and use public transport by themselves.



This travel training was linked to three Day Centres who were able to help train people to get out and about by themselves.

## Having transport to get about (2)



We hope that Day Services will be able to help train more people to travel independently as part of the Day Opportunities support, they are now providing.



District Councils and the Health Service are making their own transport support, and this is something they will be discussing with Locality groups in the future.

## What we still need to do



You have told us that taxis and bus drivers need to have training on learning disability, and we would like your help to design this training.



You have told us that you would like there to be better signs and information to help people with a Learning Disability when they are trying to find their way out and about.

## Questions (1)



**Comment:** Would like more information on the transport support that District councils and the health service are making available.



**Answer:** District Councils and the Health Service are developing their own transport support, and this is something they will be discussing with Locality groups in the future.

## Questions (2)



**Comment:** transport also needs to be considered for those people who are not able to be trained to travel independently.



**Answer:** Discussions around transport for people who cannot be travel trained will continue to be part of the new Learning Disability Strategy as part of supporting people to access their community

## 5. Being healthy and happy



You told us that you would like help for people with a learning disability to get to their doctor and hospital appointments.



From the Partnership Board, you told us that you wanted more people with a learning disability to have an annual health check and for this to be done well.

## Being healthy and happy (1)



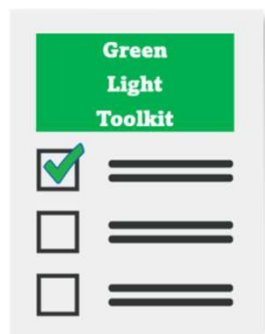
Norfolk & Waveney NHS Service has worked with GP surgeries to help improve the health checks for a person a learning disability.



This includes working towards providing a health action plan for the person when they have a health check



## Being healthy and happy (2)



Norfolk and Suffolk NHS Foundation Trust have introduced the Green Light Toolkit



This will provide extra help for people with a learning disability when they need to get mental health support.



The new Preparing for Adult Life Service works together with health services to help a young person with a learning disability and health needs, and their family carer

## Being healthy and happy (3)



This helps with knowing what support is available and preparing for adult life.



Norfolk & Waveney NHS Service have provided a new training for Norfolk Adult Services called 'Positive Behaviour Support'

## What we still need to do



As part of responding to a review of support for people in a specialist hospital carried out by the Norfolk Adults Safeguarding Board,

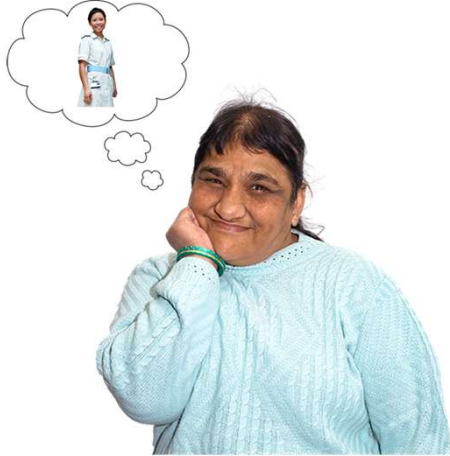


Norfolk and Waveney Health Service and Norfolk County Council have started co-production with people to agree how we work together better with the people we are supporting.

**CURATORS  
OF CHANGE**

This is being led by Curators of Change and has already involved the Learning Disability Partnership Board.

## Question



**Question:** Is there still a Learning Disability nurse at the Norfolk and Norwich hospital?

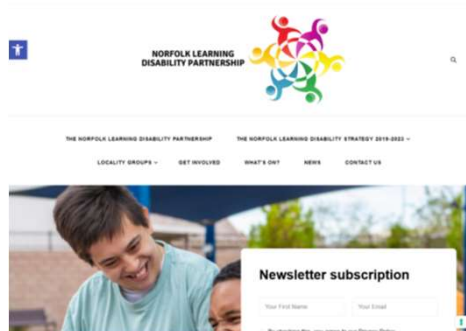


**Answer:** Yes, there is still a Learning Disability and Autism Specialist Nurse at the Norfolk & Norwich

## Amanda Johnson (4)



Amanda informed the group that there will be a full report which goes into more detail



The full report will be released on the Learning Disability website at the end of July (the date may differ)

## Open discussion (1)



**Your thoughts on what you would like to see in the next Learning Disability Strategy?**

This question was asked to the group. Here are their answers:

## Open discussion (2)



All meetings to be face to face again



A portal, as a way of communicating between person and social worker



Reviews and assessments to be a priority in the new strategy

## Open discussion (3)



Using services that are already there but are not well known



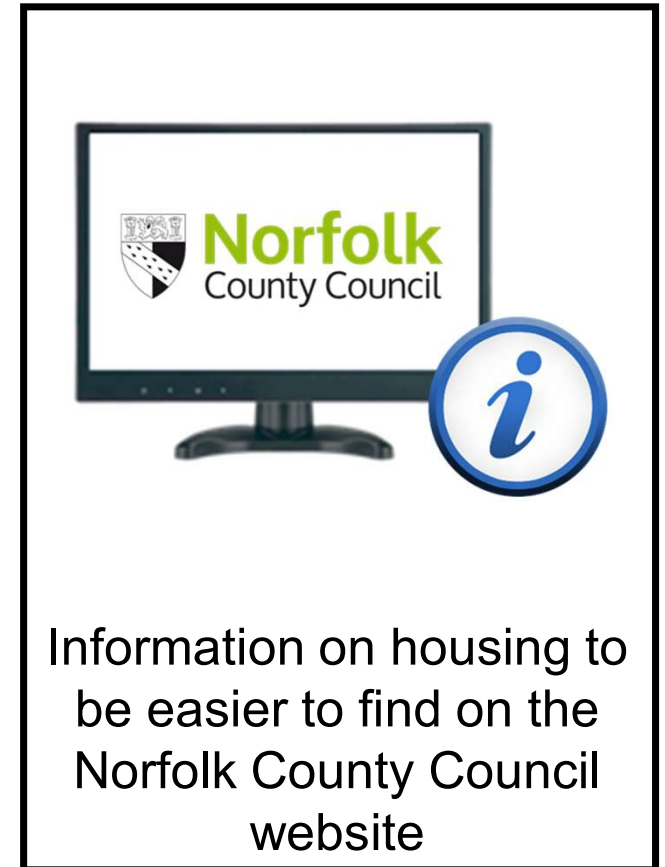
Work together with organisations that already have services in place



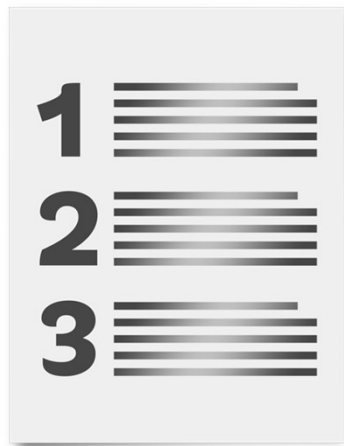
Got to remember the people who cannot work need to have their needs met too



## Open discussion (4)



# Open discussion (5)



Prioritise the key themes in the next strategy with targets



Every year have an update of what has been achieved in the new strategy



More accessible toilets to be built around Norfolk

## Open discussion (6)



Everything the group said was written down



From this feedback Amanda will look at how she can include this into the next Learning Disability Strategy