

Report



meeting PROMOTION OF INDEPENDENCE AD HOC SELECT COMMITTEE

date 10th January 2005

agenda item number

REPORT OF THE PROMOTION OF INDEPENDENCE AD HOC SELECT COMMITTEE

BEST VALUE REVIEW PROMOTION OF INDEPENDENCE OF YOUNG DISABLED ADULTS

Structure of the Report

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1. Management and Scrutiny of the Review

- 1.1. The progress and deliberations of the review have been scrutinised by an Ad Hoc Committee drawn from the Social Services Standing Select Committee. The Ad Hoc Committee has monitored the Progress of the Review and considered the findings.

1.2 Membership of the Ad Hoc Select Committee:

Councillor Chris Baron	Chairman (until Sept 04)	Notts County Council
Councillor Sue Bennett	Acting Chairman	Notts County Council
Councillor Ellie Lodziak		Notts County Council
Councillor Brian Smith		Notts County Council
Councillor Yvonne Woodhead		Notts County Council
Councillor Martin Brandon Bravo		Notts County Council

Councillor Alan Davison		Notts County Council
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It has met on the following occasions:-

- 22nd January 2004
- 6th July 2004
- 14th September 2004
- 7th December 2004 (informally)

1.3 Membership of the Project Board

Name	Title
Malcolm Dillon	Assistant Director (Adult Commissioning)
Gary Longden	Deputy Chief Executive, Connexions
Ian Hotchkiss	Acting Assistant Director (Mental Health and Learning Disability)
Helen Scott	Executive Director, Nottinghamshire Healthcare Trust
Joe Pidgeon	Service Standards & Business Development Manager

The Project Board has met on the following dates:

- 27th November 2003
- 19th March 2004
- 13th July 2004

1.4 Membership of the Project Team

The project work of the Best Value Review has been undertaken by a Project Team, meeting on a monthly basis.

Name	Title
Dr Christine Hopton	Consultant in Public Health
Tracey McCormack	DPSU Executive
Len Miller	Manager
Joe Pidgeon	Project Manager
Judi Juno	Partnership Officer - Supporting People
Hilary Owen	Commissioning Officer - Children & Families
Paul Johnson	Commissioning Officer - Learning Disabilities
Gill Vasilevskis	Mental Health Commissioning Officer
Dr. Andrew Rixom	Doctor - Public Health
Hilary McNeeney	Dual Sensory Impairment Co-ordinator
Kirsten Greenhalgh	"Critical Friend" – Lecturer, Nottingham Trent University
Sue Wayne	Senior Policy Development Officer
Sarah Hampton	Partnership Officer
David Gibbons	Service Head
Liz Vivyan and Gill Westcott	Principle Welfare Rights Officers

Name	Title
Julie O'Farrell	Development Manager - "Welfare to Work"
Lynne North	Senior Administration Assistant

1.5 Providers Reference Group

Name	Title
Chris Clarke	Chief Executive - Central Notts Mind
Nicky Green	Director - Advocacy Service
Ann Taylor	Co-ordinator - Dyspraxia Connection
Michelle Franklin	Staff Counsellor - Discern
Christine Precious	Development Worker - Self Help Nottingham
Linda Button	Development Worker - NAVO BME
Richard Wilson	Service Development Manager - Mencap
Paul Adcock	General Manager - Eden Supported Housing

This has met on the following dates:

- 30th April 2004
- 26th May 2004
- 1st October 2004
- 23rd November 2004.

1.6 The Stakeholder Reference Group

This has met on the following dates:

- 23rd February 2004
- 17th May 2004
- 4th October 2004
- 1st December 2004

The Stakeholder Reference group draws its membership from:-

Organisation
Nottinghamshire County Council - SSD
Learning and Skills Council
Nottinghamshire County Council - Audit
Nottinghamshire County Council - Culture & Community Department
Public Health
Connexions
Nottinghamshire County Council – Environment Department (Transport)
University of Liverpool
Nottingham Trent University
Metropolitan Housing Trust

Organisation
NAVO
Nottinghamshire County Council – Supporting People
Nottinghamshire County Council – Education Department
Newark & Sherwood District Council
Specialist Registrar in Public Health

2. Background to the Review

- 2.1 In July 2003, the Social Services Directorate confirmed the business case for the scope of this second Promotion of Independence Best Value Service Review, to cover young disabled adults, initially 18-25 years. Unlike the previous review on older people, the disability services subject to review were to be within the eligibility criteria for social care services under the Department of Health's Fair Access to Care Services (FACS) guidance (implemented in April 2003).
- 2.2 The implication of this is that the service user categories being covered in the review were to be:
- Learning Disability
 - Mental Ill Health
 - Physical Disability
 - Visual Impairment
 - Hearing Impairment
 - Dual Sensory Impairment
- 2.3 The FACS eligibility criteria, currently applicable in Nottinghamshire, are the following:
- where there is a **critical level of risk** to loss of independence for the person concerned
 - where there is a **substantial level of risk**
 - where there is judged to be a **moderate level of risk** and the assessor considers that there is likelihood of additional future social care needs occurring.
 - **low levels of risk** are not eligible for services and are, therefore, not included in this review.
- 2.4 In September 2003, the Ad Hoc Select Committee agreed the scope of the review and the proposed project management structure.
- 2.5 The Project Team was set up in October 2003 to carry out the Best Value Service Review.

2.6 In November 2003, the Project Team made the case for changing the scope of the review by extending the lower age range of the review to 16. This was on the grounds that:

- disabled young people in Nottinghamshire were saying that extending the lower age range had more meaning for them
- “transitions” issues had not been covered by the earlier best value review on Disabled Children, November 2001
- there are significant national benefit changes at age 16
- the SSD’s own “transitions” policy requires adult services team managers to participate in 16 year old child care reviews “when there are complex issues and the young person is likely to require adult services”.

2.7 On 7th April 2004, the Ad Hoc Select Committee supported this extension of the age range. It was also agreed that due to the complexity of the scope of the review, the time-scale should be extended from September 2004 to January 2005.

2.8 A definition of independence had been used in the earlier review on the Promotion of Independence of Older People which was drawn from a number of sources based on national service user consultation. The current review has followed broadly the same definitional range, but with additional focus on utilising the social model of disability. These sources are:

- The Seven Needs of Independent Living
- The Independent Living Movement for adults with physical disability, British Council of Disabled People
- “Valuing People” White Paper for Adults with a Learning Disability
- Social Services Inspectorate (SSI) definition of independence
- The Social Model of Disability.

2.9 Accordingly, the dimensions of independence that the review has covered are the following:

- (i) Safe Environment (e.g. technical aids in the home; a safe environment both in the home and in the community for disabled people)
- (ii) Flexible Transport (accessible and demand responsive transport for disabled people)
- (iii) Social Inclusion (e.g. access to services; access to information)
- (iv) Housing and Housing-related support

- (v) Personal Support and Assistance
- (vi) Meaningful Occupation (training, jobs, voluntary work)
- (vii) Health and Health Care Services
- (viii) Income and Benefits.

3. Objectives of the Review

1. To determine the appropriateness and effectiveness of services that contribute to the promotion of independence for young disabled adults during the period of transition from adolescent to adult services, age range 16-25
2. To build on local programmes already initiated in response to national requirements
3. To identify the key elements that make the greatest impact on independence
4. To identify gaps in provision
5. To learn from leading authorities on improving services across the 16 to 25 age group
6. To utilise national and local research on improving transitional services
7. To consult with those groups vulnerable to losing, or not acquiring, their independence in order to understand their needs, knowledge of services and their experience of current services. Also to consult with young adults who feel they have achieved independence.
(Appendix 1 - Bright Sparks Stage 2 Research)
8. To consult with carers and parents of young disabled adults.
9. To consult with key stakeholders who provide services relevant to the promotion of independence for this age range
10. To analyse different models and approaches to the promotion of independence
11. To determine how best to utilise County Council, Social Services, Health and their resources in the promotion of independence
12. To produce an improvement plan at the end of the review.

4. A Review that cuts across Nottinghamshire County Council and other Agencies

4.1 The range of County Council Departments and other organisations and agencies that contribute to the promotion of independence of young disabled adults is wide and diverse. It includes, for example:

- Social Services Department – Supported Employment, Dial-a-Ride, Supporting People, assessment services, residential and day services for all disability groups, grant aid, direct payments, home care
- Culture and Community Department – disability support team, sports development for disability, leisure and cultural provision, community development, libraries, promotion of health, community safety
- Environment Department – Scheduled bus services, community transport, voluntary transport schemes
- Fire and Rescue Service
- Police
- 7 District Council Housing Departments and Housing Associations
- 7 Primary Care Trusts
- 4 Acute Hospital Trusts
- Nottinghamshire Healthcare NHS Trust
- Carers organisations
- Numerous Voluntary and Independent Sector Organisations
- The Pathfinder Children's Trust.

5. The Demographics of Young Disabled People in Nottinghamshire

5.1 Numbers of young disabled adults receiving Social Services help

5.1.1 The review has identified the number of young disabled adults receiving children's and adults social services. However, there are other young disabled people known to, for example, Connexions and the Education Department (see below). These organisations have also been requested

to provide data for the review to arrive at a more complete picture of disability for young people in the County.

- 5.1.2 As part of the performance management arrangements for the children's part of Social Services Departments, Department for Education and Skills from April 2004 have required a report on:

The number of disabled children (0-17) receiving services in the census week which support them either in their families or to live independently, as a percentage of the estimated total population of disabled children in the council area.

- 5.1.3 From the population census for Nottinghamshire of 2001, it is estimated that Social Services children's services are in contact with 9% (625 disabled children) of the total of 6,761 in the County.

5.2 Young Disabled People (aged 16-18) with Disabilities Supported by Children's Social Services on 31st March 2004

5.2.1 **Breakdown by Type of Disability**

Disability	Number of 16-18 year olds
Physical Disability	19
Sensory Impairment	8
Learning Disability	18
Emotional or Behavioural Difficulties	1
More than one Disability	10
Total	56
	(N.B This includes 5 cases open to Transitions Coordinators who are located in adult care teams)

5.2.2 **Breakdown of 16-18 year olds by Ethnicity**

Ethnicity	Number
White British	49
White and Black Caribbean	3
White & Asian	1
Other Mixed	1
Indian	1
Pakistani	1
Total	56

5.3 Number of service users aged between 18-25 receiving services as at 31st March 2004

5.3.1 **Breakdown by type of Disability**

Disability	Number of 18 – 25 year olds
Physical Disability, frailty and sensory impairment	127
<i>Of which:</i>	
-Physical disability, frailty and or temporary illness	103
-Hearing Impairment	14
-Visual impairment	10
Mental health	66
Learning disability	257
Substance misuse	5
Total	455

5.3.2 **Breakdown by ethnicity 18 – 25**

Ethnicity	Number
White British	425
White any other background	5
White & Black Caribbean	2
Mixed any other	3
Indian	3
Pakistani	3
Any other Asian	1
Caribbean	1
Any other black	1
Not stated	11
Total	455

5.4 Inter-Agency Database Study (for the full study see Appendix 2)

5.4.1 As part of the current Best Value Service Review, the project team was interested in investigating the extent to which young disabled adults were known to more than one agency. It was felt that some indication of this would be given by comparing the case lists of:

- Connexions
- Education
- Social Services – Child Care
- Social Services – Adult Care

- 5.4.2 The agencies agreed to provide data for young disabled adults aged 16 to 19 years old (inclusive) that met their eligibility criteria for inclusion on their caseloads by virtue of having a disability.

Number of records	
Connexions	1243
Education	772
SSD Adults	646
SSD Children	130

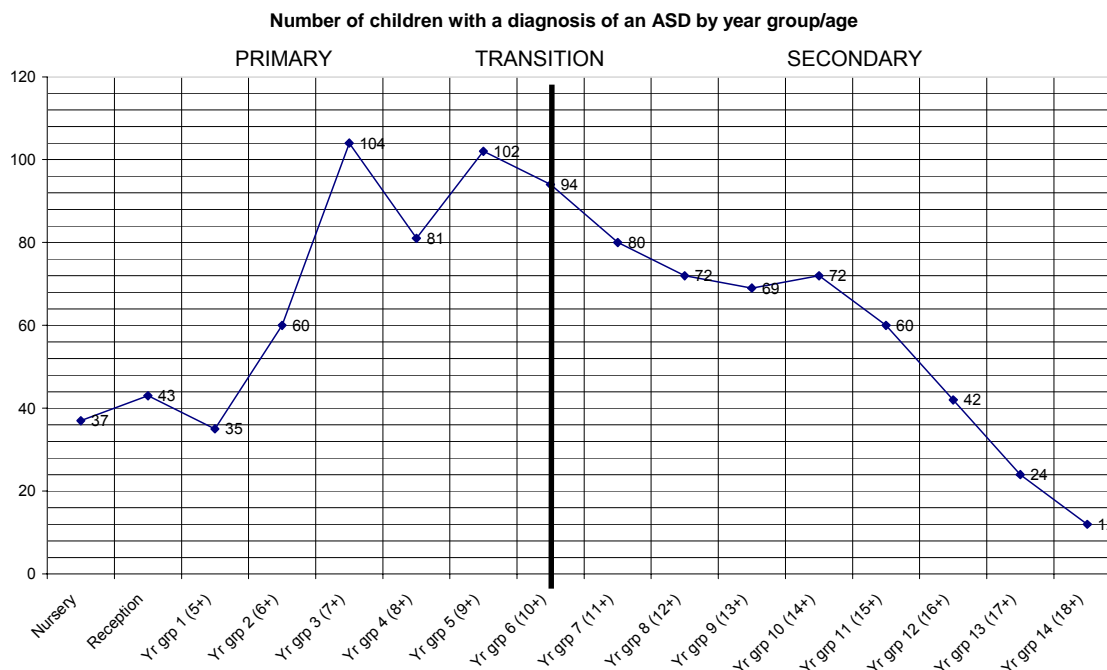
**TOTAL NUMBER OF INDIVIDUAL YOUNG ADULTS
= 2237**

NUMBER KNOWN TO ALL FOUR AGENCIES: 37

- 5.4.3 The matching of the data will have been affected by different spelling of surnames, using dates of birth, use of alternative names and data used covering slightly different time-scales. It is not possible to say how significant these factors were. However, the relatively low level of matching across these four services working with young disabled people is notable. For example, 159 of the SSD Adults records match with Connexions, representing only 25% of the SSD Adults list. It illustrates the importance of developing better information sharing between these services as part of the proposal for developing an Inter-Agency Transitions Strategy. (Recommendation 1)

5.5 Education Department Data on Autistic Spectrum Disorder (ASD)

- 5.5.1 As at April 2004 there were 993 children in Nottinghamshire schools with autistic spectrum disorder (ASD). Of those, 371 (37.4%) had had Education Statements about their particular educational needs.
- 5.5.2 A comparison of the numbers of school age children with ASD in Nottinghamshire Schools (including special schools) by year group/age reveals a significantly rising need, over time.
- 5.5.3 In the chart below whilst year group 12 (16+) has 42 individuals, year group 10 (14+) has 72 and year group 5 (9+) has 102 pupils with ASD. This represents a significantly rising demand over the next decade for all services of the transitions between children's and adults services.



5.6 Transitions of Nursing/Health Care for Young People with complex care needs

- 5.6.1 A report from the Greater Nottingham NHS review group has estimated the number of disabled young people (“patients”) with complex needs (health and social care) transferring from child to adult services. The aim was to inform decisions on service development to deliver training to present and future carers. Transition was defined as those who reach 14 years old who are expected to move from child to adult services because of an ongoing clinical need. This investigation was, therefore, largely based on a medical model of disability.
- 5.6.2 Based on the existing pattern of care across the four greater Nottingham based PCTs, it was extrapolated that there would be approximately 60 such cases per year across Nottinghamshire. The estimate for the total population of disabled young people with complex needs in the age range 16-25 was 540 for the County.
- 5.6.3 Health is predicting a 13% per year increase in those entering transition. It is argued that this is not so much about enhanced survival rates (currently estimated to be 1% increase per year) as about changes in identification, thresholds and health practice.

6. Needs identified from initial Baseline evidence and Research

- 6.1 The 8 dimensions of independence that the review was structured around are inter-dependent and overlapping. “Needs”, therefore, re-occur under

different dimensions. The project team undertook a prioritising exercise in April 2004 to identify key themes from across the dimensions, and from consultation and comparison, that are emerging in the Nottinghamshire context.

6.2 Below are the themes that were further explored in work-streams in the second phase of the review.

	<u>Themes</u>	<u>Options Considered by the Project Team</u>
1	Flexible Transport Systems	<ul style="list-style-type: none"> Consider the possibility of combining the resources and coordination of community transport, demand responsive transport and SSD Dial-a-Ride through a joint Call Centre Operation.
2	Housing and Accommodation	<ul style="list-style-type: none"> Consider how should the Supporting People programme could be best expanded to meet the number and range of supported tenancies for people with physical disabilities and sensory impairment. Consider with partners improved provision of independent living and community safety training to young disabled adults. Further research and develop the application of assistive technology for disabled people.
3	Attitudes and Awareness of Disability	<ul style="list-style-type: none"> Consider the case for Nottinghamshire County Council developing a stronger disability awareness focus. Consider the applicability of designing positive imaging into programmes of Nottinghamshire County Council and its providers and partners. Consider the possibility of increasing the employment targets of the Council for disabled employees.
4	Importance of Mentoring and Advocacy	<ul style="list-style-type: none"> Extend advocacy provision for young people (below 18) across disability.

		<ul style="list-style-type: none"> • Extend the advocacy provision in South of County to whole of County for adults with physical disability and sensory impairment. • Explore with other agencies (e.g. Connexions) and other departments of the County Council (e.g. Sports Direct) practical application of mentoring models for young disabled adults.
5	Income Maximisation for Disability	<ul style="list-style-type: none"> • Invite information collaboration and training between Job Centre Plus, Connexions, Welfare Rights Team, Community Support Services of SSD and Health on disability benefits and work-related issues.
6	Barriers and Opportunities for socialising and risk taking	<ul style="list-style-type: none"> • Explore adequacy of independent living preparation arrangements. • Explore how best to assist carers and staff in transitions planning where the promotion of independence may entail balancing risk factors.
7	Equipment and Adaptations	<ul style="list-style-type: none"> • Consider whether Home Improvement Agencies (H.I.As) in the north and south of the County should give priority to adaptation requirements of young disabled adults moving into independence. • Consider how to better coordinate and fund communication equipment through the Integrated Community Equipment Stores (I.C.E.S).
8	Accessible information on services for disabled people	<ul style="list-style-type: none"> • Consider establishing a County-Wide across disability consultation / advisory group. • Explore information one-stop shops on disability services.
9	Welfare to Work	<ul style="list-style-type: none"> • Re-invigorate and seek corporate endorsement of the Joint Investment Plan Welfare to Work.

10	Home Support Services	<ul style="list-style-type: none"> • Explore need for specialised direct service home care teams for adults with disability. • Explore social enterprise opportunities, particularly Social Firms.
11	Future planning of needs across child/adult care	<ul style="list-style-type: none"> • Develop a new Transitions Policy and Procedure covering all departments of NCC, Health, Education, and District Councils, including the Children's Trust, a transitions policy to be shaped by Person Centred Planning principles.

7. **Conclusions and Recommendations**

7.1 **Better Planning of Services at the transition between Child and Adult Care and across Agencies**

This has been one of the underlying themes of the review, both in the consultation process and in the various work-streams the project team have undertaken. In terms of comparisons and challenge, this recommendation also reflects the priority areas of the Cabinet Office Strategy Unit's review on "Improving the Life Chances of Disabled People" and the conclusions of a wide range of national research that the best value review team have considered.

Recommendation 1

It is recommended that an inter-agency Transitions Strategy that feeds into the Pathfinder Children's Trust is developed through which transitions policy and practice is radically improved across Social Services (child and adult care), Education Department, Culture and Community Department, Health Trusts (Specialist Trusts and PCTs) and the Voluntary/Independent Sector.

Financial Implications

To be undertaken within existing organisations' budgets. A successful transitions policy will have a positive effect on the whole lifetime costs to services and service users in the promotion of their independence.

7.2 **Making an impact on employment for disabled young people**

The national picture is one of absence of young disabled people in the workplace across all sectors. Nationally, for example, only 49% of disabled adults of working age are in work, compared with 81% of non-

disabled people at work. 86% of young people aged 16-24 think that it is harder for disabled people to find jobs. The national picture has been reflected in the consultation feedback from service users in this review. Nottinghamshire County Council has a number of employment-related schemes across its departments (e.g. supported employment, Bridge to Work, Social Enterprise and Welfare to Work Joint Investment Plan). There is a need for them to better relate to each other for planning purposes and to obtain best value.

Recommendation 2

It is recommended that an internal Nottinghamshire County Council Overview Group on employment schemes and meaningful occupation is established.

Financial Implications

To be undertaken within existing budgets. There is also the possibility of harnessing the Council's contracting and procurement policies to enhance work-based learning and opportunities for disabled young people.

7.3 Employee disability monitoring and Raising the Target for the % of County Council Employees with Disability

There is an acknowledged problem of the under-reporting of disability amongst the County Council's workforce. This makes it difficult to accurately reflect how well the Council is doing in employing disabled people. This is one of a number of areas where the new Disability Discrimination Bill is likely to require Councils to consider the needs of its disabled population. Having more accurately determined the size of its disabled workforce, it is suggested that the County Council then sets itself a more challenging target of employing disabled people more reflective of the proportion of disabled people in the community at large. If successful, this would have a positive impact on the performance of partner agencies in the employment of disabled people.

Recommendation 3

It is recommended that more effective monitoring of disability amongst the Council's workforce is established with a view to raising the target of disabled employees to make it more reflective of the proportion of disabled working age people in the population.

Financial Implications

To be undertaken within existing budgets. However, there are issues about how individual services within the departments of the County Council currently fund work-based adaptations or equipment. It is suggested that Corporate Personnel review, with the Disabled Workers Group, how the funding mechanism could be improved to ensure more effective and timely action for disabled employees coming into the workforce.

7.4 Short Breaks for Carers and Social Opportunity Breaks for Young Disabled Adults

Consultative feedback in the review suggests that this is a particularly difficult service area for young disabled people who are no longer appropriately provided for by children's short breaks services, but who are equally not best served by adult care short breaks services, that tend to cater predominantly for older people.

Recommendation 4

It is recommended that a short breaks / social opportunity overview group is established for a defined period that should include key Social Services children and adult staff that are representative of all disability groups.

Financial Implications

To be undertaken within existing budgets.

7.5 Improving Transport Options for Young Disabled People

Our local research has identified the issue of transport and accessibility as a key issue. National research by the Disability Rights Commission surveying the views of young disabled people aged 16 to 24 found that 38% of them had experienced problems using public transport for a reason relating to their impairment. 51% of those who had experienced problems in using public transport said that this made it difficult for them to participate in activities that other people their age took part in.

Recommendation 5

It is recommended that the best value service review endorses and supports the development of the Nottinghamshire Integrated Transport project to more effectively and efficiently utilise the total transport resources of the County Council. This will ensure that a best value

outcome is achieved with a very practical measure for many Nottinghamshire residents, particularly for people with disabilities.

Financial Implications

To be undertaken within the existing project budget provided by the Environment, Social Services and Education Departments.

7.6 Further the Development of Lifetime Homes design in Nottinghamshire

The best value service review consultation identified a significant shortfall in accessible housing for young disabled people moving into their own home in Nottinghamshire. To compound problems for disabled people, it has proven difficult for the 7 District Housing Departments to maintain accurate and up to date registers of such properties in public and private sector housing. One factor that would improve matters considerably over time would be the incorporation of lifetime homes building design into the building regulations of the District Councils. The Office of the Deputy Prime Minister is currently reviewing the operation of Building Regulations (on accessible design) and Lifetime Homes design.

Recommendation 6

It is recommended that the current situation and requirements for lifetime homes design in Nottinghamshire is considered through a workshop of specialist disability fieldwork staff. This should then assist the work of the County's Access Officer in influencing the District-based Countywide Access Officers group in shaping future policy on lifetime homes design.

Financial Implications

To be undertaken within existing budgets. The evidence from the implementation of the lifetime homes design planning framework in London is that this does not have significant additional cost implications.

7.7 Floating housing support schemes for young disabled adults

Floating housing support schemes are available for a variety of different service groups across the County. However, they are not all designed for physically disabled or sensory impaired adults and may not have sufficiently trained staff or be accessible to people with specific disabilities. The housing-related support that can be provided (by a range of agencies) would include: support to claim welfare benefits, budgeting, emotional support, life-skills training, sign-posting to more specialist agencies and help to maintain safety and security.

Recommendation 7

It is recommended that Supporting People Partnership aims to achieve, through its 5 year Strategy, an appropriate level of floating support schemes for adults with physical disability and sensory impairment.

Financial Implications

The cost of the housing-related support service could approach £60 per resident per week at a level of 4 hours support time per week. If offered to 30 residents across the County the annual cost would be approximately £90,000.

7.8 Improve Liaison with District Housing Departments

The review identified the need for more developed liaison between local Social Services Department Managers and Housing Department Managers, with regard to a number of themes, some of which include:

- availability of adapted properties for disabled people
- collation of information on adapted housing
- operation of DFG
- Lifetime Homes design and provision.

Recommendation 8

It is recommended that liaison is developed between Social Services Department Managers and Housing Department Managers at a District level.

Financial Implications

To be undertaken within existing budgets.

7.9 Vulnerable young disabled adults who do not fit into current Social Services and Health Structures

This applies to young disabled adults with conditions such as autistic spectrum disorder, Asbergers Syndrome, head injury, or with multiple impairments. These conditions do not fit easily into the traditional demarcation of service delivery and team structures in social services and health in both the commissioning and provider areas of mental illness, physical disability and learning disability services. This therefore, presents a challenge to the current arrangement of services.

Recommendation 9

It is recommended that Social Services undertakes a review, together with Nottinghamshire Healthcare Trust, of how these services can better respond to the needs of vulnerable adults who meet Fair Access to Care Services eligibility criteria but who do not readily fall within the current health and social care service structure.

Financial Implications

It is difficult to judge the budgeting implications of this recommendation prior to an evaluation of options for service delivery.

7.10 Inter-agency cooperation on information and advice on Benefits and Work

Young disabled adults are asking for easier access to information and advice on benefits and rules with regard to moving into work.

Recommendation 10

It is recommended that the current Nottinghamshire Welfare to Work Joint Investment Plan work-stream on inter-agency cooperation between the Welfare Rights Service, Job Centre Plus, Inland Revenue, and the Voluntary Sector is supported.

Financial Implications

To be undertaken within existing budgets.

7.11 Improved planning for provision of post 16 further, higher and adult education and training

Further education opportunities for young disabled people have improved in recent years, but it is still the case that people who have high levels of need for support are still often denied access to further education, often finishing their full-time education at 19. Close collaboration between a number of key agencies is, therefore, essential to improve this situation.

Recommendation 11

It is recommended that agreement is sought between the Learning and Skills Council (LSC), Job Centre Plus, Connexions, Nottinghamshire Further Education Colleges and the relevant Departments of Nottinghamshire County Council (SSD, Education and Culture and Community) to establish a disability and further education planning

forum.

Financial Implications

To be undertaken within existing budgets.

7.12 Establish a peer mentoring and peer support project for young disabled people

There is research evidence that barriers to independence for young disabled people can be reduced by supporting them to meet and work on common issues to learn from each other and share experiences. This is commonly known as peer mentoring or peer support.

Recommendation 12

It is recommended that work underway to apply for funding from the European Social Fund and Connexions to establish a pilot scheme based in Mansfield/Ashfield is supported.

Financial Implications

The costs of a two year pilot have been calculated and submitted in a European Social Fund bid.

7.13 Risk-taking for Parents/Carers

During the review, young disabled people said that they felt that their parents' attitudes sometimes hold disabled young people back from testing out their ability to be independent. They felt parents sometimes were over protective and had low expectations about what the young person could achieve for themselves.

Recommendation 13

It is recommended that the proposed mentoring scheme for disabled young people is set up so that the older mentors have the capacity and skills to work with the parents of those being mentored, as and when appropriate, as part of their work with the individual young person.

It is recommended that a half-day workshop is set-up for key operational staff across child/adult care to develop other ways of assisting parents/carers in promoting independence.

Financial Implications

There are contained in recommendation 7.10 on a peer mentoring pilot project.

7.14 Changes and Improvements in Health Transition Arrangements

This transition covers a time of profound physical and psychological change and young disabled people may well wish and be expected to take a more active role, independent of their parents. Unfortunately many young people and their families find it difficult to get the support they need at this time and thus their health and general well-being suffer. The problems to be addressed will vary depending on the type of health care needed.

Recommendation 14

It is recommended that a paper detailing the Health recommendations of the best value service review are progress through the Nottinghamshire Health and Social Care Partnership Board, with a view to obtaining support from Primary Care Trust and Hospital Chief Executives. The recommendations are the following:

1. Endorse equality training as a core requirement for Health staff
2. Improved Health transitions planning incorporating Transitions Clinics where appropriate
3. Develop a shared care ethos between paediatrics and adult health care
4. Access to health advice and information provided by a means appropriate to young disabled adults needs
5. Establish a local target in Primary Care Trust Local Development Plans (LDPs)
6. Obtain clarity about funding for communication aids across the transitional stage.

7.15 Role of Child and Adolescent Mental Health Services (CAMHS)

Recommendation 15

It is recommended that:

1. CAMHS undertakes a pathway analysis to enhance understanding of how young people come into CAMHS and conversely those who don't
2. CAMHS to participate in the planning of the inter-agency strategy on transition
3. Greater Nottingham CAMHS to consider a postholder to be located in Connexions, emulating the North Nottinghamshire CAMHS post.

Financial Implications

- To be undertaken within existing budgets.

7.16 Living Safely in the Community

Consultation with young disabled adults indicates that “living safely” is of paramount concern to them, particularly when considering enhancing their independence within the community. For some young disabled adults and their carers/parents this is crucial in deciding when and how to move onto a place of their own, and clearly impacts on decisions both for young people to “move on” and for parents/carers to “let go”. For others it impacts on the extent to which they can fulfil their aspirations for enhanced quality in life.

Recommendation 16

It is recommended that a coordinated initiative to enhance personal safety is established which brings together the Nottinghamshire Fire and Rescue Service, the Police (Community Safety Unit) and Social Services (all adult disability).

Financial Implications

To be undertaken within existing budgets.

7.17 Disability Equality Training

The final phase of the Disability Discrimination Act 1995 (DDA) came into force in October 2004 requiring service providers to look at making reasonable adjustments to physical barriers. A positive duty on public authorities to promote equality in relation to disabled people is contained in the Disability Discrimination Bill published in the House of Lords in November 2004. Demographically, disabled people are a growing group in the population served by the County Council. In 2003 (nationally) 10% of 16 to 24-year-olds were disabled while this proportion increases to one-third in the 50 to retirement age category.

Recommendation 17

It is recommended that consideration be given to disability equality training being a core training requirement within the Corporate Equality and Diversity Learning and Development Plan for all staff of the County Council.

Financial Implications

To be undertaken within existing budgets.

7.18 Improving knowledge of assessment staff on routes into training and employment for young disabled adults

There is insufficient emphasis given to the potential for training, work and meaningful occupation in community care assessment. Social services adult care assessment staff (learning disability, physical disability and mental health teams) and direct services staff need to increase their understanding and knowledge of how young disabled adults can access training and employment.

Recommendation 18

It is recommended that the Social Services Staff Development Unit considers establishing study days to develop awareness and knowledge in the area of training and employment.

Financial Implications

To be undertaken within existing budgets.

7.19 More efficient processing of adaptations to assist in independent living

As with other disabled groups in Nottinghamshire there are sometimes problems for young disabled adults in having adaptations to properties carried out in a timely fashion.

Recommendation 19

It is recommended that Social Services review its adaptations policy and procedures guidance in the way it relates to the needs of young disabled adults.

Financial Implications

To be undertaken within existing budgets.

7.20 Seek to achieve a County-Wide Strategy with the seven District Councils on the operation of Disabled Facilities Grants (DFGs)

Recommendation 20

It is recommended that the Disabled Facilities Grant Working Group works to develop a county wide strategy on DFGs.

Financial Implications

To be undertaken within existing budgets.

7.21 Joint agency provision of budgets to fund communication equipment

For disabled people who have particular communication difficulties, communication equipment is essential to their process of learning and developing social relationships. Aids range from communication books and symbol boards to high tech devices, some of which can be linked to computers and environmental controls. Funding a dedicated service for communication aids is not clearly the responsibility of any one agency.

Recommendation 21

It is recommended that discussions are initiated with Health, Education, Social Services, and the Learning and Skills Council for the joint provision of budgets to fund communication equipment provision from the two Integrated Community Equipment Services (ICES).

Financial Implications

The setting up of an equipment loan bank within the ICES' would cost £50,000.

An associated Speech and Language Therapy post (£34,417), 2 Technical Instructors (£18,647 each post) and a Hospital-based equipment service (£25,000) would lie with Health to fund.

7.22 Advocacy service for people with physical disability and sensory Impairment

There is no independent advocacy service for people with physical disabilities and/or sensory impairments in the north of Nottinghamshire and a very small service in the south. This contrasts with the comprehensive coverage of advocacy services for people with learning disability and mental ill health across the County.

Recommendation 22

It is recommended that discussions are initiated with Health for the funding of provision of advocacy services for adults with physical disability and sensory impairment and confirm the position of advocacy for children (under 18) with a disability.

Financial Implications

To achieve County coverage by Disabled People's Advocacy the cost would be £141,000. For children with disability the cost would be £41,000.

7.23 Improved welfare rights advice to people with physical disability and sensory impairment

Nottinghamshire Welfare Rights Service has no funding for a specialist worker for people with physical disabilities and very limited provision for people with sensory impairment. There are 3 fte Welfare Rights Officers for people with learning disability, 1 for people with mental ill health and 0.5 for people with sensory impairment. Research in the best value service review has identified that there is a perverse incentive for parents/carers to discourage the young disabled people from living independently as the household income is considerably reduced when the young person leaves home.

Recommendation 23

It is recommended that the Culture and Community Department consider establishing a Welfare Rights Officer post to offer specialist advice to adults with physical disability and/or sensory impairment.

Financial Implications

The financial commitment to this post would be in the region of £40,000 to cover salary, on costs, supervision, accommodation and administrative costs.

7.24 A temporary Implementation Officer to carry through the Improvement Plan

The best value service review improvement plan is markedly cross cutting both across departments of the County Council, but also significantly bringing in partnership agencies. Its implementation will require significant steer, persistence and coordination. This will be more effectively undertaken by a dedicated temporary post rather than an inter-

departmental project team (working on the project on top of their day jobs). The evidence from the previous best value review – the promotion of independence of older people – which does have a 2 year implementation post attached to it, bears this out.

Recommendation 24

It is recommended that a Project Manager post is created for a 2 year period responsible for implementing the Best Value Service Review Improvement Plan.

Financial Implications

The financial commitment to this post would be in the region of £50,000 per annum to cover salary, on costs, supervision, accommodation and administrative costs.

7.25 Lead Councillor as champion for Disabled People

This suggestion arose from discussions at Ad Hoc Select Committee about how to most effectively implement the findings of the best value service review and make a real difference in the lives of young disabled people. This would be particularly important in the event of there not being a project implementation manager in post.

Recommendation 25

It is recommended that, following the County Council local elections in May 2005, a lead Councillor is appointed as a champion for disabled people in Nottinghamshire with a particular brief for overseeing the implementation of the best value service review Improvement Plan.

Financial Implications

To be undertaken within existing budgets.

8. Recommendations

- 8.1 It is recommended that the Promotion of Independence Ad Hoc Select Committee approve the following recommendations and support the Improvement Plan attached:

Recommendation 1

It is recommended that an inter-agency Transitions Strategy that feeds into the Pathfinder Children's Trust is developed through which

transitions policy and practice is radically improved across Social Services (child and adult care), Education Department, Culture and Community Department, Health Trusts (Specialist Trust and PCTs) and the Voluntary/Independent Sector.

Recommendation 2

It is recommended that an internal Nottinghamshire County Council Overview Group on employment schemes and meaningful occupation is established.

Recommendation 3

It is recommended that more effective monitoring of disability amongst the Council's workforce is established with a view to raising the target of disabled employees to make it more reflective of the proportion of disabled working age people in the population.

Recommendation 4

It is recommended that a short breaks / social opportunity overview group is established for a defined period that should include key Social Services children and adult staff that are representative of all disability groups.

Recommendation 5

It is recommended that the best value service review endorses and supports the development of the Nottinghamshire Integrated Transport project to more effectively and efficiently utilise the total transport resources of the County Council. This will ensure that a best value outcome is achieved with a very practical measure for many Nottinghamshire residents, particularly for people with disabilities.

Recommendation 6

It is recommended that the current situation and requirements for lifetime homes design in Nottinghamshire is considered through a workshop of specialist disability fieldwork staff. This should then assist the work of the County's Access Officer in influencing the District-based Countywide Access Officers group in shaping future policy on lifetime homes design.

Recommendation 7

It is recommended that Social Services undertakes a review, together with Nottinghamshire Healthcare Trust, of how these services can better

respond to the needs of vulnerable adults who meet Fair Access to Care Services eligibility criteria but who do not readily fall within the current health and social care service structure.

Recommendation 8

It is recommended that liaison is developed between Social Services Department Managers and Housing Department Managers at a District level.

Recommendation 9

It is recommended that Supporting People Partnership aims to achieve, through its 5 year Strategy, an appropriate level of floating support schemes for adults with physical disability and/or sensory impairment.

Recommendation 10

It is recommended that the current Nottinghamshire Welfare to Work Joint Investment Plan work-stream on inter-agency cooperation between the Welfare Rights Service, Job Centre Plus, Inland Revenue, and the Voluntary Sector is supported.

Recommendation 11

It is recommended that agreement is sought between the Learning and Skills Council (LSC), Job Centre Plus, Connexions, Nottinghamshire Further Education Colleges and the relevant Departments of Nottinghamshire County Council (SSD, Education and Culture and Community) to establish a disability and further education planning forum.

Recommendation 12

It is recommended that work underway to apply for funding from the European Social Fund and Connexions to establish a pilot scheme based in Mansfield/Ashfield is supported.

Recommendation 13

It is recommended that the proposed mentoring scheme for disabled young people is set up so that the older mentors have the capacity and skills to work with the parents of those being mentored, as and when appropriate, as part of their work with the individual young person.

It is recommended that a half-day workshop is set-up for key operational staff across child/adult care to develop other ways of assisting

parents/carers in promoting independence.

Recommendation 14

It is recommended that a paper detailing the Health recommendations of the best value service review are progress through the Nottinghamshire Health and Social Care Partnership Board, with a view to obtaining support from Primary Care Trust and Hospital Chief Executives. The recommendations are the following:

1. Endorse equality training as a core requirement for Health staff
2. Improved Health transitions planning incorporating Transitions Clinics where appropriate
3. Develop a shared care ethos between paediatrics and adult health care
4. Access to health advice and information provided by a means appropriate to young disabled adults needs
5. Establish a local target in Primary Care Trust Local Development Plans (LDPs)
6. Obtain clarity about funding for communication aids across the transitional stage.

Recommendation 15

It is recommended that:

1. CAMHS undertakes a pathway analysis to enhance understanding of how young people come into CAMHS and conversely those who don't
2. CAMHS to participate in the planning of the inter-agency strategy on transition
3. Greater Nottingham CAMHS to consider a postholder to be located in Connexions, emulating the North Nottinghamshire CAMHS post.

Recommendation 16

It is recommended that a coordinated initiative to enhance personal safety is established which brings together the Nottinghamshire Fire and Rescue Service, the Police (Community Safety Unit) and Social Services (all adult disability).

Recommendation 17

It is recommended that consideration be given to disability equality training being a core training requirement within the Corporate Equality and Diversity Learning and Development Plan for all staff of the County Council.

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Recommendation 24

It is recommended that a Project Manager post is created for a 2 year period responsible for implementing the best value service review Improvement plan.

Recommendation 25

It is recommended that, following the County Council local elections in May 2005, a lead Councillor is appointed as a champion for disabled people in Nottinghamshire with a particular brief for overseeing the implementation of the best value service review Improvement Plan.

Background Papers Available for Inspection

1. Work Stream Proposals:

- Flexible Transport
- Housing and Accommodation
- Community Safety
- Communication Equipment
- Employment and Disabled People
- Peer Mentoring
- Advocacy
- Information on Work-related Benefits
- Benefits Advice
- Risk Taking for Parents and Children
- Health
- Independent Living
- Transitions Strategy

COUNCILLOR S BENNETT
COUNCILLOR M BRANDON-BRAVO
COUNCILLOR A DAVISON
COUNCILLOR E LODZIAK
COUNCILLOR B SMITH
COUNCILLOR Y WOODHEAD

comm/select/studygroup/RPIDYA (VS)