

**Best Value Review  
Promotion of Independence  
Young Disabled Adults**

**“Social Inclusion”**

**Section 1 - Introduction**

This report covers a number of areas which are relevant in ensuring that young people with disabilities have similar opportunities and access to local services as other young people. These areas are:

1. Access to information and services
2. Access to leisure activity
3. Advocacy and empowerment
4. Equality standards
5. Communication Aids

These areas form Section 2 of the report and are structured using the standard questions. Section 3 lists references and sources of information.

**Section 2 – Baseline Reports**

**1. Access to information and services**

What is the current provision/situation?

A confusing array of information is available via websites, publications, help-lines, and contact centres run by local and national statutory and voluntary organisations. Young people may have search across general and specialist information and between information aimed at children, adults and carers/parents/advisors in order to find out what they want to know. Once they find the information they may then have to negotiate complex referral, eligibility and funding mechanisms.

**Public access to services:**

Following a BVR in 2001 Nottinghamshire County Council developed a plan to improve access to public services. Actions relevant to this report are to:

- Produce a corporate customer contact strategy.
- Extend “one stop shops” and “first stops” to DDA standards
- Improve web usability
- Work with partners, for example, district councils and the local NHS, to identify and deliver seamless printed and electronic access to information

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and services. Also to investigate and implement alternative delivery options, for example, video conferencing, mobile and outreach work.

- Audit access channels for compliance with national equality standards and develop improvement programmes as necessary.
- Establish standards for all public information provided in printed and electronic formats.
- Rationalise and regularly review range of published materials to reduce public confusion.
- Develop and publicise electronic service delivery applications.

An inspection of progress by the Audit Commission is due in April/May. This will assess improvements made and recommend further action where necessary. Information is currently being put together to inform the review.

### **Internet:**

All of Nottinghamshire's 60 libraries offer free access to the internet and to computers. NCC's Libraries, Archives and Information Service have a set of inclusion policies which give a specific commitment to provide information in accessible formats (see section: "Access to Leisure"). This means that:

- Special equipment can be provided, either for an individual or for a group, if needed to access the computer.
- For young people aged 14 – 18 years the libraries provide information on a wide range of relevant topics including health, benefits, employment and learning.

### **Fusion-4 website ( [www.fusion-4.org.uk](http://www.fusion-4.org.uk) ):**

This gives local information and advice. The "Finding Your Way" directory some relevant sections including, "Transition Services for Young Adults" and "Information Services".

### **Connexions website ([www.cnxnotts.co.uk](http://www.cnxnotts.co.uk)):**

This reviews links related to disability and special needs, including the helpful "After 16". In addition young people in education can get information about education, training and employment from Connexions personal advisors.

### **What are the known problems nationally?**

The JFR Foundations report by Jenny Morris, "Young Disabled People Moving into Adulthood" draws on a range of research projects. It says:

*"Young people, their families and those working with them frequently lack easily accessible, comprehensive, up-to-date information about options, choices and possibilities."*

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*“Standard written information is not accessible to many disabled young people in terms of format...and availability....Informal networks of other parents and disabled people are usually the most useful sources of information.”*

*“The varied sources of assessment, funding and provision of equipment makes it difficult for young people to get equipment and support as and when they need it.”*

### What are the known problems in Nottinghamshire?

- Lack of timely, accessible information has come up frequently in local consultation.
- Lack of research into how effective current communication by NCC is with young disabled people.
- The complexity of service provision and the need to co-ordinate services and information.

### What ideas, solutions, options have been suggested locally?

- Fusion-4 and the Children’s Trust are addressing the problems outlined above.
- Range of initiatives in joint commissioning for services to adults.
- Needs to be a specific focus on young adults and transition which builds on the developments in children’s services.

## **2. Access to leisure activity**

### What is the current provision/situation?

National research suggests that many young disabled people experience isolation, loneliness and exclusion. Their idea of inclusive leisure would focus on friendship and fun, and whilst wanting to participate in mainstream leisure activities, they welcome the opportunity to meet with each other in order to share mutual experience. Local Children’s Fund experience with a younger age group supports this finding. Beyond this, interests and concerns of young disabled people are no different from those of non-disabled teenagers. They want to be able to access same opportunities as all young people.

National researchers argue that it is important to measure things important to young people themselves – such as:

- provision of information about their condition
- peer support
- being able to go out with their friends

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- access to communication equipment for those who need it.

A recent Audit Commission review of services for disabled children and their families identifies levers for change at a national level. Those applicable to this baseline are:

- Direct Payments Development Fund
- DDA includes the duty to adopt a strategic approach, in partnership with local users, to more accessible play and leisure services
- DCMS has launched “A Framework for Action on Disability”
- DfES Pathfinder Scheme supports initiatives to improve transport services for young disabled people.

In Nottinghamshire, implementation of DDA is improving access to leisure facilities. Local authority leisure centres vary in their ease of access and welcoming attitudes. Problems, however, of geographical access and sometimes lack of capital to upgrade and update facilities can exacerbate difficulties for young disabled people, particularly those without independent means of transport. (Details for each district could be obtained from the borough and district councils.)

We need to research commercial facilities – pubs, bars, clubs and music venues, cafes, cinemas, shops, health clubs.

Theatres have schemes:

- sign interpreted and audio described performances
- headsets for people with partial hearing loss
- spaces for wheelchair users
- concessions.

The County Council’s “Stages” brochure (live performance across Nottinghamshire) gives accessibility details in terms of wheelchair access, level access to refreshment area, hearing loop, parking and accessible toilets for 12 venues across the county. Ten of the 12 are accessible on all 5 criteria, including Bonnington theatre, Arnold; Dukeries Theatre, Ollerton; Thoresby Riding Hall near Ollerton; Mansfield Palace Theatre; Lakeside Arts Centre, University of Nottingham; Nottingham Playhouse and theatres in schools in Eastwood, Retford, Newark and Southwell.

NCC’s Libraries, Archives and Information Service is launching a comprehensive set of revised inclusion policies, “Libraries for All: Nottinghamshire Libraries Commitment to Social Inclusion”. Equality of opportunity is at the core of the service’s Social Inclusion strategy, which aims to widen access for individuals and groups who might need additional help in engaging with library services and facilities. Policies cover specific groups with a range of problems and disabilities

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and include young adults. They have been reviewed in consultation with service users. They have also been checked and audited against the DDA and Race Relations (Amendment) Act 2001. A proactive marketing strategy is under way to target promotion to vulnerable groups and individuals in order to widen access and increase participation.

NCC mainstream leisure and culture - arts/sports/country parks- and youth services all have inclusion initiatives as described in the "Culture and Community equality action plan". They work with partner agencies to achieve equality targets. For example,

- Bestwood Country Park links with day centres, local mental health groups and ethnic minority groups to encourage access and develop targeted activities for disabled people.
- The youth service links with day centres for access to adventurous activities.
- Next Stage supports participatory arts workshops that can be accessed by disabled people
- The INVOLVE programme is for people with learning disabilities.

There is also a good range of specialist support, including:

- The youth disability support team (provides opportunities for young disabled and non-disabled people aged between 10 and 25 to come together in clubs, projects and residential experiences, supports "young pioneers youth forum"),
- Specialist access equipment for young disabled people to participate fully in adventurous activities,
- Special coaches to provide transport for community groups for outings and holidays,
- The sports disability unit (promotes disabled people's participation in sport through partnership, training and projects; runs the annual School of Sports, a week of coaching and competition for disabled people of any age with an interest in sport, and the School of Sport coaches conference).
- The County Council grant aids voluntary arts and sports inclusion projects through the community initiative fund, e.g. the Access tennis programme at West Bridgford tennis club.

Self-help and voluntary sector groups run a variety of clubs and social activities, e.g. Mencap clubs (need to do further research for details of the range). The Play Centre for children with disabilities provides for teenagers (get further information).

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### What are the known problems nationally?

A JFR report - "Disabled teenagers' experience of access to inclusive leisure" - found that lack of appropriate support (such as transport, personal assistance and support to communicate) was a major barrier to the participation of young disabled people in ordinary leisure activities – particularly those with complex impairments and high support needs.

The young people experienced DDA as rhetoric, rather than reality. Their interests were similar to those of their non-disabled peers – music, bowling, clubbing, hanging out, cinema, pub, restaurants, cafes, holidays etc. but they faced physical, cultural, economic or psychological barriers to participation such as lack of physical access, lack of personal support, difficulties with transport and a lack of respect and common courtesy. The report argues,

*"In order for these young people to be fully included, to have their presence valued, the concept of interdependence needs to be recognised, valued and allowed to replace the present concept of independence."*

Other research reveals barriers of prejudicial attitudes. Jenny Morris concluded, *"Many young disabled people have no experience of an independent social life and few opportunities to make friends."* (Rowntree: "Transition to adulthood for ydp with complex health and support needs" and "Foundations"). The Audit Commission review found a national shortage of both inclusive and specialist play, youth and leisure provision, citing problems such as young people unable to use standard bathroom equipment, need for mobility equipment, unable to make use of mainstream leisure facilities.

### What are the known problems in Nottinghamshire?

Local problems reflect those found nationally, specifically:

- Lack of money to employ sessional workers (youth and play service)
- Difficulties in organising personal assistants/carers to support the young person where needed in accessing disability sports and other activities
- Family influences and insufficient understanding of the process of gaining independence through family structure with the need to work side by side with families and carers.
- Families being protective, e.g. won't let the young person go out independently
- Patchy and unequal inclusive provision across the county.
- Need to promote more inclusion in non-specialist youth clubs
- Transport and accessibility issues (ability to travel independently and use public transport, transport later at night, school transport)
- Physical accessibility to buildings
- Educating society and leisure providers – disability awareness

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- Lack of research on needs
- Provision of mobility aids and communications equipment (see section on communication, issues around mobility aids needs more research)
- Libraries – insufficient stock/formats relevant to specific needs, difficult access, lack of facilities (drinks, toilets etc), insufficient parking, appearance of buildings, staff style, marketing
- Losing social networks during child/adult transitions
- Mental health/behavioural issues for people with challenging behaviour (problems in accessing CAMHS, lack of help for young people with high needs/inappropriate sexual behaviour, at risk of abuse)
- Problems with social awareness skills
- Lack of appropriate adapted physical facilities for young people with severe disabilities
- Extra disadvantage for children looked after – tend to move, miss out on leisure opportunities out of school

### What ideas, solutions, options have been suggested locally?

These include:

- Partnerships to promote inclusion, including joint training/awareness (play, youth service, sports, education, Fusion-4)
- Sports “inside out” project (with schools)
- NCC Arts audience development programme to support disability
- Circles of support, “Go” team, Positive Image media campaign, as part of the Positive Futures healthy living centre for people with learning disabilities
- Inclusion work with schools (e.g. Indigo Brave project funded by the Children’s Fund, DART involvement in local schools, PHSE developments)
- Pilot road safety training for people with disabilities or learning difficulties (Environment’s road safety and travel awareness team)
- Libraries, Archives and Information Service social inclusion strategy, policies and action plan (see earlier section)
- Mencap “Goal” leisure project for young adults 16 - 25
- NoRSACA roots for growth and development – integrated programme of qualifications for people with autism/severe learning difficulties, accredited by Open College Network – includes enhancing skills in communication, appropriate self-expression, coping strategies, independence skills, social skills, functional literacy/numeracy
- Youth service similar concept as part of development of the E2E programme
- Interactive systems research group of the school of computing and mathematics, NTU – range of projects to support accessibility and learning using new media, includes virtual learning environments and educational

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- games. (Produced a Guide to West Bridgford School to ease transition of students with autism, moderate disability)
- Under Quality Protects: Appointment of coordinator for youth services for young people in public care. Promotes joined up approach. Coordinates development of leisure, sports and arts opportunities for young people looked after, care leavers and those who are adopted, including young people with disabilities. Youth workers work in residential units and ensure that knowledge is transferred with the young person; youth worker gives one to one support, self-esteem and confidence building. Social Services reviewing officers include leisure in reviews.
- County-wide multi-agency project to develop Saturday activities for disabled children and young people aged from 2 years up to 16+, funded by a Quality Protects grant. The project worker is based at and managed by the Play Centre For young people, aged 16+, the Play Centre will provide support from their advocacy workers to enable these young people to build up confidence to access specialist and mainstream activities at local level.

### 3. **Advocacy and Empowerment**

#### What is the current provision/situation?

- There are currently four advocacy projects in Nottinghamshire that offer an independent advocacy service to disabled adults and two that provide a service specifically for older people. See attached table for details.
- There is one advocacy project in Nottinghamshire, which is for children in or leaving Local Authority care. This covers looked after children with disabilities. See attached table for details of funding.
- In November 2002 the Government issued advocacy standards under Section 7(1) of the Local Authority Social Services Act 1970. The standards cover “looked after” children and those in need, including care leavers and children with disabilities. Councils are required to adhere to the standards when commissioning advocacy services for children and young people. The implied support for independent advocacy services for children and young people was not accompanied by funding.
- The Department for Education and Skills recently published a consultation paper, “Get it Sorted”, which looks at providing effective advocacy services for children and young people making a complaint under the Children Act 1989. The consultation period ended on 31.12.03 and the DfES is proposing to introduce guidance and regulations from April 2004. This will apply to all children in need, including “looked after” children and children leaving care.

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### What are the known problems nationally?

- Young people with disabilities face a range of difficulties during the transition from school to adult life; many experience poor or no appropriate support at a crucial time when important decisions are being made. CAIT, the Citizen Advocacy and Information Team, obtained funding from The Diana Princess of Wales Memorial Fund to set up a project to strengthen the case for an independent voice for young people in transition. It is called "Sounds Good!" and started in March 2002 for three years.
- Issues of child protection are not always identified for children and young people with disabilities.
- Funding for advocacy services is limited and the provision nationally is inadequate. Research done recently for the Independent Advocacy Campaign found that people with physical, sensory, communication and profound and multiple impairments are less likely to be able to access advocacy than other disabled people. The "Sounds Good" project is developing a "Directory of Advocacy Schemes working with Young People in the UK". 31 schemes are currently listed. The majority of the schemes offer a service to young people aged 25 years and under, others are schemes for adults but with a dedicated worker for children and young people.

### What are the known problems in Nottinghamshire?

- There is currently no independent advocacy service available to young people from 14 to 18 years with disabilities in the County unless they are looked after. There are also gaps in the provision for all adults including those aged 18 -25 years.
- The money invested in advocacy for adults with disabilities comes from sources earmarked for services to adults; the age of the people served can not therefore be lowered.
- All current advocacy projects are under-funded and have waiting lists for their services.

### What ideas, solutions, options have been suggested locally?

- Hilary Owen, Commissioning Officer (Children), is exploring possible models of advocacy services which would take account of the needs of disabled 14 to 19 year olds. It is not always possible to use a model for services to adults when providing services to children and young people.

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- The NCH contract is due to be put out to competitive tender in the near future. Staff are exploring the possibility of getting funding to extend the contract to cover all children, including children in transition to adult services.
- An advocacy commissioning group has been set up within the Social Services Department, chaired by Al Kestenbaum, Head of Partnerships. The purpose of this group is to make sure that the commissioning of advocacy is done in a co-ordinated way when money becomes available to develop new services. Hilary Owen is part of this group.

### 4. **Equality Standards**

#### What is the current provision/situation?

The social model of disability identifies two key definitions in relation to people with disabilities, these are “impairment” and “disability”; impairment relates to a person’s injury, illness or congenital condition, disability relates to the, “loss or limitation of opportunities to take part in society on an equal level with others because of social or environmental barriers”. The Race Relations (Amendment) Act 2000 and the Equality Standard for Local Government requires Local Authorities to evaluate the effect their services, policies, statutory functions and employment practises have on different groups of people. In order to undertake this evaluation an “impact assessment” has been developed in Nottinghamshire.

#### What ideas, solutions, options have been suggested locally?

The purpose of the “impact assessment tool” is to assist staff in reviewing the procedures and services of the County Council. The purpose of this is to highlight the barriers which exclude certain groups of people and to bring about change where possible. Where change is not possible, credible reasons for discrimination have to be given. The tool provides a logical process for thinking about the effects of practice. It is being tested in each Department of the County Council.

### 5. **Communication Aids**

#### What is the current provision/situation?

*“Communication is vital to us all. It is fundamental to learning and developing social relationships. It is the vehicle for giving information and explaining what we want. Disabled people continue to campaign to get their voices heard and have their views properly represented. People with a communication impairment face even greater challenge to make*

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*themselves understood.*” Speak for Yourself by James Ford for SCOPE, published 2000.

Communication is a two way process and, in the broadest sense, is about having a voice and making choices in life. This section of the paper focuses on practical ways of assisting some disabled young people to communicate more effectively. However, the attitudes and assumptions about disabled young people are a key factor in this area. If, for example, carers and the commissioners and providers of services do not have a positive attitude to the right of disabled young people to communicate and make choices for themselves then young disabled people with communication difficulties will continue to face barriers in getting the practical help they need.

In August 2003 the DfES launched a consultation document called “Working together: Giving children and young people a say”. The purpose of the consultation was to produce guidance to ensure that children and young people are encouraged to participate as citizens from an early age by LEAs and schools as a way of preparing them for adulthood and for work, *“It is intended to ...encourage these bodies to consider the views of children and young people and involve them in making decisions”*. Explicit reference is made to enabling children and young people with disabilities to participate on an equal footing. In addition the White Paper for people with learning disabilities, Valuing People, published in 2001 stated that organisations need to develop communication policies and use individual communication techniques in order to involve service users effectively.

Listening to what children and young people say and helping them to make decisions will set an expectation of similar participation in adulthood. Some disabled children and adults with communication difficulties may need help to make this participation a reality. Some will need a communication aid. There are particular difficulties in the County with the provision of communication aids, particularly for post 19 year olds.

- Communication aids range from communication books and symbol boards to high tech devices, some of which can be linked to computers and environmental controls. The cost can range from a few pounds to around £9,000, with the average cost around £4,000. Additional costs include the purchase of warranties, which can cost up to £400 a year, plus other maintenance and repair costs. Devices require upgrading as need and technology changes. Old devices may have no resale value.
- People need to have an assessment by a Speech and Language therapist to make sure they get the right device. The user, family

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members and staff also need ongoing support and training in order to make best use of the device.

- Funding the purchase of communication aids is not clearly the responsibility of any one agency and many service users experience delays in getting the equipment they need; some people have to raise the funds to buy their own. The guidance from the Department of Health on Integrating Community Equipment Services (ICES) says, *“The Government’s intention is that some of the additional funding for equipment services should be directed to improving provision of communication aids.”*
- Under Fair Access to Care Services (FACS) guidance social services departments are expected to assess the risk to a person’s independence of particular problems or needs. The risk is divided into four levels – Critical, Substantial, Moderate and Low. One of the identified areas for assessment in the Critical level is, *“There is, or will be little or no choice and control over vital aspects of the immediate environment”*. The ability to communicate is vital to the ability to exercise choice and control.

### **Local provision – children:**

- A Children’s Panel meets regularly to allocate its pooled budget of around £40,000. The budget comes from Nottingham City and Nottinghamshire County LEAs and the three NHS Trusts (South, Central and Bassetlaw). The funding originally included a contribution of between £5,000 and £10,000 from the County Social Services Department, but this was withdrawn about two years ago. The funding was initially to buy aids but is now also used to fund training and support for users, families and staff. This has been made possible through the Communication Aids Project (CAP) set up by the Government to supplement local funding. Communication aids bought with CAP funding belong to the child/young person. A further £10 million over the next two years will extend the CAP scheme until March 2006.
- In addition in all areas of the County there is access to generalist speech and language therapy, specialist speech and language therapy and specialist teaching assistants in schools.
- In Nottingham Health community only there is pre-school speech and language therapy provision and access to a technical instructor.

**Local Provision – Adults:**

- In Nottingham Health community a Speech and Language Therapist is employed part time by the NHS to offer assessments and support to young people over 19 years needing communication aids. She has a budget of £15,000 to cover all aspects of her work, this includes buying equipment and warranties for individuals and buying equipment to loan to people needing to try out a particular aid. The therapist is supported one day a week by a technical instructor. Matched funding of £15,000 was expected from SSD but this has not been made available. The therapist currently has a caseload of 16 people, 3 of whom are from the County and 13 from the City SSD. 10 people have a physical disability and 6 have a learning disability. The therapist has been able to access some additional funding from the Learning Skills Council in order to buy aids.
- Young people with communication difficulties arising from, for example, head injuries, are also seen by Speech and Language therapists in hospital.
- In the north of the County local sector colleges have good transition links with Fountaindale School and Portland College.
- There is a Speech and Language therapy service in the north for people with learning disabilities, but this does not include a dedicated service for communication aids. The service does not have appropriate expertise or time to support the supplementary and alternative communication needs of individuals. A budget of £2,400 is available to adults with learning disabilities from the local NHS for the purchase of communication aids. This is not enough for investment in high tech aids.
- An additional budget of around £17,000 is held by the Speech and Language Therapy service at Kingsmill Hospital. This is mainly used for elderly people with acquired neurological illnesses, for example, Motor Neurone Disease. There is no other funding to purchase communication aids for adults in the north of the County.
- There are no technical instructors in the north and therapists have to contact the manufacturers to get help to sort out problems with aids.

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### What are the known problems nationally?

- Funding arrangements for the purchase of communication aids are different all over the country. If funding is down to local discretion the purchase of aids will still be subject to debates about who is responsible for buying them and to staff in some areas seeing them as a “luxury” and not a necessity. Nationally people experience a “post code lottery” in the service they get. Nottinghamshire’s Children’s Panel is seen as a good model.
- The funding for ICES is not ring-fenced and this may result in great inequality in what people are able to get. Some authorities have allocated funding in their ICES budget for the purchase of communication aids, examples are West Sussex, Southampton and Liverpool.
- Ownership of expensive aids bought for people by agencies can be problematic. Some young people are asked to give their aids back when they leave school or full time education, others are not allowed to use their aids in school holidays or at weekends.
- There is a national shortage of Speech and Language Therapists and some of their expensive time is taken up in fund raising for aids.
- There are often unacceptable delays in people getting the aids they need.

### What are the known problems in Nottinghamshire?

Lack of a multi -disciplinary team of staff to offer support to young people in funding and using communication aids.

- Lack of involvement from Social Services in looking at the issue of communication aids and contributing either funds or time to resolving some of the problems faced by users.
- Lack of funding for equipment. The Speech and Language Therapist in the south of the County has to look for funding from all sources, which takes time.
- Lack of a specialist service dedicated to communication aids in the north of the County. The service needs to include both speech and language therapy and technical instructor time. Experience has shown that without support school leavers do not use their communication aids. Adults enter a wide range of environments,

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for example, further education, day services, work placements, respite and residential services; the person using the aid and the staff who work with them all need ongoing specialist support.

- Lack of a budget in the north of the County to allow for the purchase of aids and warranties.
- In December 2002 the Head Speech and Language Therapist in the north of the County identified 12 young people with communication aids who would need a support service in north Nottinghamshire on leaving school. 10 were in special schools and 2 attended Portland College. 2 were due to leave in 2003, 7 in 2004 and a further 3 are due to leave in 2005. There is currently no service to support these young people.
- Difficulty in obtaining prior warning or information on young adults with communication aids who are admitted to colleges following a break in study.
- Lack of transition planning for young people in mainstream schools who use communication aids.
- Lack of arrangements to support people with communication aids at college who are admitted from neighbouring authorities.

### What ideas, solutions, options have been suggested locally?

- A post is needed in the north of the County similar to that in the south along with a pooled budget to support the work.
- The therapist in the south of the County would like to establish a loan bank to allow people to try out equipment before purchase. A bid to ICES for 2003/2004 was not successful.
- The ICES project manager, ACE Centre-North and the local speech and language therapy service are collaborating on a pilot project. The aim of the project is to identify strategies to help the successful provision of communication aids for young people from community equipment funding. The project aims to build on good practice established by the DfES-funded CAP. 4 adults have been identified to take part in the project, 3 of whom are aged between 20 and 25 years. The final evaluation report will be produced in March 2004.
- A multi – agency panel could be set up to agree and allocate funds for people over 19 years, co-ordinate services, monitor good practice, look at levels of need and assess problems.

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- An integrated service, which included specialist hospital based and community based staff, would allow the County to co-ordinate funding, training, support and speed of response.
- A multi-disciplinary meeting was held in February 04 at Fountaindale School to look at local issues in the provision of communication aids to young adults. The meeting plans to explore and attempt to resolve some of the local problems, including organising a training event for college staff and discussing the potential for co-operative working with Social Services.

### **Section 3 – References and sources of information**

#### 1. Access to information and services

Fusion 4 and Connexions websites  
Nottingham Mencap website  
Social Services Communications Unit (verbal information)  
NCC libraries social inclusion policies and strategy 2004  
NCC Access to services improvement plan  
Audit Commission – a review of services for disabled children, 2004

#### 2. Access to leisure activity

Joseph Rowntree Foundations report – Young Disabled People, Jenny Morris  
JRF report – Hello! Are you listening? Disabled teenagers' experience of access to inclusive leisure, Pippa Murray  
Range of brochures and promotional material from NCC Culture and Community department  
Play Centre Annual Report  
NCC libraries social inclusion policies and strategy 2004  
Sports Disability Unit Newsletter No 46  
Notts Children's Fund – disability workstream project reports Report  
NoRSACA and MENCAP websites  
Report to Social Services Select Committee, 17 March 2004 -Services for disabled children  
Audit Commission report as 1) above

#### 3. Advocacy and empowerment

- Children's Advocacy, The Children's Society, 1998
- Durham Natural Ally Scheme Evaluation Report, The Children's Society, March 2003

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- National Standards for the Provision of Children's Advocacy Services, DoH, November 2002
- Advocating for Equality, Wendy Lewington and Caroline Clipson, Independent Advocacy Campaign.
- Directory of Advocacy Schemes Working with Young People in the UK, Sounds Good Project.

### 4. Equality standards

- The Social Model of Disability, Leeds Modernisation Team.
- Impact Assessment Guidelines, Nottinghamshire County Council, January 2004

### 5. Communication

- Find a Voice website
- A Practical Guide for Disabled People or Carers, DoH website
- A Case of Need, Cheryl Davies, Speech & Language Therapy in Practice, Winter 2003
- Speak for Yourself, James Ford, SCOPE, 2000.
- Communication Matters, December 2003
- Working together: Giving children and young people a say, DfES, Aug 2003
- Cheryl Davies and Della Money, Speech and Language Therapists
- Chris Harrison, Education, NCC

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