



# Overview and Scrutiny Committee

Tuesday, 25th October, 2016

## MINUTES

### Present:

Councillor Jane Potter (Chair), Councillor Gay Hopkins (Vice-Chair) and Councillors Tom Baker-Price, Natalie Brookes, Matthew Dormer, Andrew Fry, Paul Swansborough and Jennifer Wheeler

### Also Present:

Councillors Yvonne Smith and Pat Witherspoon.

Mr A Bywater (Economic Development Unit) and Mr D Campbell (Department of Work and Pensions)

### Officers:

Jayne Pickering

### Democratic Services Officers:

Jess Bayley and Amanda Scarce

### 30. APOLOGIES AND NAMED SUBSTITUTES

Apologies for absence were received from Councillors Joe Baker and Nina Wood-Ford with Councillor Natalie Brookes attending as a substitute for Councillor Wood-Ford.

### 31. DECLARATIONS OF INTEREST AND OF PARTY WHIP

There were no declarations of interest nor of any party whip.

### 32. MINUTES

#### RESOLVED that

**the minutes of the meeting held on 12<sup>th</sup> September be confirmed as a correct record and signed by the Chair.**

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Chair

### 33. EMPLOYMENT AND SKILLS, SPECIFICALLY FOR PEOPLE WITH DISABILITIES - PRESENTATIONS

The Chair reminded Members that this matter had arisen following the work planning exercise which had taken place earlier in the year. She welcomed Andy Bywater, Employment and Skills Officer for North Worcestershire Economic Development and Regeneration, together with Duncan Campbell, the Employer and Partnership Manager, Worcestershire Department of Works and Pensions (DWP), who each gave a presentation in respect of employment opportunities for people with disabilities (see Appendices 1 and 2 attached).

Following the presentations Mr Bywater and Mr Campbell responded to a number of questions and observations made by Members in respect of the following:

- How the cutbacks affected the DWP and the delivery of its services. The DWP's services had been streamlined with staff receiving training in order to be able to deal with a number of different areas, rather than specialising in one area. They also worked more closely with partner organisations.
- The shortage of people working within the construction industry. Information had been provided by the Greater Birmingham and Solihull LEP and was not specific to Redditch.
- The shortage of appropriate premises both for those businesses wishing to start up and expand and across all areas of business. This was not problem specific to Redditch as there was a similar situation in the Bromsgrove district.
- European funding; this was guaranteed for two years by the Treasury, though there was uncertainty about the position after that period.
- Whether it was more difficult for a smaller business to employ someone with a disability. Members were advised that this was the perception, but that there were a number of funding streams available to support any specialist equipment for example that may be needed. It was acknowledged that the availability of such funding needed to be promoted to businesses.
- Whether the unemployment figures included those with a disability. The figures related to those who were in receipt of Job Seekers Allowance (JSA) and did not differentiate between those with a disability.
- Communicating all the services available to those that were eligible. There needed to be improvements made within Worcestershire. It was important that the households that

could access all the services available were aware of them at the earliest stage.

- The introduction of Universal Credit. This new system gave people much more flexibility in being able to work without having a negative impact on benefits which they were in receipt of, as these could be adjusted dependent upon the number of hours being worked.
- Difficulties for some people with a disability being able to access suitable transport to get to work. Members were informed that with the new scheme there was an opportunity for both the employer and claimant to access funding which could be used for transport to and from work.
- The assessments which were carried out to see whether someone was able to work. The aim was to work with the claimant to ensure that the decision reached was right for all those concerned. This would include assessing what type of work and the number of hours would be most suitable. The DWP actively encouraged either support workers or family members to attend with claimants, as it was important that the right outcome was reached. A re-assessment would be carried out if it became apparent that the original decision was not working for either the employer or the claimant.

The Chair thanked Mr Bywater and Mr Campbell for their presentations and agreed that it was encouraging to see that there was a lot of support and opportunities available for those with a disability.

## **RESOLVED that**

**the presentations in respect of employment opportunities for people with disabilities be noted.**

### **34. JOINT SCRUTINY TASK GROUP PROPOSAL - STAFF SURVEY**

The Chair welcomed the representatives from the Bromsgrove District Council's Overview and Scrutiny Board and invited the Chairman, Councillor Luke Mallett, to introduce the item.

Councillor Mallett provided Members with a brief summary of the background to this topic proposal and explained that the Overview and Scrutiny Board had first considered the staff survey as far back as 2013. This had been the first time a survey had taken place across both Councils and the data analysis was not made available for nearly 12 months after the survey had taken place. The Board had a number of concerns around the results particularly in respect of bullying, mental health and basic HR functions such as team and

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one-to-one meetings, appraisals and around organisational change and the support given to staff. A working group had been set up to address the issues which had been raised and an update report was received by the Board at its meeting in February 2015. At that meeting it was also confirmed that a further survey would be sent out, with similar questions in order to maintain some consistency. Councillor Mallett went on to explain what had triggered the completion of a topic proposal was the results of that second survey, when Members had been disappointed to see that few people had completed the survey and many of the concerns raised in the first survey continued to be an issue. However, Councillor Mallett did pay tribute to the work which had been undertaken by officers, in conjunction with trades unions, in respect of the time for change initiative, around mental health in the work place.

A brief overview of the results from the second survey was provided in order to highlight the key areas which would be covered within the work of the Task Group. Councillor Mallett also explained that a strategy board had now been set up to address those issues. One of the key areas of investigation would be to ensure that those issues were addressed and to investigate the low response rates and implications of this. Councillor Steve Colella, the author of the topic proposal, added that he hoped to get behind the real issues, to find out the implications arising from the results and to ensure that the appropriate actions were taken to address them.

Councillor Potter thanked the Bromsgrove Members for bringing forward the topic proposal and concurred that it was important for staff to be both happy and supported in the workplace. Members went on to discuss a number of issues including:

- Whether the working group initially set up had made any significant changes.
- The need for a clear action plan to ensure that the issues which had arisen were addressed in an appropriate and timely manner.
- What value Redditch Borough Council's participation could add to the task group's investigation. It was highlighted that as the majority of staff were shared between both Councils any recommendations would impact on each Council.
- Whether there would be a cost to Redditch Borough Council if Members were to take part in the joint Task Group. Officers confirmed that there would not be a cost.
- Possible reasons as to why staff were not completing the survey and ways in which they could be encouraged to do so.
- The importance of regular appraisals and one-to-one meetings for both staff and managers.

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- The role of Councillors in supporting staff and ensuring that the working environment met the needs of all concerned.

## **RESOLVED that**

- 1) the proposed terms of reference from the Joint Staff Survey Scrutiny Task Group be agreed; and**
- 2) Councillors Jane Potter, Tom Baker-Price and Jenny Wheeler be appointed Members of the Joint Staff Survey Scrutiny Task Group.**

## **35. MEDIUM TERM FINANCIAL PLAN - BUDGET ASSUMPTIONS - PRE-SCRUTINY**

Officers gave a short presentation which highlighted the salient points within the Medium Term Financial Plan 2017/18 to 2020/21 Budget Assumptions report, which would be considered by the Executive Committee at its meeting due to be held on 1<sup>st</sup> November 2016. This included the following:

- Four Year budget projections.
- An increase in Council Tax of 1.9% (any increase in excess of 1.95% would need to be the subject of a local referendum).
- A utilities increase of 6%.
- Fees and charges increases of 3% with any variance being put forward with supporting evidence.

Officers also provided Members with detailed information in respect of the superannuation rates. The three year valuation had been received in mid-October, which reflected the current revaluation of the pension liabilities. Detail was provided in respect both of back funding and forward funding rates which would provide a total net saving over a three year period of £327,000, due to the reduction in the back funding contribution. Officers were negotiating with the Actuary and Worcestershire County Council in respect of how this would be paid to the County to fund the pension fund liabilities.

Following the presentation Members debated a number of areas in more detail:

- The implementation and monitoring of the savings that needed to be made following submission of the Efficiency Plan.
- The need for Heads of Service to provide realistic budget savings for the next four years.

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- Alternative models of providing services which would need to be considered in order to achieve the necessary savings to produce a balanced budget.
- The assumption of 0% inflation across the majority of the Council's non-pay expenditure budgets.
- The percentage increase in Council Tax that would be needed to cover the authority's budget deficit and the cost of a referendum. Members also questioned whether this had been considered. Officers estimated that this would be in the region of 18-20% and further details could be provided in terms of the costs of a referendum outside of the meeting.

## **RECOMMENDED that**

**the Executive Committee recommends to Council that the revenue assumptions detailed in 3.4 of the report be incorporated into the budget setting process.**

### **36. EXECUTIVE COMMITTEE MINUTES AND SCRUTINY OF THE EXECUTIVE COMMITTEE'S WORK PROGRAMME**

Officers reported that there were no issues in relation to Overview and Scrutiny other than the Executive Committee had acknowledged that the Overview and Scrutiny Committee had pre-scrutinised the Efficiency Plan. It was also highlighted within the Executive Committee's Work Programme that the Council Plan had now been put back to the January 2017 meeting.

## **RESOLVED that**

**the Executive Committee Minutes of the 13<sup>th</sup> September 2016 together with the latest edition of the Executive Committee's Work Programme be noted.**

### **37. OVERVIEW AND SCRUTINY WORK PROGRAMME**

Members considered the Committee's Work Programme and noted that the pre-scrutiny of the Council Plan would now be considered at its January meeting, together with the LGBT update, which had also originally been scheduled in for the December meeting.

### **38. WORKING GROUPS - UPDATE REPORTS**

Budget Scrutiny Working Group – Chair, Councillor Jane Potter

Councillor Potter informed Members that the Working Group had received a number of reports and a presentation from the Head of

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Community Services in respect of the Shopmobility scheme and had looked at options for funding it together with how to make the management of the Town Hall and other properties more cost effective.

The Working Group were also suggesting that the Overview and Scrutiny Committee receive a presentation from the Place Partnership at a future meeting in order for them to understand its role and the work which it carried out.

Councillor Potter explained that at its most recent meeting the Working Group had considered a report in respect of Section 106 monies which had been most useful and had led to further information being requested.

#### Performance Scrutiny Working Group – Chair, Councillor Tom Baker-Price

Councillor Baker-Price explained that the Working Group had held several meetings and formulated a number of recommendations which would come before the Committee in due course. Those meetings had included interviews with the Head of Community Services and had concentrated on the Lifeline Service, and an interview with the Democratic Services Manager. Future meetings would include an interview with the Chief Executive and an update in respect of Gas Safety.

#### **RECOMMENDED that**

- 1) the Head of Community Services considers and works through the various options for the future delivery of the Shopmobility service and reports back to Members in due course;**
- 2) the Council considers ways to manage the Town Hall and other property assets in a more cost effective manner; and**

#### **RESOLVED that**

- 1) representatives of the Place Partnership be invited to attend a future meeting of the Overview and Scrutiny Committee to discuss the repair and maintenance costs for the Council's property assets; and**
- 2) the report be noted.**

## 39. TASK GROUPS - PROGRESS REPORTS

### Mental Health Services for Young People Task Group – Chair, Cllr Nina Wood-Ford

In the absence of Councillor Wood-Ford, Officers provided a brief update of the work of the Task Group to date. This included the following:

- Councillor Thain had attended the Positive Activities meeting, a sub-group of the Redditch Local Strategic Partnership, to consult with Voluntary Sector groups.
- Councillors Thain and Wheeler had attended the CAMHS information session, where CAMHS had provided further information about their work, criteria and the support needs of young people who self-harmed or who had eating disorders.
- Members had interviewed a representative of the Community Safety Team about support in local schools and children and young people with low level mental health problems.
- An interview had also taken place with a representative of the Connecting Families team about the level of demand for mental health service support amongst young people in the Borough.
- Invitations to future meetings had also been sent to the Redditch and Bromsgrove Clinical commissioning Group (CCG), Redditch Mental Health Action Group and a representative from the Worcestershire Health and Care Trust.

Those Members of the Task Group present at the meeting concurred that it was a most interesting and informative Group and raised concerns that many of the services were also being affected by budget cuts at a time when there appeared to be an increase in demand, particularly at the early intervention stages, for the services.

## 40. HEALTH OVERVIEW AND SCRUTINY COMMITTEE

As Councillor Wood-Ford, the Council's representative on the Worcestershire Health Overview and Scrutiny Committee (HOSC) had sent her apologies it was agreed that the minutes of the last meeting of the HOSC would be circulated for Members information.



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## 41. WEST MIDLANDS COMBINED AUTHORITY OVERVIEW AND SCRUTINY COMMITTEE

Councillor Jenny Wheeler, the Council's representative on the West Midlands Combined Authority Overview and Scrutiny Committee, provided Members with a brief outline of the first meeting of this Committee, which she had attended in July 2016. This had included the following:

- Appointment of Chair and Vice Chair.
- Quorum of four members.
- Terms of reference.
- The scrutiny process at other Combined Authorities and the aspiration to carry out successful scrutiny.
- The next meeting would include a workshop to look at different models of scrutiny.

Members discussed a number of issues including the lead officer, the need for a dedicated Scrutiny Officer to ensure scrutiny is effective and whether the constitution of the Combined Authority required the Committee to be politically balanced.

Following discussions it was agreed that officers would provide Members with a list of the representatives from each authority taking part in the Committee.

The Meeting commenced at 7.05 pm  
and closed at 8.55 pm





# Presentation to the Redditch Overview and Scrutiny Committee 25<sup>th</sup> October

## SUPPORT FOR REDDITCH RESIDENTS WITH A DISABILITY

- St Bazils – Supported housing (St Georges area) for all young people. Also offers information and guidance.
- Shaw Trust - based in Edward Street is a charity partner with Job centre Plus. Initial contact is through the Job centre.
- Heart of Worcestershire College - run a supported internship that supports people into work and then into an apprenticeship.
- Fusion Partnership - that includes Redditch..... is now becoming operational across north Worcestershire and focuses on disability support.
- Bellis training offer help to those aged 16 to 24 with learning disabilities.
- Heartbeat UK and ROTEC offer a 16 week traineeship programme at entry level 1.
- Nova Training offer training for those aged 14 to 24 with learning disabilities.

Overall, apprenticeships are available to everyone and it is a job, the employer would make any adaptations necessary with support from a training provider who can access additional funding.

# EMPLOYMENT OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

## THE BIG STRATEGIC ISSUES FOR REDDITCH – EMPLOYMENT AND SKILLS

- Competitiveness of the local economy
- Shortage of higher level skills
- Replacement demand for skills
- Quality and appropriateness of training and apprenticeships
- Connecting the needs of schools and businesses
- Disseminating the message regarding the wide range of non academic training and employment opportunities available.
- Lack of suitable accommodation for new and expanding employers.
- Aligning college provision with local needs.

# NORTH WORCESTERSHIRE EMPLOYMENT AND SKILLS BOARD PRIORITY SECTORS

- Advanced manufacturing\*
- Digital / creative \*
- Life and health sciences
- Construction\*
- Leisure and tourism
- Logistics\*

\* denotes reported skill shortages / recruitment difficulties

## KEY ACTIONS FOR REDDITCH

- Raise aspirations and value adding achievements of Redditch residents.
- Raise the gross value added per head of the local workforce, thereby increasing wages and the competitiveness of the local economy.
- Publicise funding opportunities for businesses by encouraging European social fund calls and identifying match funding.
- Ensure funding and support from partners in regeneration flows to Redditch and is focused appropriately.
- Funding for up-skilling existing employees.
- Overcome accommodation constraints for new and existing investors.
- Clarify and implement referral mechanism with Worcestershire growth hub, regarding businesses reporting employment and skills issues.
- Improve access to careers information and guidance for all residents.

Course Title & Provider	Programme Content	Level	Attendance days	Contact	Additional Notes
<p><b>2 Counties Consortium</b>            Traineeships &amp; Study Programme  <b>Archway Academy</b>            Worcester City  <b>DCVS</b>  <b>FLT Forklift Training</b>            Redditch  <b>Mencap</b>  <b>Employ Me</b>            Wyre Forest &amp; Worcester</p>	<p>Programmes of Study &amp; Traineeships for 16-18 years to gain qualifications, training &amp; work experience in a wide range of vocational areas            Construction Crafts (Bricklaying, Painting &amp; Decorating, Carpentry)            Hair &amp; Beauty            Hospitality &amp; Catering            English, Maths &amp; Work Experience            Learning &amp; work placement programme            Employability Skills            English, Maths &amp; Work Experience            Counterbalance Fork Lift            Reach Fork Lift            Warehouse Skills            English, Maths &amp; Work Experience            Young people with learning disabilities            Job Coaching            English, Maths &amp; Work Experience</p>	<p>Entry</p>	<p>6 months</p>	<p>01905 730000            01905 779115            0121 748 4582            01905 740501</p>	<p>12 month qualification programme or 6 month Traineeship            Free travel for all learners and opportunity to apply for Training Support Allowance            Job coaching support in the workplace</p>



<p><b>Bellis Training</b> Traineeships, Study Programme, Apprenticeships <b>Centres in:</b> Redditch &amp; Solihull</p>	<p>16-18 years or 19-24 years (with learning disabilities) <b>Employability Skills Programme (16-18 years) Study Programme.</b> Customer Service, Hospitality &amp; Catering, Retail, Warehousing &amp; Storage, Business &amp; Administration. Employability &amp; personal development certificate. English, Maths &amp; ICT and Work Placements. <b>Traineeships:</b> work placements + vocational qualifications in CS,H&amp;C,R,B&amp;A,W&amp;S</p>	<p>Entry Level To Level 2</p>	<p>12 months Mon, Tue, Weds &amp; Fri</p>	<p>01527 592666 (Redditch) <a href="mailto:office@bellistraining.co.uk">office@bellistraining.co.uk</a> Lisa Francis 0121 236 6841 (Solihull) <a href="mailto:office@bellistraining.co.uk">office@bellistraining.co.uk</a> Elaine Cooper</p>	<p>Confidence building through work experience with local employers and support with employability skills to progress onto a full time Apprenticeship. Learners will gain functional skills qualifications in literacy, numeracy and ICT. Job coaching. We support applications for Bursary. Sympathetic &amp; supportive for learners with additional support needs.</p>
<p><b>Evesham College</b> Full programme of study <b>Developing Skills for Independence</b></p>	<p><b>Vocational Studies-</b> preparing and cooking food, exploring local visitor attractions, contributing to your community  <b>Award in employability</b> Team working, Preparing for work placement Producing a product <b>English and maths &amp; Work experience</b></p>	<p>Level 1</p>	<p>Mon, Tues, Wed-college WEX- Thurs/Fri</p>	<p>Angie Herbert 01386 712656</p>	<p>A mix of practical work, underpinning knowledge, Experience of the real work environment that is fun and engaging that will assist in the development of personal and social skills</p>
<p><b>Evesham College</b> <b>Gateway to employment</b></p>	<p><b>Employability focused qualification</b> Team working Developing good communication skills Planning for your future Developing outdoor skills <b>English and maths &amp; Work experience</b></p>	<p>Level 1 / 2</p>	<p>Mon, Tue, Wed, Fri One day per week work experience</p>	<p>Nicola Jones 01386 712646</p>	<p>A mix of practical work, underpinning knowledge, Experience of the real work environment that is fun and engaging that will assist in the development of personal and social skills</p>
<p><b>Evesham College</b> <b>Springboard</b></p>	<p><b>Award in employability</b> Team working, Preparing for work placement Producing a product English and maths &amp; Work experience Experience vocational environments</p>	<p>Entry / Level 1</p>	<p>Variable</p>	<p>Angie Herbert 01386 712656</p>	<p>A programme to help you step into education. Provides a variety of experiences to help you develop personal and social skills</p>
<p><b>Heartbeat UK &amp; Rotec</b>  <b>Traineeships</b></p>	<p><b>Traineeship for 16-24 year olds</b> in Engineering and Manufacturing, Construction, Shop Fitting, Logistics, Warehousing,</p>	<p>Level 1</p>	<p>16 week programme</p>	<p>Amy Hodgetts  07817 921196</p>	<p>A programme as pre entry to Apprenticeships Delivered by employers at employer premises Heartbeat UK - Redditch and Bromsgrove Rotec Engineering – Evesham</p>

<b>HOW College Supported Internship</b> Redditch & Worcester	Programme of FE study for 16-24 years with Learning Difficulty or disability <b>Work preparation and employability skills English and Maths</b>	Entry Level	3 days per week with employer 2 days at college	<b>Redditch</b> Annette Gardner 01527 572834 <b>Worcester</b> Sara Atkins 01905 743597
<b>HOW College Princes Trust</b>	Covering all of Worcestershire 16- 25 years unemployed Work placements & fundraising activities	Level 1	Full time – 12 weeks	All Prince's Trust Paul Neuchterlien 07789 754117 <a href="mailto:pneuchterlien@howcollege.ac.uk">pneuchterlien@howcollege.ac.uk</a>
<b>HOW College STEP</b> Study Programme Redditch & Worcester	Level 1 Certificate in Progression Level 1 Vocational tasters in areas such as Creative Arts and Media Studies, Health & Social Care, Trade professions and Business Services <b>English &amp; Maths and Work Experience</b>	Level 1		Carole Gurney 07738631232 <a href="mailto:cgurney@howcollege.ac.uk">cgurney@howcollege.ac.uk</a>
<b>HOW College S.A.S</b>	16 – 18 years Sports & Public Services Work Experience Level 1 Vocational Qualification	Entry Level	Full Time 3 days per week	Paul Neuchterlien 07789 754117 <a href="mailto:pneuchterlien@howcollege.ac.uk">pneuchterlien@howcollege.ac.uk</a> Carole Gurney 07738631232 <a href="mailto:cgurney@howcollege.ac.uk">cgurney@howcollege.ac.uk</a>
<b>HOW College Future Focus</b>	19+ years Work Experience and Job Coach Practical Activities English and Maths		5 – 10 week course	Paul Neuchterlien 07789 754117 <a href="mailto:pneuchterlien@howcollege.ac.uk">pneuchterlien@howcollege.ac.uk</a>
<b>HOW College GAP Programme</b>	16-18 years Work Experience and Job Coach Practical Activities English and Maths			Paul Neuchterlien 07789 754117 <a href="mailto:pneuchterlien@howcollege.ac.uk">pneuchterlien@howcollege.ac.uk</a> Carole Gurney 07738631232 <a href="mailto:cgurney@howcollege.ac.uk">cgurney@howcollege.ac.uk</a>

<p><b>Malvern Business Academy</b></p>	<p>19 – 24 years (will consider under 19 but currently no safeguarding in place). BTEC 2 Certificate Understanding Enterprise and Entrepreneurship BTEC 2 Diploma Understanding Enterprise and Entrepreneurship Duke of Edinburgh Award Job reference given on completion</p>	<p>Level 2</p>	<p>3 days a week for 14 weeks Aim to run 3 a year.</p>	<p>Beryl Cuckney 07968 052076 beryl@malvernbusin essacademy.com</p>	<p>No admission criteria – particularly supportive of those leaving foster care. Can be their first qualification. Funded privately and often working in conjunction with housing associations. Focus is to unlock potential and move from benefits into self-sufficiency either in self-employment, employment or a mixture. Prefer to work with a support worker, Job Coach or similar to ensure young person is given every opportunity to succeed.</p>
<p><b>Nova Training</b> Traineeships &amp; Study Programmes Redditch &amp; Kidderminster</p>	<p>14- 16 years, 16-18 years or 19-24 years (with learning disabilities) <b>Headstart (16-18 years) Study Programme</b> Customer Service, Motor Vehicle, Retail, Hair &amp; Beauty, Construction, Business &amp; Administration English, Maths &amp; ICT and Work Placements</p>	<p>Entry level to Level 2</p>	<p>12 months</p>	<p>01527 591048 01527 591048 01562 68015</p>	
<p><b>Pershore College</b> Full programme of study <b>Land based Studies</b></p>	<p><b>Land Based Studies-</b> Developing rural skills Horticulture Countryside skills assisting with plants and sites in the countryside Land based skills <b>Award in employability</b> Team working, Preparing for work placement Producing a product <b>English and maths &amp; Work experience</b></p>	<p>Level 1</p>	<p>Variable</p>	<p>Angie Herbert 01386 712656</p>	<p>A mix of practical work, underpinning knowledge, Experience of the real work environment that is fun and engaging that will assist in the development of personal and social skills</p>
<p><b>The Point Kidderminster College</b> Traineeships</p>	<p><b>Traineeships for 16-24 year olds</b> in a wide range of vocational areas including Business Administration, Customer Service, Hairdressing, Childcare, Health and Social Care, Accountancy. Flexible work placement based programme for 14 weeks, Job Coaching support, English, maths, IT and employability skills. <b>The Point general employability programme</b> 18+ including functional skills qualifications literacy, numeracy and ICT. Employability qualification includes CV and cover letter writing, preparing for interviews, searching and applying for work and self-assessment.</p>		<p>Various, roll on roll off Individual timetable based on learner needs offered roll on roll off</p>	<p>Jennie Ellis 01562 826515</p>	<p>Confidence building through work experience with local employers and support with employability skills to progress onto a full time Apprenticeship. Learners will gain functional skills qualifications in literacy, numeracy and ICT. A flexible employability programme is tailored to each individual learners needs. Gaining qualifications and building confidence through supported flexible workshop sessions, one to one IAG, Job Coach support and work experience placements with local employers.</p>

<p><b>Worcester Warriors</b> Hitz Programme</p>	<p>16-19 years BTEC Level 1 in Active Sport &amp; Active Leisure English &amp; Maths</p>	<p>Level 1</p>	<p>3 days a week at Warriors 2 days at work placement 34 week programme</p>	<p><a href="http://www.hitzrugby.com/contact.php">http://www.hitzrugby.com/contact.php</a></p>	<p>The 3 days a week at Sixways Stadium are doing sporting activities, including rugby and gym sessions, alongside educational, functional and life skills, two days a week on work placements</p>
<p><b>Worcester County Council Springboard</b></p>	<p>16 – 18 years <b>Help to:</b>  Apply for Traineeships or Apprenticeships  Produce a good CV  Improve your interview technique  Improve self-confidence Improve personal, social and work ready skills Gain Qualifications in English, Maths and ICT Gain an employability award Parenting, Childcare, Health Education  Hair and Barbering, Beauty, Travel, Construction, Business Admin, Business. Improvement Techniques, Customer Service, Driving, Food and Beverage, Management, Professional Cookery, Property, Recruitment, Sales, Social Media, Team Leading, Warehouse and Storage, Agriculture, Auctioneering, Motor Vehicle, Welding and Fabrications, Retail, Advertising and Marketing, Timber Frame Building, Equestrian/horse racing, Manufacturing, Graphic Design, Carpentry, Painting &amp; Decorating, Art</p>	<p>Entry</p>	<p>Flexible</p>	<p>Find out more at: worcestershire.gov.uk/springboard</p>	<p>A <b>FREE</b> flexible programme that gives individual support to young people to gain skills and increase confidence Delivered by partners: Nationwide Community Learning Partnership (NCLP), Horizons, South Worcestershire College, Training Event Safety Solutions (TESS), Train4Limited, DCVS, Archway Academy</p>

<p><b>Worcester Warriors</b> Hitz Programme</p>	<p>16-19 years BTEC Level 1 in Active Sport &amp; Active Leisure English &amp; Maths</p>	<p>Level 1</p>	<p>3 days a week at Warriors 2 days at work placement 34 week programme</p>	<p><a href="http://www.hitZRugby.com/contact.php">http://www.hitZRugby.com/contact.php</a></p>	<p>The 3 days a week at Sixways Stadium are doing sporting activities, including rugby and gym sessions, alongside educational, functional and life skills, two days a week on work placements</p>
<p><b>Worcester County Council Springboard</b></p>	<p>16 – 18 years <b>Help to:</b>  Apply for Traineeships or Apprenticeships  Produce a good CV  Improve your interview technique  Improve self-confidence Improve personal, social and work ready skills Gain Qualifications in English, Maths and ICT Gain an employability award Parenting, Childcare, Health Education  Hair and Barbering, Beauty, Travel, Construction, Business Admin, Business. Improvement Techniques, Customer Service, Driving, Food and Beverage, Management, Professional Cookery, Property, Recruitment, Sales, Social Media, Team Leading, Warehouse and Storage, Agriculture, Auctioneering, Motor Vehicle, Welding and Fabrications, Retail, Advertising and Marketing, Timber Frame Building, Equestrian/horse racing, Manufacturing, Graphic Design, Carpentry, Painting &amp; Decorating, Art</p>	<p>Entry</p>	<p>Flexible</p>	<p>Find out more at: worcestershire.gov.uk/springboard</p>	<p>A <b>FREE</b> flexible programme that gives individual support to young people to gain skills and increase confidence Delivered by partners: Nationwide Community Learning Partnership (NCLP), Horizons, South Worcestershire College, Training Event Safety Solutions (TESS), Train4Limited, DCVS, Archway Academy</p>

<p><b>Worcester County Council</b> <b>Prep for Work</b></p>	<p>18 – 24 Years</p> <p><b>Help to:</b> Apply for a job or an Apprenticeship</p> <ul style="list-style-type: none"> <li>• Produce a good CV</li> <li>• Improve interview skills</li> <li>• Gain relevant work experience</li> <li>• Gain an employability award</li> </ul> <p>Parenting, Childcare, Hair &amp; Beauty, Travel &amp; Tourism, Construction, Retail, Sales and Marketing, Customer Service, Hospitality, Social Media, Warehousing &amp; Logistics, Property, Recruitment, Business Admin, Performing Manufacturing Operations</p>		<p>6 weeks 15 hours per week</p>	<p>Contact through Facebook search:Prep4work</p>	<p>Prep4Work is a <b>free, flexible</b> programme* that coaches and supports young adults to get a job or an Apprenticeship.</p> <p>*This will not affect any unemployment benefits</p> <p>Delivered by partners: NCLP, BDM, Training Event Safety, Horizons, Train4limited, DCVS or AM2PM</p>
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# Overview & Scrutiny Committee Meeting 25<sup>th</sup> October 2016

## Bridging the Gap on Disability

**Duncan Campbell**

**Employer & Partnership Manager - Worcestershire**



# Disability employment facts

Disability Confident employers recruit and retain disabled people and recognise how their skills can benefit their business.



employment gap between disabled and non-disabled people

OVER  
**6 MILLION**  
PEOPLE  
(16%) of working age are disabled or have a long term health condition



**EMPLOYMENT GAP**

The Government has committed to halving the disability employment gap – that's one million more disabled people in work



The value of the purple pound – that's the annual spending power of households where someone is disabled

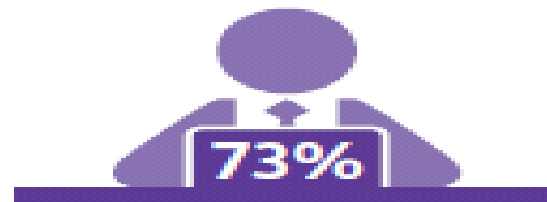


76% of disabled people who experienced difficulties with people's attitudes around employment, identified employers' attitudes as an obstacle to work



83% of disabled people under state pension age acquired their disability or health condition between the ages of 16 and 64

**1/4**  
of adults will experience mental health problems this year



73% of employers who made work-related adjustments for employees said it was "very" or "quite easy" to do so

# Claimant Count

	<b>ESA</b>	<b>IS</b>	<b>JSA</b>	<b>UC</b>	<b>TOTAL</b>
<b>Redditch</b>	<b>2,581</b>	<b>805</b>	<b>685</b>	<b>479</b>	<b>4,550</b>
	<b>57%</b>	<b>18%</b>	<b>15%</b>	<b>11%</b>	
<b>Bromsgrove</b>	<b>1,210</b>	<b>269</b>	<b>438</b>	<b>153</b>	<b>2,070</b>
	<b>58%</b>	<b>13%</b>	<b>21%</b>	<b>7%</b>	

# Claimant Count

- 2015 – 2016:
  - On Flow 1,612 (avg. 134 p/m)
  - Off Flow 912
  - 56.58%
- 2016 – 2017:
  - On Flow 1,276 (avg. 106 p/m)
  - Off Flow 821
  - 64.34%

# Barriers to Employment

- Self Confidence
- Motivation
- Transport
- Opportunity
- Fear
- Re-Training
- Myths

# Myths

- Have a higher absentee rate
- Problems getting to work
- Need to be protected from failing

# What we do - Claimant

- Dedicated Work Coach
- Private room if required
- Impact of, rather than details of Disability
- Personalised Action Plan – what work are you capable of
- Work Experience
- Work Trial
- Signpost to support organisations
- Self Employment
- Flexible Support Fund
- Low Value Procurement
- Dynamic Purchasing System

# What we do - Employer

- Universal Job Match
- Manage Recruitment Process
- Facilities
- Sector Based Work Academy
- Work Experience/Work Trial
- Free Service
- Access to Work
- Disability Confident



# Changing the World of Work Bridging the Gap on Disability



# Aims

- Engage and encourage employers to become more confident so they employ and retain disabled people.
- Increase understanding of disability and the benefits of employing or retaining disabled people.
- Increase the number of employers taking action to be Disability Confident.
- Make a substantial contribution towards halving the disability employment gap.

# Disability Confident Scheme

The new Disability Confident scheme is designed to be easily accessible, particularly to SMEs, offering advice and guidance that takes the employer through a three level Disability Confident journey, enabling them to attract, recruit and retain disabled people, whilst demonstrating their commitment, actions and progression.

# Disability Confident

- Level 1 – Committed
- Level 2 – Delivering
- Level 3 – Exemplar

Redditch DC is Registered (Level 2)

**Employ more people with a disability**

# QUESTIONS

