

London Borough of Hammersmith & Fulham

Report to: Health and Social Care Policy & Accountability Committee

Date: 10/09/2020

Subject: Supported Employment

Report of: Kamal Motalib, Helen Green and Jo Baty

Responsible Director: Lisa Redfern, Strategic Director of Social Care

Summary

This report provides an update on the work being undertaken to provide disabled residents with improved access and to training, development and employment opportunities.

Recommendation

For the Committee to note and comment on the power point slides “Closing the Disability Employment Gap”.

Wards Affected: All

H&F Values

Our Values	Summary of how this report aligns to the H&F Priorities
<ul style="list-style-type: none">Building shared prosperity	Engaging with our businesses to support their Covid recovery and ensure that we maximise opportunities for all our residents to secure and sustain work
<ul style="list-style-type: none">Creating a compassionate council	Ensuring that ensure that all our residents receive the support they may require to access the information; advice and work experience they need to get work in our local economy
<ul style="list-style-type: none">Doing things with local residents, not to them	Our work on Inclusive Employment continues has to date been co-produced with residents and particularly parent/carers of young people with Special Educational Needs and/or Disabilities. We need to broaden our co-production to engage our residents with, for example, mental health issues.
<ul style="list-style-type: none">Being ruthlessly financially	Ensuring we streamline our strategic

efficient	engagement with employers to maximise job opportunities for our residents
<ul style="list-style-type: none"> Taking pride in H&F 	Supporting our residents in securing work locally and re-building our local economy as part of Covid recovery

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1. The enclosed presentation "Closing the Disability Employment Gapⁱ" gives an update on the work we have done to date across the Children's Services, Social Care and with our Economy Team, to support the development of more opportunities for our disabled residents to engage in meaningful work experience; training and development; volunteering and paid work and how, against a backdrop of Covid recovery we will co-produce those employment pathways with our residents and with key stakeholders.
 2. The council, through Industrial Strategy activity is playing a key part in convening stakeholders to work together to support an inclusive recovery across the borough.
 3. The work involves proactively supporting businesses to get help, advice and access grant schemes as well as a major marketing campaign to promote local businesses and activity to help them trade safely.
 4. Running parallel to this, the restructure of WorkZone completed January 2020 gives us a new structure to drive inclusive economic outcomes and a greater focus on joint working across the council. External engagement with business will also be focused more on securing inclusive opportunities and will be bolstered by the addition of three new posts (Apprenticeships Lead, S106 Officer and Social Value Officer) which will also focus on increasing supply of inclusive opportunities and more strategic engagement with businesses.

5. Economic Development and People and Talent (HR) are jointly recruiting a new apprenticeship post which will seek to increase apprenticeships including inclusive apprenticeships and the Social Value Policy agreed by cabinet in May 2020 will lead to more inclusive employment related opportunities in the councils supply chain.

List of Appendices:

Appendix 1 - Closing the (Disability) Employment Gap, PowerPoint slides
