

The value of employing people with learning disabilities in the NHS

A call to action

Professor Jane Cummings, March 2016

NHS England wants to get it right for all people with a learning disability, not just those in treatment

We employ five people with a learning disability. They help us to:

- Check our levels of understanding
- Be more aware of how we communicate
- Listen and involve individuals, families, carers
- Bring knowledge and experience about health and social care to our work



Employing people with learning disabilities is the right thing to do for everyone

For people with learning disabilities

Health

Wellbeing

Money

For the NHS

Better care

Representative
workforce

Sustainable
workforce

There are many routes to creating employment opportunities for people with learning disabilities

Work
experience



Supported
internships



Local authority
partnerships



Community of
practice



Supply chain



Birmingham Children's Hospital's experience shows just what can be achieved for everyone



The trust runs the bespoke ASPIRE programme in partnership with a local school

- Offers internships, traineeships, work experience and apprenticeship opportunities
- Seeks to prepare people to live independently
- Eight people are employed at the trust after completing the programme

Building on these successes, there are further opportunities across the whole NHS

Great progress so far

- 112 Pledged organisations
- 57 self reported paid jobs

Many examples of good practice

- There are great examples that we can learn from here today
- We are working with HEE to improve the pathways to careers in the NHS through internships and apprenticeships

More to do for every NHS organisation

- If everyone takes action today we will be much closer to making this a reality across the NHS