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

www.england.nhs.uk
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