



Care Services Improvement Partnership 

VALUING PEOPLE
Support Team

Charter for the Employment

This 'Employment Charter' has been personalised* to reflect the needs of the North West Regional Task Force who is dedicated to supporting people achieve their employment goals.

'Give us a job and pay us the same' Regional Self-Advocacy Conference Priority 2005/2006

The Charter promotes and recognises the added value that those with personal experience of learning disability, physical disability, sensory impairment or mental health problems, in addition to other skills and experience required for posts can bring.

The principles of the Charter are designed to:

- Reduce stigma against people who have accessed learning disability, physical disability, sensory impairment or mental health services who's goals are to gain employment, enabling people with learning disability, physical disability, sensory impairment or mental health problems a real chance of sustained work based on their experience and skills.
- Encourage applications from people who have experienced learning disability, physical disability, sensory impairment or mental health problems to advertised posts across the North West Region.
- Support, complement and strengthen existing Recruitment and Selection Protocols that identify pathways within each of the organisations for a person who has personal experience of a learning disability, physical disability, sensory impairment or mental health problem.
- Support staff working with a person who via their Care/Support Plan identifies employment as part of their recovery path/ plan. Guiding them to employment services that can

deliver support to both parties through good partnership working.

- Promote the inclusion of employment services within a person's Care Programme/ Care Plan/ Support Plan processes, identifying needs, contribution and outcomes. Together with encouraging their involvement at the person's case conferences etc.
- Monitoring progress in recruiting people who have experienced a learning disability, physical disability, sensory impairment or mental health problems, via extending the confidential equal opportunities on application forms.
- Enable organisations, particularly public sector organisations, across the North West to progress towards a target of at least 25% of recruits having experience of people with learning disability, physical disability, sensory impairment or mental health problems.

**Personalised with permission through sharing good practices from:
The Pathfinder User Employment Programme, SW London and St Georges Mental Health NHS Trust
Lancashire Care NHS Trust and Lancashire Adult Community Services*