

DRAFT 1



VALUING PEOPLE
Support Team

Care Services Improvement Partnership **CSIP**

CHARTER FOR THE EMPLOYMENT

The North West Regional Task Force, which comprises –

- Association of Directors of Social Services (also representing PCT's)
- Care Services Improvement Partnership
- People with a Learning Disability
- Family Representatives of people with a Learning Disability
- Health and Social Care Lead Officers
- North West Training and Development Team,

in line with their respective Equal Opportunities Policy Statements, will endeavour to create an environment in which people can expect to be treated fairly and equally, with dignity and respect. This will be reflected in all recruitment and employment procedures and practices, ensuring that the North West Region does not discriminate on any grounds other than the ability of an individual to meet the requirements of the job.

In line with the Disability Discrimination Act (2005) and other equalities legislation, organisations across the North West will not discriminate against people who have a disability and will make reasonable adjustments to overcome barriers to employment that such people may face.

The North West Region is committed to the promotion of employment as an option for people who experience a learning disability, physical disability, sensory impairment or mental health problem and recognises that:

- The absence of employment is detrimental to mental health;
- Prospective employees may be subject to discrimination in recruitment and selection procedures as a consequence of their learning disability, physical disability, sensory impairment or mental (as well as physical) health problems;
- People who have personal experience of learning disability, physical disability, sensory impairment or mental health problems have a specific insight that is valuable to others;
- For many people who have a personal experience learning disability, physical disability, sensory impairment or mental health problems, one of the major barriers to employment is an unwillingness on the part of employers to consider them because of their history; and
- Most people who have experienced learning disability, physical disability, sensory impairment or mental health problems can successfully gain and sustain employment if they are provided with appropriate help and support.

The North West Regional Task Force, wants to see organisations, particularly public sector organisations, across the North West develop inclusive arrangements to support the employment of people with experience of learning disability, physical disability, sensory impairment or mental health problems.

In particular:

1. The North West Regional Task Force identifies “experience of accessing learning disability, physical disability, sensory impairment or mental health services, or caring for someone who has accessed services” (in addition to the other qualifications and experience necessary for the post) as a desirable part of the selection criteria for all posts available in social care

2. Consideration should be given by Organisations, particularly public sector organisations, in the North West Region to implementing other legally permissible 'positive action' strategies to improve the representation of people with a learning disability, physical disability, sensory impairment or mental health problem, within the workforce.
3. Organisations, particularly public sector organisations, across the North West should ensure that for all posts, the experience of learning disability, physical disability, sensory impairment or mental health services will not form a barrier to selection, providing that the person is otherwise able to carry out the requirements of the job. Organisations, particularly public sector organisations, will actively seek to encourage applications from people who have learning disability, physical disability, sensory impairment or mental health problems, and actively demonstrate commitment to their equal opportunities policies.
4. Organisations, particularly public sector organisations, across the North West should support initiatives that seek to enable people who have a learning disability, physical disability, sensory impairment or mental health problem to obtain valuable work experience in order to improve their prospects of securing employment.
5. Effective systems should be devised so that the recruitment and retention of people with learning disability, physical disability, sensory impairment or mental health problems can be monitored and evaluated. This will assist organisations, particularly public sector organisations, across the North West to increase the proportion of staff working in learning disability, physical disability, sensory impairment or mental health services with personal experience of learning disability, physical disability, sensory impairment or mental health problems. It will also assist organisations, particularly public sector organisations, across the North West to work towards their respective targets for developing a workforce that better reflects the proportion of disabled people in the general population.
6. The North West Regional Task Force recognises that the employment discrimination experienced by many people with a learning disability, physical disability, sensory

impairment or mental health problems may have discouraged them from seeking employment.

7. Advertisements across the Region, particularly public sector organisations, should now state that:

“Applications are welcomed from people who have personal experience of learning disability, physical disability, sensory impairment or mental health services, or caring for someone has accessed learning disability, physical disability, sensory impairment or mental health services”.