

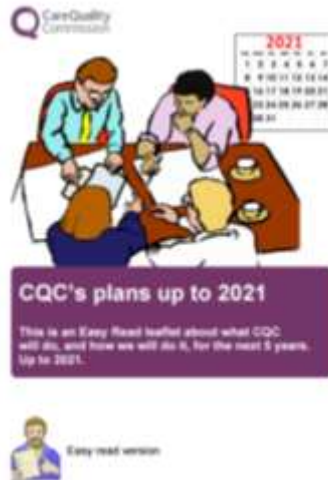
Employing more people with learning disabilities in East Kent Hospitals Trust



Twyla Mart – Resourcing Officer and
the Bright Futures Partnership

Bright Futures

Background



Technology and innovation
How East Kent is making the NHS workforce more inclusive
PAMELA BENTON-WATSON

- NHS England's Five Year Forward View asked us to employ more people with learning disabilities
- CQC say our staff should represent our community.
- EKHUFT research (Marsden, 2013) says employing people with learning disabilities can improve patient experience.

Bright Futures



- EKHUFT is a partner in Bright Futures with East Kent College and Kent Supported Employment.

EKHUFT Board Support



EKHUFT has support from the Board to:-

1. Develop Job Carving throughout EKHUFT
2. Produce Bright Futures 5 years on evaluation report.

Job Carving



Application Form

 Name

 Address

 Education

 Work Experience

- Job Carving is a set of recruitment process for identifying tasks and roles tailored for people with learning disabilities.

Bright Futures 5 Years on Review



The Bright Futures five years on evaluation will help the partnership review progress regularly and monitor how many graduates get into employment.

Next steps



- For an EKHUFT Executive to sign the NHS England employment pledge.
- EKHUFT to present NHS England & Health Education Kent Surrey Sussex with our Action Plan.
- To use resources for evaluating Bright Futures and Developing Job Carving with local partners.
- To report regularly on progress and share learning.

References

- NHS England (2014) Five Year Forward View. Available online at <https://www.england.nhs.uk/ourwork/futurenhs/>
- Care Quality Commission (2016) Our strategy for 2016 to 2021. Available online at <http://www.cqc.org.uk/content/our-strategy-2016-2021>
- Marsden, D (2013) How East Kent is making the NHS workforce more inclusive. Health Service Journal. Available online at <http://www.hsj.co.uk/error.html?aspxerrorpath=/home/innovation-and-efficiency/how-east-kent-is-making-the-nhs-workforce-more-inclusive/5061285.article>