



Learning Disability England

Employment Update September 2019

Walk it like you talk it – Are you employing people?



The [Walk it like you talk](#) campaign was set up by Learning Disability England self-advocacy Member, [My Life My Choice](#).



The campaign says support organisations should be employing more people with learning disabilities. We know that 65% of people with learning disabilities want a paid job, but less than 6% have one.



We agree with My Life My Choice that the learning disability sector needs to lead the way in employing people with learning disabilities.



Learning Disability England

Learning Disability England:

16.6% of our permanent paid staff have a learning disability. We are such a small team that is only 1 person.

We know we can do better and will employ more people as a grow

Shaun, Co-chair of the My Life My Choice champions group, says

"it's so important for Learning Disability organisations to lead the way in employing people with learning disabilities. We know that people like me can do amazing jobs and now we need to show the world rather than just talk about it"

The 1% Mark



We should all be aiming for 2.3% of an organisation's paid staff to have a learning disability, as that is the percentage of the general population.

But to make it easy for everyone the campaign is setting a target of 1%!



If your organisation has reached the 1% target of the campaign you can [sign up here](#).

My Life My Choice will send you the 1% logo and promotional materials which you can use to show your commitment and help spread the word.

Learning Disability England Members:



We spoke to 17 member organisations about the Walk It Like You Talk It campaign.

We asked organisation members questions about employing people, supporting the campaign and their plans for employing more people with learning disabilities.

Do you employ people with learning disabilities?



Only 1 of those organisations didn't employ any people with learning disabilities.

The other 16 all employed people with learning disabilities.

You can read more about each organisation by clicking on their logo





Do people with learning disabilities make up 1% of your workforce?

12 organisations had a workforce made up 1% or more of employees with learning disabilities.

The organisations that employed more than 1%, covered a range, from 2.25% to 50%.

This can sometimes change depending on how you count people. For some organisations when you count people they had a higher percentage than if you count the full-time employees. People with learning disabilities often worked part time.



4 organisations haven't reached 1% yet but 2 have plans in place to make it happen.

We asked if the organisations are supporting the Walk It Like You Talk It campaign.



3 are already supporting it.

11 are planning to support it in the future



3 weren't supporting it.

These organisations didn't tell us why they weren't supporting it.

Some organisations didn't know a lot about it or were unsure how to sign up.

[You can read more and sign up to support the campaign here](#)



Some organisations were working on similar things but weren't currently supporting the campaign. For example, one organisation was working on their Disability Confident Employer registration.



Learning from Each Other



We asked some of the members who responded to share the work there doing around employment.

SEE ABILITY SeeAbility: Blog

SeeAbility has someone with a learning disability as a member of their senior team as Head of Engagement. They also are committed to being an inclusive employer.

Scott, their Head of Engagement and Lisa, their Chief Executive have blogged about working at SeeAbility. [You can read it here.](#)



Inclusion North: Employment Guide

Inclusion North worked with people with learning disabilities to make a guide to help organisations work inclusively and help people apply for and get jobs with them

[You can read it here](#)



KeyRing's New Projects

KeyRing shared with us some of their latest work around employment.

KeyRing were involved with Change and Leeds University in a DRILL funded project to develop Peer Support Worker roles for people with learning disabilities. The project co-developed the job descriptions, recruitment process, and interviews to ensure that people with lived experience could access the opportunities. As a result, we have an Employment Peer Support Worker in Bristol.

KeyRing have also recruited an administrative assistant with experience of receiving support for our criminal justice project. We did some job carving to make this role more accessible.

Finally, KeyRing are setting up a recruitment agency for people with learning disabilities, autistic spectrum disorders, and mental health problems. The aim is to help people get and keep mainstream jobs. We are currently looking for great employers to work with.

For more information, please contact tracy.hammond@keyring.org



New employment opportunities at Future Directions

Here at Future Directions we recognise that employment is a great way to build connections, feel part of the community and reduce loneliness and we are keen to build on our successes and develop new opportunities to employ people with learning disabilities and engage them in meaningful ways.

We have recently been successful in receiving funding from The National Lottery Community Fund 'Reaching Communities' to employ three Community Connectors. We have adopted a co-working model which means we are recruiting two people who have lived experience of learning disabilities, mental health and/or autism to work alongside a non-learning disabled colleague. They will have equal job responsibility and equal pay.





Choice Support: Employment Services

Choice Support have a wealth of experience in supporting people with learning disabilities and autism to progress in their employment and life pathway.

During the past 30 years we have worked in partnership with the people we support to develop a range of supported employment and social enterprise models that have provided the foundation for individuals to experience economic and community inclusion. Wherever possible, Choice Support aims to represent the communities in which they serve and offer opportunities to those who are most disadvantaged.

Our service offers include;

- Pan disability supported employment services
- Horticultural and retail social enterprises
- Job retention support both within Choice Support and externally with a range of employers

Within our enterprises, a key part of the successful delivery of these services has been developing a culture of expectation, where existing strengths and resources are identified collaboratively with individuals and built upon to evolve the provision of paid employment opportunities to the point where currently over **60% of paid employees in each enterprise are people with disabilities, compared to a 6 – 7% national average.**

Links to service information.

[Tuck by Truck](#) supported employment services are based in Aylesford, Erith and Herne Bay, in Kent.

[Growing Concern:](#) We can support you to learn horticultural skills at our site in Staplehurst, Kent.

[Employment Services](#) in Sutton, London

[Employment Services](#) in Richmond Upon Thames and Wandsworth, London