

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Adults
Service Area	Commissioning
Service/policy/function being assessed	Supported Employment Services
Which borough (s) does the service/policy apply to	Richmond and Wandsworth
Staff involved	Sarah Rushton, Clare O Connor, and Catharine Tyrrell

SUMMARY**Supported employment in Richmond and Wandsworth**

Supported employment is a model for helping people with significant disabilities to find and retain paid employment. In the past, the London boroughs of Richmond and Wandsworth have separately commissioned providers to supply a supported employment service to their residents. However, the establishment of a shared staffing arrangement between the two boroughs and the fact that the current contracts are nearing an end means that this is a very good opportunity to develop a new and improved supported employment service for the joint benefit of the service users of both boroughs. It is an important service, for which many agencies have collective responsibility. The Councils' responsibility is discretionary and not statutory.

What is being proposed

A new evidence-based supported employment service model is being developed that draws on best practice and consultation with a range of local stakeholders and service users.

Summary of key findings

- Rates of employment for people with learning disabilities and mental health problems are low, both nationally and locally.
- People with physical disability, autism and sensory impairment are under-represented in supported employment services.
- Referrals from 16-24 year olds make up a disproportionately large percentage of those seeking employment support in Richmond.
- In Richmond, men with learning disabilities are slightly under-represented in supported employment services.
- In Richmond and Wandsworth, men with mental health problems are under-represented in supported employment services.
- Evidence shows there is a high prevalence of mental health disorders among the black and minority ethnic population and a subsequently large number of referrals.

Positive impact of the new service

The new service will support and advise people with learning disabilities, autistic spectrum disorders, physical disability, sensory impairment and mental health problems. Vulnerable service users with eligible support needs will be supported but there will also be help for those people who may not have been able to access supported employment previously, such as people with autistic spectrum disorders.

There will be improved liaison and partnership-working with local mental health and social care services, the voluntary sector, employment organisations and other key stakeholders to ensure that people with employment support needs get the right help to find work.

The new service will provide clear signposting and advice to people that need it. For example, this will include finding ways to help people with hearing impairment to source British Sign Language (BSL) speakers and other adaptations, as well as helping people to access benefits advice.

There will be improved data monitoring so that we can ascertain more accurately whether some groups are under-represented in supported employment and seek to actively address any equality issues. The new service will work closely with local organisations to find out why some groups may be under-represented in order to ensure that it is helping those people who need it most.

The new service will focus on offering the right type and level of support to each individual.

1. Background

Introduction

Richmond and Wandsworth councils are designing a new supported employment service model for people with learning disability, autistic spectrum disorders, physical disability, sensory impairment and mental health problems.

The importance of employment

There is clear evidence that being in work can help maintain health and wellbeing¹. Appropriate work is good for physical and mental health and being out of work is associated with a range of poor health outcomes. Employment is the best route to raising the living standards of disabled people and people with a long-term health condition and moving them out of poverty. Work can help bring purpose, self-esteem and the opportunity to build relationships.

It has been estimated that 65% of people with learning disabilities or severe mental health conditions want to work². However, data shows that employment rates have been dropping year on year for adults with a learning disability and for people in contact with secondary mental health services. Nationally, in 2015-16, only 5.8% of adults with learning disabilities (known to Adult Social Services), aged 18-64, were in paid employment and only 6.7% of adults (in contact with secondary mental health services), aged 18-69, were known to be in paid employment at the time of their assessment or latest review.³

In developing a new supported employment service model, we want to ensure that those people with support needs who want to work in Richmond and Wandsworth have the very best chance of finding and keeping a job.

¹ Department for Work and Pensions and Department of Health (2016) *Work, Health and Disability Green Paper: Improving Lives*. This publication can be accessed online at: <https://consultations.dh.gov.uk/workandhealth/consult>

² British Association for Supported Employment (BASE) <http://base-uk.org/key-facts-and-data> (accessed 12.12.16)

³ Measures from the Adult Social Care Outcomes Framework (ASCOF) England 2015-16. www.content.digital.nhs.uk

The current supported employment service

In Wandsworth, Hail is currently commissioned to support people with learning disabilities and physical disabilities. Share Community is commissioned to support people with mental health conditions. In Richmond, Remploy are commissioned to provide employment support for adults with learning and physical disabilities. Remploy sub-contract the employment support for people with mental health problems to Twinings Enterprise.

The new supported employment service model

A new evidence-based supported employment service model is being developed that draws on best practice and consultation with a range of local stakeholders and service users. The service will take the form of a 'hub' from which experienced case workers will work to match people's skills, interests and ambitions to job opportunities. A manager will be responsible for proactively building strong partnerships with local employers, other key local and national employment organisations, together with health and social care services. The hub will also provide vital signposting and support to navigate other local pathways to work and be present in both boroughs via walk-in sessions and job clubs. The service will support and advise people with learning disabilities, autistic spectrum disorders, physical disability, sensory disability and mental health problems. We want this new service to support the most vulnerable service users but also to help those who may not have had access to supported employment help previously.

2. Analysis of need and impact

Group	Findings																		
Disability	<p>According to the Equality Act (2010) you are disabled if you have a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities. This can include learning disabilities, autistic spectrum disorder, physical disability, sensory impairment and mental health problems.</p> <p>The table below shows the prevalence of disability in Richmond and Wandsworth, showing numbers and percentages of the total working age population (aged 16-64)⁴:</p> <table border="1"> <thead> <tr> <th></th> <th>Learning disability</th> <th>Physical disability (moderate and severe)</th> <th>Sensory impairment*</th> <th>Mental health problems</th> <th>Autistic spectrum condition</th> </tr> </thead> <tbody> <tr> <td>Richmond</td> <td>2,991 (2.4%)</td> <td>12,127 (9.8%)</td> <td>4,698 (3.8%)</td> <td>19,931 (16.1%)</td> <td>1,206 (0.98%)</td> </tr> <tr> <td>Wandsworth</td> <td>5,598 (2.4%)</td> <td>18,377 (8.0%)</td> <td>5,957 (2.6%)</td> <td>36,993 (16.2%)</td> <td>2,189 (0.96%)</td> </tr> </tbody> </table> <p><i>*Richmond = 80 people with visual impairment, 4,618 with hearing impairment; Wandsworth = 148 people with visual impairment, 5,808 with hearing impairment.</i></p>		Learning disability	Physical disability (moderate and severe)	Sensory impairment*	Mental health problems	Autistic spectrum condition	Richmond	2,991 (2.4%)	12,127 (9.8%)	4,698 (3.8%)	19,931 (16.1%)	1,206 (0.98%)	Wandsworth	5,598 (2.4%)	18,377 (8.0%)	5,957 (2.6%)	36,993 (16.2%)	2,189 (0.96%)
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⁴ Oxford Brookes University and Institute of Public Care, Projecting Adult Needs and Service Information (PANSI) www.pansi.org.uk

It can be seen that mental health problems, physical disability and sensory impairment have the highest incidence in Richmond. In Wandsworth, mental health problems, physical disability and learning disability have the highest incidence.

- **Employment in Richmond and Wandsworth**

While both boroughs have successful local economies, general unemployment in Wandsworth (4.9%) is slightly higher than in Richmond (4.4%) but this is significantly lower than the rates across London (7.1%) and Great Britain (6.2%)⁵.

The Adult Social Care Outcomes Framework (ASCOF) shows that in 2015-16, in England, 5.8% of people receiving long term support with a learning disability were in paid employment. In London, this figure is 7.5%. In Richmond, 49 (13.1%) of the 375 people receiving long term support for a learning disability are in paid employment. This is higher than the England and London figures and reflects the comparatively high rate of employment in the general Richmond population. It should be noted also that this figure shows only those receiving long term support. We do not know how many of the approximately 2,600 other people with some form of learning disability in Richmond are in employment.

In Wandsworth, 74 (10.6%) of the 701 people receiving long term support for a learning disability are in paid employment. Again, this is higher than the England and London figures and reflects the comparatively high rate of employment in the borough, although the rate is slightly lower than Richmond's. We do not know how many of the estimated 4,897 people with learning disabilities who are not accessing services in Wandsworth are in employment.

We do not know the proportion of people in Richmond and Wandsworth with physical disabilities, autistic spectrum disorders or sensory impairment who are in work.

- **Supported employment services**

In Richmond, there were 84 referrals to Remploy from January to December 2016. Of these, 72 were recorded as having a learning disability, 7 as having a physical disability and 5 with an autistic spectrum disorder. 12 people started employment during the same period.

In Wandsworth, Hail reported that there were 30 referrals to their service. Of these, 20 were recorded as having a learning disability, 6 had an autistic spectrum disorder and 4 had a physical disability. 10 people started employment during the same period.

People with physical disabilities, autistic spectrum disorders and sensory impairment are under-represented in supported employment services.

⁵ Office for National Statistics, Annual Population Survey, www.ons.gov.uk

- **Mental Health**

There are an estimated nearly 20,000 people in Richmond and 37,000 in Wandsworth with a common mental disorder⁶. Common mental disorders are mental conditions that cause marked emotional distress and interfere with daily function, but do not usually affect insight or cognition. They comprise depression and anxiety, and include obsessive compulsive disorder. More serious conditions affect far fewer people – for example, psychotic disorders that produce disturbances in thinking and perception severe enough to distort perception of reality including schizophrenia and affective psychosis, such as bi-polar disorder, are likely to affect under 500 people in Richmond and around 900 people in Wandsworth. The level of support required to enable these people to lead healthy lives and improve their overall wellbeing, is much higher.⁷

- **Employment for those with Mental Health Problems**

The Adult Social Care Outcomes Framework (ASCOF) shows that in 2015-16, in England, 6.7% of people, aged 16-69, in contact with secondary mental health services were in work. In Richmond, it is estimated that this figure is 9.2%. In Wandsworth it is slightly lower than Richmond at 8.7% but higher than the England and London levels. These percentages may reflect the employment levels of the general populations of the two boroughs and while they may be higher than the national levels there is still much room for improvement.

We do not have data for the percentage of those with less serious mental health conditions working in the boroughs. This is at least in part because mental health is often a hidden illness.

- **Supported employment services**

In Richmond, Remploy reported that Twinings Enterprise received 276 referrals during the period December to January 2016. Data shows that, of these, 93 applicants were suffering from anxiety, 154 had depression and 29 had other mental health conditions. The data shows that 42 people started work during the period and 15 people sustained a job for 13 weeks or more.

In Wandsworth, data from Share Community shows there were 30 referrals to the team from November 2015 to October 2016. The data shows that these clients had a range of mental health problems, including schizophrenia (4), PTSD (4), personality disorder (4), borderline personality disorder (1), depression (13), anxiety (4), dissociative disorder (1), OCD (2), anorexia nervosa (1), bipolar disorder (3), psychosis (3), alcoholism (1) and anger management issues (1). Some of these clients had dual, triple or quadruple diagnosis. 17 people started work during the reporting period.

In Wandsworth, South West London and St. George's Mental Health Trust also commission employment specialists for those with severe and enduring

⁶ Oxford Brookes University and Institute of Public Care, Projecting Adult Needs and Service Information (PANSI) www.pansi.org.uk

⁷ DataRich, *Knowing our Communities* (2014) www.datarich.info

	conditions and those accessing the IAPT service. This does not happen in Richmond and therefore it is possible that this adversely affects the employment prospects of those with mental health problems in Richmond.																																																
Age	<p>The Equality Act (2010) makes it illegal to discriminate against anyone on the grounds of age. The Act includes provisions that ban age discrimination against adults in the provision of services and public functions.</p> <ul style="list-style-type: none"> Richmond and Wandsworth Working Age Populations <p>The table below sets out the total population and age breakdowns of Richmond and Wandsworth boroughs⁸:</p> <table border="1"> <thead> <tr> <th></th> <th>Richmond</th> <th>Wandsworth</th> </tr> </thead> <tbody> <tr> <td>Total Population by 18-64</td> <td>123,100</td> <td>227,500</td> </tr> <tr> <td>Population by age:</td> <td></td> <td></td> </tr> <tr> <td>18-24</td> <td>12,300 (9.9%)</td> <td>26,600 (11.6%)</td> </tr> <tr> <td>25-34</td> <td>27,400 (22.2%)</td> <td>88,500 (38.9%)</td> </tr> <tr> <td>35-44</td> <td>34,400 (27.9%)</td> <td>54,800 (24.0%)</td> </tr> <tr> <td>45-54</td> <td>28,800 (23.3%)</td> <td>35,200 (15.4%)</td> </tr> <tr> <td>55-64</td> <td>20,200 (16.4%)</td> <td>22,400 (9.8%)</td> </tr> </tbody> </table> <p>In Richmond 65.2% of the population are of working age compared to 73.6% in Wandsworth. The majority of working aged residents in Richmond are 35-44 (27.9%). Richmond has more people aged 55-64 than aged 18-24.</p> <p>The age profile of Wandsworth is generally younger than Richmond and most of the UK. It has a very large cohort of people aged 25-34 (38.9%). In contrast to Richmond, Wandsworth has more people aged 18-24 than people aged 55-64.</p> <ul style="list-style-type: none"> Ages of the learning disability population <p>The table below shows the age breakdown of the learning disability populations of Richmond and Wandsworth⁹:</p> <table border="1"> <thead> <tr> <th></th> <th>Richmond</th> <th>Wandsworth</th> </tr> </thead> <tbody> <tr> <td>Learning disability population</td> <td>2,991</td> <td>5,598</td> </tr> <tr> <td>LD Population (by age)</td> <td></td> <td></td> </tr> <tr> <td>18-24</td> <td>333 (11.1%)</td> <td>719 (12.8%)</td> </tr> <tr> <td>25-34</td> <td>687 (22.9%)</td> <td>2,204 (39.3%)</td> </tr> <tr> <td>35-44</td> <td>845 (28.2%)</td> <td>1,346 (24.0%)</td> </tr> <tr> <td>45-54</td> <td>672 (22.4%)</td> <td>821 (14.6%)</td> </tr> <tr> <td>55-64</td> <td>459 (15.3%)</td> <td>509 (9.1%)</td> </tr> </tbody> </table>		Richmond	Wandsworth	Total Population by 18-64	123,100	227,500	Population by age:			18-24	12,300 (9.9%)	26,600 (11.6%)	25-34	27,400 (22.2%)	88,500 (38.9%)	35-44	34,400 (27.9%)	54,800 (24.0%)	45-54	28,800 (23.3%)	35,200 (15.4%)	55-64	20,200 (16.4%)	22,400 (9.8%)		Richmond	Wandsworth	Learning disability population	2,991	5,598	LD Population (by age)			18-24	333 (11.1%)	719 (12.8%)	25-34	687 (22.9%)	2,204 (39.3%)	35-44	845 (28.2%)	1,346 (24.0%)	45-54	672 (22.4%)	821 (14.6%)	55-64	459 (15.3%)	509 (9.1%)
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In Richmond, the ages of the learning disability community broadly mirror the wider population, although the second largest age cohort within the learning disability population is 25-35, as opposed to 45-54 in Richmond as a whole. There are more young people, aged 18-24 (11.1%) within the learning disability population than the Richmond population (9.9%). However, across both the wider and learning disability population, there are still more people aged 55-64 than 18-24.

In Wandsworth, the biggest cohort is aged 25-34 (at around 39% of both the wider and learning disability communities). Across the other age bands, the percentages for people with learning disabilities broadly mirror those of the wider population. In Wandsworth there are fewer people aged 55-64 than there are 18-24.

- **Supported employment services**

In Richmond, Remploy reported that there were 84 referrals between January and December 2016. Of these, the highest number of referrals (29.7%) came from the 25-34 age range. This is the second largest age cohort of the learning disability population in Richmond.

Interestingly, the second highest number of referrals (28.5%) came from the 16-24 age range. This is the smallest age cohort of both the learning disability population and the general population in Richmond. This can in part be attributed to the expectations and aspirations of young transition-aged people coming fresh from training and college. However, referrals from the older age ranges, 45-54 and 55-64, still make up a significant proportion of the total referrals (11.9% each).

During the same period, 12 people started work. Across the age groups, 4 were 16-24, 3 were 25-34, 2 were 35-44 and 3 were 45-54.

In Wandsworth, Hail reported that there had been 30 referrals between 2015 - 2016. Of these, the highest number of referrals came from the 35-44 age group, followed by the 25-34 age group and then the 16-24 age group. Of the 10 people achieving paid work, most were from the 35-44 age group.

- **Stakeholder feedback**

The stakeholders we have spoken to in both Richmond and Wandsworth have stressed the importance of ensuring job opportunities for young transition-aged people coming from college and training.

Both boroughs have significant learning disabled populations aged 25-44. These are people who are slightly further away from college and the job market. Our consultation and data shows that people have the will to work but either lack the confidence to look, or feel unsupported once in a job. A particularly strong message from our consultation is that in-work support is vital to all ages in order to ensure a long-term job outcome.

- **Physical disabilities and sensory impairment**

The table below shows the ages of people with physical disabilities in Richmond and Wandsworth.

	Richmond	Wandsworth
People with moderate or severe physical disabilities	12,127	18,377
By age:		
18-24	602	1,304
25-34	1,261	4,071
35-44	2,511	4,001
45-54	3,572	4,363
55-64	4,182	4,637

Disabled people are more likely to be unemployed than non-disabled people. In March 2013, the unemployment rate in the UK for disabled people stood at 12% compared with 7.6% of non-disabled people.¹⁰ Physically disabled people and those with sensory impairments are currently under-represented in supported employment services.

- **Autistic Spectrum Disorders**

The difference in prevalence of autism along gender lines is very marked in those with an autistic spectrum disorder (ASD). In Richmond, 90% of those with ASD are male and 10% are female. The story in Wandsworth is very similar, with 89% of people with ASD being male and 11% being female. People with ASD of both sexes are under-represented in supported employment services.

- **Mental Health**

It is estimated that there are nearly 20,000 people in Richmond and 37,000 in Wandsworth with a common mental health disorder.

The table below shows the people aged 18-64 predicted to have a mental health disorder 2015¹¹

	Richmond	Wandsworth
People aged 18-64 predicted to have a common mental disorder	19,931	36,993
People aged 18-64 predicted to have a borderline personality disorder	559	1,039
People aged 18-64 predicted to have an antisocial personality disorder	423	769
People aged 18-64 predicted to have a	496	920

¹⁰ Papworth Trust (2014) *Disability in the United Kingdom 2014: Facts and Figures*

¹¹ Oxford Brookes University and Institute of Public Care, Projecting Adult Needs and Service Information (PANSI) www.pansi.org.uk

psychotic disorder		
People aged 18-64 predicted to have two or more psychiatric disorders	8,873	16,405

Mental health problems can present at any stage of life, as different challenges occur¹². The table below also shows that anxiety and depression affect all ages:

Respondents with indication of anxiety and depression, 2010–11

United Kingdom	Percentages		
	All	Men	Women
16 - 24	17	14	21
25 - 29	19	17	22
30 - 34	19	16	21
35 - 39	18	14	22
40 - 44	21	17	24
45 - 49	22	19	23
50 - 54	22	20	25
55 - 59	21	17	23
60 - 64	16	15	17
65 - 69	14	13	15
70 - 74	15	12	18
75 - 79	17	16	17
80 and over	20	19	21

Beaumont, J., Loft, H. (2013). Measuring National Well-being: Health, 2013. London: Office for National Statistics.

- **Supported employment services**

In Richmond, Remploy reported that there were 276 referrals between January and December 2016. The age group with the highest amount of referrals was 45-54 at 27.8%. This was closely followed by the 35-44 age range at 24.6%. This corresponds with the Richmond age demographic. The lowest number of referrals come from the over 65s (just one) and the 16-24 and 55-64 age ranges at 11.9% each.

Of the 42 people who started a job during that time frame, the highest number came from the 45-54 age range (35.7%), followed by the 35-44 age range (28.5%). Those from the 35-44 age range were most likely to remain in work after 13 weeks.

In Wandsworth, figures from Share Community show that 27 people with mental health problems were referred to the service in 2015-16. Most were from the 35-44 age range (44.4%), followed by the 45-54 age range (22.2%). The lowest number of referrals came from the 18-24 age range (0%), followed by the 55-64 age range (14.8%).

¹² Mental Health Foundation (2015) *Fundamental Facts about Mental Health 2015*, London. www.mentalhealth.org.uk

	More information is required to understand why more young people did not access the service in Wandsworth.																														
Gender (sex)	<p>Under the Equality Act 2010 it is against the law to discriminate against anyone because of their gender (sex).</p> <p>The following table shows the gender breakdown of the working age population of Richmond and Wandsworth boroughs¹³:</p> <table border="1"> <thead> <tr> <th></th> <th>Richmond</th> <th>Wandsworth</th> </tr> </thead> <tbody> <tr> <td>Total Population by 18-64</td> <td>123,100</td> <td>227,500</td> </tr> <tr> <td>Male</td> <td>60,000 (49%)</td> <td>108,400 (47%)</td> </tr> <tr> <td>Female</td> <td>63,100 (51%)</td> <td>119,000 (53%)</td> </tr> </tbody> </table> <p>In both boroughs there are more females than males.</p> <ul style="list-style-type: none"> • Learning disability <p>In England, 6.2% of male 18-64 year old learning disability service users are in paid work. In contrast, only 5.2% of female service users are in work. In London, 7.7% of male service users are in work and 7.1% of female service users are in work. In Richmond, 11.7% of male service users are in work and 15.3% of female service users are in work. (Males are slightly under-represented). In Wandsworth, 10.9% of male service users are in work and 10% of female service users are in work.¹⁴</p> <ul style="list-style-type: none"> • Mental Health <p>In England, women are more likely than men to have a common mental health problem and almost twice as likely to be diagnosed with an anxiety disorder¹⁵.</p> <p>The table below shows the national prevalence of mental health disorders in the male and female populations.¹⁶</p> <table border="1"> <thead> <tr> <th></th> <th>% Male</th> <th>% Female</th> </tr> </thead> <tbody> <tr> <td>Common mental disorder</td> <td>12.5</td> <td>19.7</td> </tr> <tr> <td>Borderline personality disorder</td> <td>0.3</td> <td>0.6</td> </tr> <tr> <td>Antisocial personality disorder</td> <td>0.6</td> <td>0.1</td> </tr> <tr> <td>Psychotic disorder</td> <td>0.3</td> <td>0.5</td> </tr> <tr> <td>Two or more psychiatric disorders</td> <td>6.9</td> <td>7.5</td> </tr> </tbody> </table>		Richmond	Wandsworth	Total Population by 18-64	123,100	227,500	Male	60,000 (49%)	108,400 (47%)	Female	63,100 (51%)	119,000 (53%)		% Male	% Female	Common mental disorder	12.5	19.7	Borderline personality disorder	0.3	0.6	Antisocial personality disorder	0.6	0.1	Psychotic disorder	0.3	0.5	Two or more psychiatric disorders	6.9	7.5
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¹⁵ Mental Health Foundation (2015) Fundamental Facts about Mental Health 2015, London. www.mentalhealth.org.uk

¹⁶ Richmond Joint Strategic Needs Assessment (2010)

	<p>In Richmond, 7,500 males and 12,431 females are predicted to have a common mental health disorder. In Wandsworth, the figure is 13,550 males and 23,443 females.¹⁷ This reflects the national data that women are more likely to have a common mental health disorder than men.</p> <ul style="list-style-type: none"> • Employment <p>In 2015-16, in England, 5.5% of males and 8.8% of females in receipt of secondary mental health care were in work. In Richmond, 7.4% of males and 10.9% of females in receipt of secondary mental health services are in work. In Wandsworth, 7.8% of males and 9.9% of females in receipt of secondary mental health services are in work. This data shows that this cohort of men are under-represented in employment.</p> <ul style="list-style-type: none"> • Supported employment services <p>The table below shows the percentage of females and males with common mental health problems in Richmond and Wandsworth, against the percentage of females and males referred to supported employment:</p> <table border="1" data-bbox="416 909 1401 1137"> <thead> <tr> <th></th> <th>Common mental health problems (gender)</th> <th>Referrals to supported employment service</th> </tr> </thead> <tbody> <tr> <td>Female (Richmond)</td> <td>62%</td> <td>57%</td> </tr> <tr> <td>Male (Richmond)</td> <td>38%</td> <td>43%</td> </tr> <tr> <td>Female (Wandsworth)</td> <td>63%</td> <td>52%</td> </tr> <tr> <td>Male (Wandsworth)</td> <td>37%</td> <td>48%</td> </tr> </tbody> </table> <p>In Richmond, Twinings reported that 57% of referrals were from females and 43% were from males. In Wandsworth, Share Community reported that of their referrals, 52% were from females and 48% were from males.</p>		Common mental health problems (gender)	Referrals to supported employment service	Female (Richmond)	62%	57%	Male (Richmond)	38%	43%	Female (Wandsworth)	63%	52%	Male (Wandsworth)	37%	48%
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<p>Gender reassignment</p>	<p>There are no reliable or definitive figures available locally or nationally on the size of the transgender population.¹⁸ National research suggests that there could be between 300,000 and 500,000 transgender people living in the UK, or 0.6% - 1% of the population.¹⁹</p> <p>Supported employment services do not currently collect data on gender re-assignment but in order to obtain a better understanding of the transgender community we should collect and monitor this data.</p>															
<p>Marriage and civil partnership</p>	<p>According to the 2011 Census, 70,998 people in Richmond and 83,428 people in Wandsworth identified themselves as married.</p> <p>Same sex couples have been legally able to enter a Civil Partnership since 2004.</p>															

¹⁷ Oxford Brookes University and Institute of Public Care, Projecting Adult Needs and Service Information (PANSI) www.pansi.org.uk

¹⁸ Datarich, Estimating the Transgender Population of Richmond upon Thames, June 2015.

¹⁹ Reed B, Rhodes S, Schofield P, and Wylie K (2009) Gender variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution, Gender identity research and education society.

	<p>The 2011 census showed that 665 people in Richmond and 1,500 people in Wandsworth entered into a same sex civil partnership. In 2015, there were 29 new same sex civil partnerships in Wandsworth (25 between males and 4 between females) and 2 in Richmond (1 between females and 1 between males).</p> <p>Supported employment services do not collect data from service users regarding this protected characteristic but, in order to understand the population better, this data should be monitored.</p>																				
Pregnancy and maternity	<p>The Equality Act 2011 makes it illegal to discriminate against someone because they are pregnant or on maternity leave. There is no data regarding those using supported employment services who are pregnant or who go on maternity leave but we should ensure we collect this data in future.</p>																				
Race/ethnicity	<p>The Equality Act 2010 makes it illegal to discriminate against anyone because of their race including colour, nationality, ethnic or national origin.</p> <ul style="list-style-type: none"> • The population in Richmond and Wandsworth²⁰ <p>Wandsworth's ethnic breakdown reflects the London picture more closely than that of Richmond, which is more closely aligned to the overall ethnic breakdown of England. In Wandsworth, 29% of the population are from BME ethnic groups (47% when including the <i>White Other</i> ethnic group) compared to 14% in Richmond (29% when including the <i>White Other</i> ethnic group).</p> <table border="1" data-bbox="416 1088 1275 1346"> <thead> <tr> <th>Ethnic Group</th> <th>Wandsworth</th> <th>Richmond</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>BME</td> <td>29%</td> <td>14%</td> <td>40%</td> <td>15%</td> </tr> <tr> <td>White British</td> <td>53%</td> <td>71%</td> <td>45%</td> <td>80%</td> </tr> <tr> <td>White Other</td> <td>18%</td> <td>15%</td> <td>15%</td> <td>6%</td> </tr> </tbody> </table> <p><i>2011 Census, Ethnic Group. Numbers may not sum due to rounding</i></p> <p>Both boroughs have significant <i>White Other</i> populations. Richmond's at 15% reflects the rate across London and Wandsworth's at 18% is slightly higher. This may reflect the large numbers of Australians, New Zealanders and Europeans who have settled in both boroughs.</p> <p>The largest minority ethnic group in each borough, after <i>White Other</i>, is <i>Asian British</i> (Wandsworth is 11% and Richmond is 7%) Wandsworth also has a large <i>Black British</i> population at 11% (Richmond is 2%).</p> <ul style="list-style-type: none"> • Learning Disability <p>The evidence on the prevalence of learning disability in minority ethnic communities is not consistent. However, the consensus is that it is extremely</p>	Ethnic Group	Wandsworth	Richmond	London	England	BME	29%	14%	40%	15%	White British	53%	71%	45%	80%	White Other	18%	15%	15%	6%
Ethnic Group	Wandsworth	Richmond	London	England																	
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²⁰ DataRich, A Borough Comparison: LB Wandsworth and LB of Richmond. Prepared January 2015

unlikely that there is a lower prevalence in the BME population than the general population²¹.

- **Supported Employment services**

In Richmond, 14% of the population are from the black or minority ethnic community. 71% are white British and 15% are white other. Remploy reported that, of the 84 referrals (72 from people with a learning disability, 7 from people with a physical disability and 5 people with autistic spectrum disorder), 20% are from the BME community, 64% are white British, 4% are white other and 12% did not have their ethnicity recorded. From this data, it seems that there are a higher number of people from the BME community using supported employment services compared to prevalence in the Richmond population. However, caution must be used in interpreting this data because of the relatively high numbers for whom ethnicity was not recorded.

In Wandsworth, 29% of the population are from the black or minority ethnic community. 53% are white British and 18% are white other. Hail reported that, of 30 referrals (20 from people with a learning disability, 4 with a physical disability and 4 with an autistic spectrum condition), 43% are from the BME community, 50% are white British and 7% are white other. There are a smaller percentage of 'white other' people being referred to the service than make up the wider population of Wandsworth. There are a greater proportion of BME people accessing supported employment service than are prevalent in the wider population. However, caution needs to be taken when examining this data due to the small number of referrals involved.

- **Mental Health**

Different ethnic groups are thought to have different rates and experiences of mental health problems, reflecting their different cultural and socio-economic contexts and access to culturally appropriate treatments.

In general, people from black and minority ethnic groups living in the UK are:

- more likely to be diagnosed with mental health problems
- more likely to be diagnosed and admitted to hospital
- more likely to experience a poor outcome from treatment
- more likely to disengage from mainstream mental health services, leading to social exclusion and a deterioration in their mental health²².

In Wandsworth, black and minority ethnic adult referrals to the Community Mental Health Trust, over a 3 year period, account for nearly a third of all referrals (32.1%) and show a higher representation in community mental health referrals compared to the general population distribution²³. Adults of black ethnicity account for an even higher proportion of hospital admissions due to a mental disorder (23.7%). Admissions for black and minority ethnic adult groups account for 38.9% of admissions.

²¹ Royal College of Psychiatrists (2011) Minority ethnic communities and specialist learning disability services: 2011, (www.rcpsych.ac.uk, accessed 3/2/2017)

²² www.mentalhealth.org.uk [Accessed 14.01.17]

²³ South West London and St George's Mental Health NHS Trust. October 2013

	<ul style="list-style-type: none"> • Supported Employment <p>In Richmond, Twinings Enterprise reported that 20% of referrals came from BME people, 64% came from White British, 4% came from 'other' and 12% were unrecorded. A slightly higher proportion of referrals came from the BME community compared to the proportion of the BME population in Richmond (14%) and slightly lower referrals from white British community compared to the general Richmond population (71%). This may well reflect a higher proportion of the BME community having mental health problems, although caution should be taken with these figures due to the small numbers involved and the 12% of referrals for whom no ethnicity is recorded.</p> <p>In Wandsworth, Share Community reported that 27% of referrals came from BME people, 33% came from White British people, 13% came from 'white other' and 27% were unrecorded. The percentage of BME referrals is in line with the BME proportion in the general Wandsworth community (29%). White British referrals are less than the general white British population (53%). However, care should be taken in interpreting this data due to the low numbers of referrals and 27% of referrals for whom no ethnicity is recorded.</p>
<p>Religion and belief, including non belief</p>	<p>The largest religious group in Richmond is Christian with 55% of the local population in the 2011 Census. The largest minority religion is Islam with 3.28% of residents declaring themselves Muslim. There is also a Hindu population of 1.63%. 28.4% of people said that they had no religion.</p> <p>The largest religious group in Wandsworth is Christian with 53% of the local population in the 2011 Census. By far the largest minority religion is Islam with 8.1% of residents declaring themselves Muslim. There is also a significant Hindu population at 2.1%. 27% of people said that they had no religion.</p> <p>People's religion and belief are not currently recorded by supported employment services but should be recorded going forward so that we can ensure that people do not face discrimination in work due to this protected characteristic.</p>
<p>Sexual orientation</p>	<p>Data on the sexual orientation of Richmond residents is very limited. The 2011 Census did not have a question regarding sexual orientation.</p> <p>Nationally, it is estimated that the gay, lesbian and bisexual population in England and Wales constitute between 5% and 7% of the population²⁴.</p> <p>The ONS Integrated Household Survey (2011) reports that 1.5% of the population describe themselves as being gay, lesbian or bisexual. In London this figure rises to 2.5%. Other studies suggest that areas such as London and Brighton have larger (10%).²⁵</p> <p>Data on the sexual orientation of service users is not routinely collected by</p>

²⁴ Department for Trade and Industry, Final Regulatory Impact Assessment: Civil Partnerships 2004. Also from DataRich: Knowing our Communities - Borough Demographics, January 2014.

²⁵ DataRich: Knowing our Communities - Borough Demographics, January 2014.

	providers of supported employment services in Richmond and Wandsworth but in order to understand our populations better, data against this protected characteristic should be monitored in future.
Across groups i.e older LGBT service users or bme young men	The protected groups 'age', 'gender' and 'ethnicity' within the context of the disability (learning disability, physical disability and mental health) have been examined, above. We do not currently have a sufficient level of data relating to the people accessing supported employment to enable us to identify those who may also fall into one or more of the protected characteristic groups: 'sexual orientation', 'gender reassignment', 'marriage and civil partnerships', 'pregnancy and maternity' and 'religion and faith'. (See below for information regarding improving data in this area).

Data gaps

Data gap(s)	How will this be addressed?
There are some gaps in the data reporting of all the protected characteristic groups. We have the strongest data on disability, age and gender. The recording of ethnicity varies, with quite a few cases of ethnicity 'unrecorded'. There is little, if any, data around sexual orientation, gender reassignment, marriage and civil partnerships, pregnancy and maternity and religion and faith. All these protected characteristics are potential causes of discrimination in the workplace and as such are relevant to a supported employment service.	Accurate and consistent recording of data relating to all the protected characteristic groups should be a requirement of the new service contract. The data should be routinely collated and monitored to ensure a very robust approach to equality issues.

3. Impact

Protected group	Positive	Negative
Disability	<p>Overall</p> <ul style="list-style-type: none"> • Service users have been consulted in the development of the new model and their feedback has influenced the service design. There will be more focus on person centred support measured by outcomes achieved rather than by the quantity of referrals/job plans created. • Capacity will be built in to the service specification to provide in work support which service users told us was really important and has been missing from current services. <p>• Learning Disability The service will continue to help people with learning disabilities find a job but there will be much more emphasis on providing the right amount of in-work support.</p> <ul style="list-style-type: none"> • Physical disability and sensory impairment People with physical disabilities and sensory impairment are under-represented in supported employment services. The new service will provide clear signposting and advice to more people that need it. This will include finding ways to help people to source British Sign Language speakers and other adaptations. • Autistic spectrum disorders People with autistic spectrum disorders are under-represented in supported employment services. The new service will ensure that a proportion of its referrals are from those who have support needs but who may not necessarily be eligible to receive a service from adult social care services. • Mental Health Problems People with mental health problems can find it difficult to maintain employment. The new service will adopt a community 	<ul style="list-style-type: none"> • The contract value is reducing by £100,000. The new service design aims to ensure the impact on service users with the greatest need is minimised by bringing 4 contracts in to 1, thereby reducing management and overheads rather than front line service. • Targets will be focused on helping people to access paid employment, which some people may not be ready for. To mitigate this, we will signpost to appropriate training organisations. • Current service users may be unsettled as there is likely to be a change of provider. The new and outgoing providers will be tasked with transitioning clients successfully. A transition plan will be provided as part of the tender process and delivery of the plan will be monitored during contract mobilisation.

	<p>version of individual placement support method. This is where people are helped to find work early on and then given support, rather than the traditional 'train and place' model. In Wandsworth, the Community Mental Health Trust commissions employment support workers. This does not happen in Richmond, so the new provider will need to work closely with mental health services.</p>	
<p>Age</p>	<ul style="list-style-type: none"> • Learning Disability The new service will seek to help all adults of working age. Data shows that there were a significant amount of referrals from the 16-24 age range in Richmond compared to the population size of that age cohort. The new service will work closely with youth services and others to ensure that this enthusiastic group have the best chance to find work. • Autistic spectrum disorders There is little data on the ages of people with autistic spectrum disorders employed in Richmond and Wandsworth. The new service will collect and monitor accurate data on this protected characteristic. It will also help more people of all ages into employment. • Physical disability and sensory impairment The new service will be fully accessible to ensure that people of all ages, with physical and sensory impairment, can be supported into employment. • Mental Health The new service will work closely with mental health services and voluntary organisations to ensure that it is helping those people who need it most, whatever their age. 	<p>There should be no negative impact because there will be enhanced partnership working with local organisations and more positive job outcomes for people of all ages.</p>
<p>Gender (sex)</p>	<ul style="list-style-type: none"> • Learning Disability In Wandsworth, men with learning disabilities are slightly under-represented in employment compared to the proportion of men in the general population. The new service will work closely with all stakeholders to ensure that people with a learning disability 	<p>There should be no negative impact because there will be enhanced partnership working with local organisations and more positive job outcomes for people, regardless of gender. We will also be seeking to keep more accurate data to ensure any inequalities are identified, investigated and addressed.</p>

	<p>have equal access to supported employment services, regardless of gender.</p> <ul style="list-style-type: none"> • Autistic Spectrum Disorders In Richmond and Wandsworth around 90% of those with autism are male. The new service will seek to help more people, of both genders, than currently access supported employment. • Physical disability and sensory impairment There is little data on the gender of people with physical disabilities and sensory impairment employed in Richmond and Wandsworth. The new service will collect and monitor accurate data on this protected characteristic. It will also help more people, of both genders, into employment. • Mental Health Men are slightly under-represented in employment services. The new service will work closely with mental health services and charities to find out why this is and to ensure that it is helping those people who need it most, regardless of gender. 	
Gender reassignment	The new service will record and monitor data relating to this protected characteristic.	There should be no negative impact, as improved recording and monitoring of this data will ensure we can take a robust approach to addressing inequalities.
Marriage and civil partnership	The new service will record and monitor data relating to this protected characteristic.	There should be no negative impact, as improved recording and monitoring of this data will ensure we can take a robust approach to addressing inequalities.
Pregnancy and maternity	The new service will record and monitor data relating to this protected characteristic.	There should be no negative impact, as improved recording and monitoring of this data will ensure we can take a robust approach to addressing inequalities.
Race/ethnicity	<ul style="list-style-type: none"> • Learning disability The new service will record accurate data on this protected characteristic and monitor it. • Physical disability, sensory impairment and autistic spectrum disorders The new service will record accurate data on these characteristics and monitor it. 	There should be no negative impact, as increased partnership working, improved recording of data and increased access will mean that more people who need it should be supported.

	<ul style="list-style-type: none"> • Mental Health <p>Evidence from Wandsworth shows that there is a high prevalence of mental health disorders among the BME population. As part of the new service, there will be improved liaison with a range of local community organisations and mental health services to ensure that the BME population have the support they need to find employment.</p> <p>The new service will also monitor services use by this key population characteristic.</p>	
Religion and belief, including non belief	The new service will record and monitor data relating to this protected characteristic.	There should be no negative impact, as improved recording and monitoring of this data will ensure we can take a robust approach to addressing inequalities.
Sexual orientation	The new service will record and monitor data relating to this protected characteristic.	There should be no negative impact, as improved recording and monitoring of this data will ensure we can take a robust approach to addressing inequalities.

4. Actions

Action	Lead Officer	Deadline
Establish a monitoring framework to routinely collect data for all the protected characteristics	Sarah Rushton	1 st January 2018
Monitor the number of service users receiving a service by protected characteristic on a quarterly basis	Rosy Barker	Ongoing from 1 st January 2018
Monitor the numbers of referrals signposted to other services, relevant voluntary organisations and other employment services to ensure there is active, strong partnership working	Rosy Barker	Ongoing from 1 st January 2018
Draft the service specification to ensure it is inclusive and accessible to those eligible for support from adult social care services and to a proportion of people who are not.	Sarah Rushton	July 2017
Ensure the service is accessed by service users with a broad spectrum of support needs by monitoring take up by primary diagnosis and include a performance indicator to ensure that service users with more complex disabilities are actively targeted (including mental	Sarah Rushton	July 2017 then ongoing from 1st January 2018

health, diagnosis of schizophrenia and complex learning disability)		
Promote the new service with referring social work teams to establish trust and encourage referrals from a range of clients. Measure quarterly referral sources so that any gaps can be proactively targeted for future publicity and awareness raising.	Sarah Rushton	July 2017 then ongoing from 1 st January 2018