



“My Job, My Choice: a Right to Control Innovation Pilot”

Right to Control, as it began

Office of Disability Issue's

- Gives disabled people the legal right to exercise choice and control over their support
- Brings together agencies dealing with housing, employment and social care for the first time to work together to achieve the best outcomes for customers
- Agencies have a statutory duty to work together
- 2 year Trailblazers, legislation in place until December 2012
- Councils and partners submitted bids to become Trailblazers
- Trailblazers have freedom to develop their own delivery model



Right to Control, the trailblazers

Office of Disability Issue's

- Testing delivery of RTC in 7 Trailblazers :
 - Surrey
 - Leicester
 - Barnet
 - Newham
 - Essex
 - Sheffield / Barnsley
 - Manchester (Manchester, Bury, Stockport, Oldham, Trafford)



**INVESTORS
IN PEOPLE**



Right to Control

- The Right to Control is about shifting the balance of power from the state to the individual and recognising that disabled people are the experts in their own lives.
- “a personalised budget pilot”



RTC Pilots

- SMBC RTC Pilot – April 1st 2012/31st March 2013
- Stockport JCP RTC Pilot – January 2012 – December 2012



SMBC RTC Pilot – April 1st 2012/31st March 2013

- 30 clients referred through Stockport Council, placed into paid employment of 16 hours plus and sustained for longer than 13 weeks..
- Mental Health, Learning Disability, Aspergers and Clients from the Deaf Community
- 4 mixed caseload Employment Officers and 1 BSL specialist Employment Officer
- Payment on Results..



SMBC RTC Pilot – April 1st 2012/31st March 2013

- 56 referrals to the project
- Currently have 33 active clients
- Initial Distance Travelled tool completed with each client
- WDP's created and updated for all clients
- Individual goals set and agreed by the client and the EO
- 1 client started work in August on a zero HRs contract
- 1 client started work in August and now in 13 week tracking/in work support period
- 3 job starts confirmed for September
- 1 job start confirmed for December
- Ongoing client/parent/carer blogs being produced
- Support Data tracked in relation to “costings



Ruth's video blog



Stockport JCP RTC Pilot – January 2012 – December 2012

- Clients from any disability group referred by the DEA
- 3 way initial assessment completed
- Support Plan Costings submitted to JCP
- 6 Month Employment Service, based around what the client wants..
- 6/8 weekly 3 way reviews
- Agreed Budget paid over the 6 month period



Stockport JCP RTC Pilot – January 2012 – December 2012

- 19 clients receiving support through a RTC agreed budget
- 10 clients have currently started work
- Client/DEA and EO reviews completed, progress reviewed, support plans updated as required.
- RTC project started with Oldham
- RTC project Manchester – Nov 2012
- Support Data tracked in relation to “costings”



“a personalised budget pilot”

- SMBC – agreed payments/payment by results model
- JCP – Block Contract Data to personal budgets..
- Hourly Rate Costing's..



- Data....

- Tracking all activity with each client through the 3 Key Stages
- 1. Profiling
- 2. Job Search/Employer Engagement
- 3. In work support



RTC for the Deaf Community

- The Right to Control is about shifting the balance of power from the state to the individual and recognising that disabled people are the experts in their own lives.
- The need for an appropriate supported employment service!!
- Lorna Dudley – Specialist BSL Employment Officer



RTC for the Deaf Community

Lorna Dudley- Employment Officer for the deaf

- BA(Hons) Deaf Studies
- Currently studying: MA British Sign Language/English Interpreting and Translation
- The National Registers of Communication Professionals working with Deaf and Deafblind People (NRCPD)
- Deafness in the family



- 62.3million- UK population
- 10million- Deaf people in the UK
- 1 in 6- People in the UK have some degree of deafness
- 250,000 British Sign Language (BSL) users



- 6.4million are 65+
- 3.7million are aged between16-64
- 45,000+ are children with deafness
- **3.7million deaf people are of working age**
With an unemployment rate that is
four times higher than
the national average
(RNID)



"Deaf and hard of hearing people represent a talented and skilled - but largely untapped - labour resource" Cheryl Cullen, RNID.

Access to employment services: the Job Centre

- Advisors unable to sign / no deaf awareness
- No interpreters
- Expected to lip read / write down



The Jobcentre- Heidi

- Arrive, tell receptionist that I am deaf
- Told to sit in the waiting area
- Adviser comes over and shouts your name, I cannot hear if they are saying my name, have to keep looking
- Cannot lip-read everybody so depends who you got, no deaf awareness, they would look down or turn away when talking
- Feel uncomfortable everyone is staring because you have to explain to the adviser that you are deaf and struggling to communicate
- Feel like the advisers don't listen, giving me jobs that aren't suitable e.g. telephone work, nursing (I am not a nurse!)



I see your mouth moving...

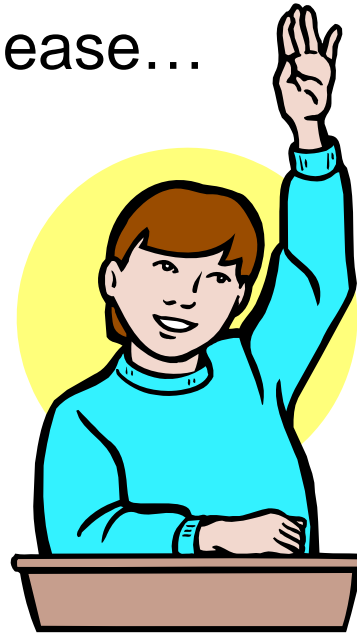
- 30-35% of the English Language can be lipread, the rest are sounds **NOT** formed on the lips
- The average person uses 13 – 15 mouth movements per second, the brain can only read 8-9.
- 10% of people are just impossible to lipread – the shape of their mouth, how they speak etc.
- Only 23% of Deaf People can read lips without hearing aids or sign language support.



I see your mouth moving...

Lip-reading Task!

One Volunteer Please...



BSL – a true language

- NOT English
- BSL linguistics comparable to spoken languages
- Own grammatical structure

Unreasonable to assume that all deaf people can read and write English



- Allow access to information
- Knowledge of how to work with an interpreter
- Different interpreters
- Ability to build rapport with adviser?
- Quality of interpreter
- Regional signs



Right to Control

Specialist BSL trained employment officer.

- Karen
- Debbie



Introduce

- Name
- Born Deaf – family history
- Oral School – P.H.U.
- Difficult Education – signing was not allows



Previous Employment

- Only myself deaf
- Isolated
- Lack of Communication
- Background – team meeting



1st time at Pure

- Sally – signer /deaf culture
- Successful job at Walthew House only 2 years contract
- Back at Pure
- Lisa – no sign/deaf awareness
- Contract ended



Unemployed

- Embarrassed
- Lack of support
- What job I look for – can use phone?
- DEA – don't sign
- Not deaf aware – Job Centre



Right to Control Project

- Transfer to RTC
- Lorna – more support, rely on, help with forms, prepare interview
- Myself – help, contact, confident



Success!

- Job – Seashell Trust
- Dream – come true – go back to beginning
- Compare – always want to do this kind of job
- Always push for helps
- **DON'T GIVE UP!**



Future!

- BSL to be taught in Secondary School
- DEA – should be qualified BSL



- Our Learning's and the future...



- paying for the process/or the outcome??
- Getting the outcome will pay for the process, its being able to provide/afford to provide the process to get the outcome that's key..



- **Having your say....**
- paying for the process/or the outcome??
- How do we sustain a payment by results model?? Is it sustainable in line with just bringing enough money in to pay the EO's wages??



- **Personalisation in employment**

Group Feedback



Right to Control

• Questions??



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