

# Notes from the Meeting of the Autism Partnership Employment Group

November 8<sup>th</sup> 2016

**Present:** Sylvia Johnson, Roger Guymer, Graham Nield, Carolyn Bealby, Glynis Beck, Pam Walton  
Lucy Wells(SAANs), John Powell(SCC), Laura Niland (BigAmbitions) and Gemma McGraff

**Apologies:** Laura Walker, Katie Bradshaw

Introductions were conducted so that John, Laura and Lucy understood who the group comprised.

## 1. Notes from previous meeting and matters arising

These were considered and no matters arising that were not on the agenda

## 2. John Powell and Laura Niland on the new SCC intensive programmes

a) John explained that SCC was supporting a range of employment initiatives at different levels depending upon how close individuals were to the job market. So for example this includes a range of job clubs across the city for those who just need help getting a CV together and help preparing for interviews etc

b) He then explained that there were more intensive programmes for those currently on ESA. These include 2 programmes through Learn Direct, one programme through BigAmbitions and one programme through SOAR.

c) Finally SCC have commissioned 4 programmes that offer high level support on a 1 to 1 basis and which include work placements. These are:

One programme through the Autism Centre for Supported Employment ( run by Glynis)

One programme for LD individuals run by MENCAP

One programme for people with mental health issues run by BigAmbitions

One programme run by The First Step Trust Café offering supported work placements

d) In addition, John explained that Laura Niland has been employed as the SCC Employer Champion and would have others working with her to work across the Sheffield Area, talking to employers and getting them to sign up for the 'Disability Confident' kitemark, which replaces the 'Two Ticks' scheme.

e) Laura and her colleagues will be reminding employers of their responsibility to employ the full range of individuals including those with disabilities and to discuss with them how they can adapt roles, job carve and adapt the interview and selection processes.

f) Meanwhile, support would also help individuals on the programmes understand their own strengths. For autistic adults they would have a specialist key worker and job coaches are all being trained in autism.

g) John and Lucy had been in contact and it had been agreed that individuals going through the diagnosis process at SANNS who were actively ready to seek work would be referred directly by Lucy and the SANNS team to John Powell's team and have priority.

h) John shared a referral form with the group. There was discussion about the issue of self-referral and of individuals waiting for a diagnosis but able to seek work. It was agreed that the form needed to be more widely available and that it would also need some information alongside the form so that individuals self-referring ended up in the right programme.

**i) It was agreed that Lucy and John would have further discussions about this and that the form would be made available on the new SCC website pages**

**'Opportunity Sheffield'**

<https://www.sheffield.gov.uk/business-economy/development/employment-skills/opportunity-sheffield.html>

**John would action this**

### **3. Lucy Wells on support from SANNS and discussions with John Powell**

Lucy explained her role as occupational therapist at SAANS and the sorts of support she is able to provide directly. She has a vast client list and has to focus on those in most need. She works with individuals referred through the Diagnostic process at SANNS. Lucy had been in discussion with John Powell about referring more work ready clients on to John following her initial meeting with them so that they could get priority attention under the new SCC work programmes.

Lucy also currently refers people to contact Spectrum E for support into and whilst in work.

She was concerned also about those waiting for a diagnosis and agreed with Laura and John that with some amendments to the paperwork it may be possible to make referrals pre-diagnosis.

**Lucy and John to take this forward.**

There was also discussion about the two documents which the group had produced and Lucy asked for copies to be sent to her.

**SJ and GB to action.**

#### 4. **Report from Glynis about the Equality Hub Employment Day**

Glynis reported on what had been a very interesting and successful Employment Day organised in Sheffield by the Sheffield Equality Hub. This covered all forms of disability and is accompanied by a month long campaign in the Sheffield Telegraph on the benefits of employing disabled people together with the launch of the new Disability Confident Scheme from SCC and the new website above. She shared copies of presentations given during the day by:

*Roger Wilde    Development Manager SCC*

Further information from [Phil.johnson2@sheffield.gov.uk](mailto:Phil.johnson2@sheffield.gov.uk) 01142296136

*Laura Hayfield   Programme Manager SCC on Working Employment Programmes as described above under (2)*

*Paul Glossop    Employment and Skills Officer SCC on the Disability Confident Campaign*

Further Information [fromPaul.glossop@sheffield.gov.uk](mailto:fromPaul.glossop@sheffield.gov.uk) 01142 296172

*Louis Harrison Walker   Chair Sheffield Chamber of Commerce on the Fair Employer Charter*

The list of employers signed up to this currently is in the appendix to these notes.

#### 5. **Report from Sylvia on other employment and research projects nationally**

Sylvia reported on another autism employment project based at The University of Plymouth and a project from Australia which had explored the costs and benefits of employing autistic adults. She passed on this information to those interested.

She also shared information about current research projects about adults and autism with those interested in possibly participating.

#### 6. **Information about the NAS TMI Campaign on Employment**

Sylvia drew the group's attention to the current NAS Too Much Information (TMI) Campaign which is focussing on adult employment at the moment. A short film is available on the NAS website and is being shown in cinemas and other public places at the moment. This highlights the challenges facing autistic adults who go for interview in the hope that employers will do all they can to modify that process for autistic adults.

#### 7. **Website and our materials**

Roger Guymer announced that the Sheffield Autistic Society had revamped its website and is hoping to make this a platform in Sheffield where people can go for all things related to autism.

It was agreed that materials produced by this group could be placed there. The link to the site is: <http://sheffieldautisticsociety.org.uk/>

#### **8. The Autism Partnership and the Employment Subgroup – future steps**

There was a brief discussion about the progress of the Autism Partnership and the running of the Employment Subgroup. It was agreed that it would be a good idea to re-establish the Sheffield-wide autism network which drew together all organisations with an interest in autism to share knowledge and experience. It was also agreed that we progress with the Autism Partnership and it was agreed that Sylvia should write to Joe Fowler about this.

Sylvia suggested that it was perhaps time to rotate the chair of the Employment Working Group, and commented that Emily Morton felt the same about the other working group. It was clarified that Emily currently does this voluntarily just as Sylvia does and that neither is paid by SCC for fulfilling these roles!

#### **9. Date of next meeting**

The date of the next meeting is Tuesday 10 January 2017

1.0 – 2.30 pm Room LG04 Town Hall.

Sheffield Chamber of Commerce  
 Sheffield Chamber of Commerce

Alex Gage Vision  
 alex gage vision

diva  
 Diva Creative

South Yorkshire Fire and Rescue  
 SOUTH YORKSHIRE FIRE AND RESCUE

South Yorkshire Passenger Transport  
 SOUTH YORKSHIRE PASSENGER TRANSPORT

Sheffield Cathedral  
 SHEFFIELD CATHEDRAL  
 A PLACE FOR ALL PEOPLE  
 Sheffield Cathedral

Sheffield Citizens Advice  
 SHEFFIELD CITIZENS ADVICE  
 SHEFFIELD CITIZENS ADVICE

Sheffield Chamber of Commerce  
 Sheffield Chamber of Commerce

Peterman Fork Lift Trucks  
 PETERMAN FORK LIFT TRUCKS

domino  
 Domino Commercial Interiors

Streets Ahead/Amey  
 streets ahead amey

Connect The Dots  
 connect the dots

Grapple  
 GRAPPLE

Connect The Dots  
 connect the dots

Glidle  
 GLIDLE

The AAG Systems  
 THE AAG SYSTEMS

Champion Hire  
 CHAMPION HIRE

The Sheffield College  
 THE SHEFFIELD COLLEGE

Benchmark Recruit  
 BENCHMARK RECRUIT

Sheffield City Council  
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Sheffield Clinical Commissioning Group  
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Manor and Castle Development  
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Occupational Health Service  
 OCCUPATIONAL HEALTH SERVICE

Sheffield Occupational Health Service  
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University of Sheffield  
 UNIVERSITY OF SHEFFIELD

South Yorkshire Police  
 SOUTH YORKSHIRE POLICE

Birchenshall Howden  
 BIRCHENSALL HOWDEN

Sheffield Police  
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Voluntary Action Sheffield  
 VOLUNTARY ACTION SHEFFIELD

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Creative Space Management  
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