

Title of Action Plan being assessed	People with mental health problems moving into employment or education
LAA indicator	LI 3.1
Name of person completing this assessment	Pauline Stratford
Contact Telephone Number	01277 239178
Date	31 st March 2010
Which Partners are involved?	All Essex PCTs, ECC, SEPT, NEPFT, Employ-Ability, Rethink, CVSS

1. What are the aims and objectives of this Action Plan?

- 1. Increase the number of people with severe and enduring mental health problems moving into employment or education.**
- 2. Support employers to develop their capacity to support people with experience of mental health problems in the workplace and to support employees who may develop mental health problems in the future.**

2. What are the steps used to deliver the Action Plan?

1. Support people with severe and enduring mental health problems to develop an action plan outlining their pathway to work through education/ training/ supported employment/ volunteering as appropriate for the individual.
2. Volunteer Co-ordinators will be employed within Community Volunteer Centres across Essex to support people with Mental Health problems who have identified that volunteering will offer them the right preparation steps on their pathway to work.
3. Workshops will be held with employers to raise their awareness of employing people with mental health problems, the support they can receive and best practice in this area. Some mental health service users will receive training so that they can help in the delivery of the workshops.

3a. Think carefully about each of the equality groups below in turn. Could the Action Plan have a negative or positive effect on people in the group? Tick any group that could be positively affected, and put a cross against any group that could be negatively affected. Some groups can have both a tick and a cross.

- | | |
|----------------------|------------------------|
| √ Race and Culture | √ Disability |
| Age | Gender |
| √ Sexual Orientation | Religion and Belief |
| Rural Isolation | √ Economic Deprivation |

3b. Describe any positive or negative issues that you think are relevant under each equality strand. If you identify an issue that substantially affects a particular group, and might stop them benefiting, state what changes you will make to the Action Plan.

Race & Culture

Issues:

It is acknowledged that people from BME communities access mental health services at a crisis stage and not through primary health care services.

The BME Mental Health Community Development Workers will be linked into the project and will be able to signpost individuals towards the volunteering scheme. The workshops and support for employers will help to support individuals at risk of developing mental health problems at an earlier stage and signpost to early intervention/ services.

Changes to Action Plan:

None

Age

Issues:

The target age for this project is people of working age because it is aiming to help people to retain or return to employment.

Changes to Action Plan:

None

Disability

Issues:

There is evidence that support to help disabled people return to or remain in work helps to increase better mental health and support recovery. Supported volunteering is an acknowledged step in helping people with mental health problems return to work.

Changes to Action Plan:

None

Religion and Belief

Issues: None identified

Changes to Action Plan:

Gender

Issues:

The initiatives proposed mean that both men and women will be positively affected

Changes to Action Plan:

None

Sexual Orientation

Issues:

Research suggests that some lesbian, gay, bisexual, as well as transgender, people are at higher risk of mental health disorder and suicidal behaviour. The initiatives proposed are unlikely to impact differently on people because of their sexual orientation. The workshops and support for employers will help support individuals at risk of developing a mental health problem in the workplace by signposting to early intervention

Changes to Action Plan:

None

Rural Isolation

Issues:

The limited amount of funding available for the supported volunteering project means that the project will be targeted at those areas in Essex identified as being the most deprived in rural areas.

Changes to Action Plan:

None

Economic Deprivation

Issues:

It should positively affect economic deprivation as it is aimed at increasing employment and education. The limited amount of funding available for the supported volunteering project means that the project will be targeted at those areas in Essex identified as being the most deprived.

Changes to Action Plan:

None

4. What equality statistics or other evidence from public engagement do you need to help you test your initial conclusions in Section 1?

What statistics or reports already exist – nationally or locally?

What else do you need to know – what are the gaps?

How will you collect this evidence? If you feel that particular organisations or community/voluntary groups will be able to help you please list these too.

STATISTICS

What evidence do you want?	Where is it available?	How will you use the evidence?

PUBLIC ENGAGEMENT PLAN

The development of activities to support people with mental health problems into employment arises from Strategies developed within Essex to support people with mental health problems into employment: North Essex Mental Health Commissioning Strategy and South Essex Mental Health Employment Strategy.

In turn, both Strategies were developed in full consultation with Mental Health Service Users, providers of services, third sector voluntary organisations and included representation from BME service users and Essex Race Equality Council.

What do you want to know?	What questions will you ask?	Who are you going to ask?	Name of planned source (if known)	What will you do with the answer?
N/A				

Please submit this form to jan.plummer@essex.gov.uk