

# Public Sector Equality Duty

## Case Study from 2024/5

### Introduction / Background

My name is Nuchjaree Fisher (Nuch) the advanced social practitioner within the Preparation for Adulthood and Autism Team under Adult Social Care and Health Sustained Service.

The team work with clients from 17 and a half years old transitioning into adulthood to provide timely Care Act 2014 assessment support as well support to informal carers for them to sustain the caring role and wellbeing.

The team works with adult clients with Autism diagnosis as well their informal carers.

### What was the equality issue?

Over the period the team has been collating data and feedback from clients and carers. This is part of the PFA team key performance annual evaluation.

It surfaced that young people with EHCP needs find it difficult to express their views and wishes around what are important to them. They find it difficult to express views as part of planning their future forward.

It had been outlined that often young people's voice has been lost in the process when planning their future including setting goals and exploring interests and aspirations.

When we explored this in detail to get a better understanding of how best we can support, a lot of young people with learning disability diagnosis expressed they feel due to their learning disability and cognitive conditions that they may be judged and fear of being treated differently as unable to do things in comparison to young people without learning disability diagnosis.

### How was this addressed?

- The team continues to collate data and started to work with local EHCP schools and colleges in locally. The work is inclusive of developing communication support tools with input from SALT as well the teaching team. As well as supporting young people to reassure them that are they valued and capable of achieving their goals that advocacy can extend to advocate for other vulnerable young people that may not have confidence to this themselves.

- My manager and I progressed to allocate EHCP schools and colleges to the PFA team officers. We continue to support young people to express their views and feelings as well support them to grow their confidence further.
- Through regular review, meetings and evaluation, the work has been progressing well that young people started to engage more. They developed confidence and with the right level of communication and coaching support they have been empowered. Young people now formed under the Expert Reference Young People's Voice Group. Support is given by the exiting experts to meet and greet and share views as well vision to try to help others. Terms and references have been established to support the group and on-going review for inclusion and protection of diversity.
- I presented the information to the Hillingdon's Learning Disability Partnership Borad to advocate for young people between the age of 18-25 with EHCP with learning disability as a cohort of experts to be part of board as active members. The Learning Disability Partnership Board has been seeking experts' involvement when I presented this the Learning Disability Partnership Board accepted the proposal, and I have been supporting young experts as part of coproduction work.
- Initially young experts have been finding it difficult to attend a big meeting with all senior managers and professionals. All the relevant support teams and coaching progressed where regular board feedback had been shared with the young experts as well feedback to the board via our regular meetings. Regular reports had been produced as a channel of communication and connection.

### **What was the outcome?**

More young people are able to participate, we meet regularly to share views and feedback, we are able to support coproduction to improve wheelchair accessibility in the local areas, support to raise awareness the importance of annual health check. Visual information is being produced by the young experts. Young experts enjoy attending our regular meetings that we will be reviewed how we can structure the meeting to make it even more fund and productive.