

Bradford District Care Trust Service Provider and Employer

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Bradford District Care Trust

- Bradford District Care Trust was established in April 2002
- The Care Trust provides Mental Health and Learning Disability services for the population of the Bradford District.
- In addition, it will provide Mental Health services to people living in the Craven District of North Yorkshire

Economic Activity within Bradford

- 56% Employed
- 5% Unemployed
- **6 % Sick/Disabled**
- 8% Looking after home/Family
- 4% Other- Inactive
- 8% In Education
- 13% Retired

Mental Health Service Users and Employment

- 78% of those with depression/anxiety want to work
- 86% of those with phobias/stress disorders want to work

BUT

- Only 24% of those with long term mental health problems are in employment
- More than 40% of employers said they would not employ someone who had experienced mental ill health

In order to identify the solutions we need to understand the problems

- Discrimination-actual/perceived
- Unwelcoming adverts
- Off-putting application processes
- Benefits 'Trap'
- Fear of relapse
- D.D.A.
- Lack of workplace support
- Inflexible working hours
- Lack of appropriate placements/work experience options
- Closed 'culture'

Facts

- With the right support, people with mental health issues can and do stay in work
- 52% of people with a psychiatric history conceal the fact from their employer
- Of people who have had a Mental health problem that lasted more than 1 year 86% are unemployed

What is Bradford District Care Trust doing?

- Employability
- Citizenship and Social Inclusion Agenda
- Vocational Support Workers
- Diverse Workforce Statement
- Service Users involved in Recruitment
- Working in Partnership with external organisations

How can we attract and retain a diverse workforce

- Diverse Workforce policy
- Job Adverts
- Recruitment process
- Reasonable Adjustments
- Counselling and support services

As an Employer

We want to

- Recruit and retain valued members of staff
- Reduce sickness levels
- Reduce recruitment and training costs
- Improve our service
- Express corporate social responsibility

Mindful Employer Initiative

- A framework to work within
- Support from other organisations
- A clear message to Service Users
- A healthier workplace
- Led by employers
- Increases awareness of Mental Health

Mindful Employer Charter

As an employer we recognise

- People who have mental health issues may have experienced discrimination. This may discourage them from seeking employment.
- Whilst some people acknowledge their experience, others fear the stigma will jeopardise their chances of getting a job
- With support , the majority of people who have experienced mental ill health continue to work successfully

As an employer we aim to

- Show a positive and enabling attitude to employees and applicants
- Ensure all staff involved in recruiting are briefed on DDA and given the appropriate interview skills
- Make it clear that people who have experienced mental health issues will not be discriminated against

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- Not make assumptions that a person with mental health issues will be more vulnerable or take more time off
- Provide non-judgmental and pro-active support to individual staff who experience mental health issues
- Ensure all line managers have information and training about managing mental health in the workplace

MINDFUL EMPLOYER ISN'T....

- A policy to implement
- A target to achieve

MINDFUL EMPLOYER IS....

About supporting employers

About communication between employers

About improving the work place

www.mindfulemployer.net

- Information for employers, employees, GPs, Health services and supporting organisations
- Online Discussion Forum
- Personal stories and good practice
- Resources and links, support and training
- Contact details