

## Supporting Information and Impact Assessment

Proposal:	Project Search
Executive Lead:	Julian Parrott
Director / Assistant Director:	Caroline Taylor

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### Section 1: Background Information

<b>1.</b>	<p><b>What is the proposal / issue?</b></p> <p>The proposal is to cease the funding provided by Torbay Council for Project Search, which is a joint project between Torbay hospital, South Devon College and Torbay Council.</p> <p>Torbay Council currently provides £38,000 to fund job/employment coaching as part of the overall project search service.</p>
<b>2.</b>	<p><b>What is the current situation?</b></p> <p>Project Search currently provides internships and job/employment coaching for young people aged 16-24 who have a learning disability or autistic spectrum condition.</p> <p>Around 10 young people with a learning disability or autistic spectrum condition are recruited to Project Search per annum in Torbay where they are taught employment related skills while in a work placement at Torbay Hospital.</p> <p>The Job Coach currently funded by Torbay Council arranges the placements, monitors progress deals with any issues and provides advice.</p> <p>The interns do 3 different placements over the course of a year, and towards the end of the year begin to apply for work. The job coach supports them in this, and also liaises with any new employers to ensure they support the young person in their new job.</p> <p>Project Search is a jointly funded/provided project as follows:</p> <ul style="list-style-type: none"> <li>• Torbay hospital provides a workspace and internship opportunities for young people within the hospital.</li> <li>• South Devon College provides a tutor who works with the young people on employability.</li> <li>• Torbay Council fund Pluss to provide a job coach</li> </ul> <p>Discussions will now need to take place with both Torbay Hospital and South Devon College to understand if Project Search is able to remain viable if this proposal is agreed – there is a risk that this service may no longer continue.</p>

<p><b>3.</b></p>	<p><b>What options have been considered?</b></p> <p>At this stage no other options have been considered.</p>
<p><b>4.</b></p>	<p><b>How does this proposal support the ambitions, principles and delivery of the Corporate Plan 2015-19?</b></p> <p>The service supports the following actions:</p> <ul style="list-style-type: none"> <li>• <i>Working towards a more prosperous Torbay</i></li> <li>• <i>Protecting and supporting vulnerable adults</i></li> </ul> <p>Decommissioning the service would support the following principle:</p> <ul style="list-style-type: none"> <li>• Use reducing resources to best effect</li> </ul>
<p><b>5.</b></p>	<p><b>Who will be affected by this proposal and who do you need to consult with?</b></p> <p>The following organisations would be affected by the proposal:</p> <ul style="list-style-type: none"> <li>• South Devon College</li> <li>• Torbay Hospital</li> <li>• Pluss</li> </ul> <p>The following people will be affected by the proposal:</p> <ul style="list-style-type: none"> <li>• Current/existing service users of Project Search</li> <li>• Potential future users of Project Search</li> </ul> <p>We will need to consult with South Devon College, Torbay hospital, Pluss, service users (i.e. young people with a learning disability/autistic spectrum condition) and their parents/carers.</p>
<p><b>6.</b></p>	<p><b>How will you propose to consult?</b></p> <p>Consultation with South Devon College and Torbay hospital and Pluss will be by meetings with representatives of the organisation.</p> <p>Consultation with young people and their parents/carers will be discussed and planned with Pluss, and SPOT to find appropriate methods to consult.</p> <p>To ensure that any potential future users of this service are given the opportunity to have their say, this proposal will be consulted upon as part of the wider consultation on the Mayor’s budget – an online and paper survey will be made available.</p>
<p><b>Section 2: Expected Implications and Impact Assessment</b></p>	

(These sections will be updated and expanded following the consultation period.)

7.	<p><b>What are the <u>expected</u> financial and legal implications?</b></p> <p>Financial implications – the decommissioning would lead to a £38,000 per annum saving.</p>
8.	<p><b>What are the <u>expected</u> risks?</b></p> <p>If the proposal is not implemented, savings targets may not be achieved.</p> <p>The risks of ceasing the funding to project search are that a job/employment coaching service will no longer be accessible to new and existing service users meaning that there is the potential of a reduced number of young people with a learning disability or autistic spectrum condition that may gain employment.</p>

## Section 2: Implications and Impact Assessment

9.	<p><b>Public Services Value (Social Value) Act 2012</b></p> <p>Not applicable</p>
10.	<p><b>What evidence / data / research have you gathered in relation to this proposal?</b></p> <p>A range of information has been used to inform the development of this proposal and Equality Impact Assessment. This includes:</p> <ul style="list-style-type: none"><li>• South Devon and Torbay JSNA</li><li>• Waddell, G &amp; Burton A (2006); Is Working Good For Your Health and Wellbeing, Department for Work and Pensions.</li><li>• Improving Lives – The Work, Health and Disability Green Paper, 2016</li><li>• Oakley, M (2016), More than words: Rethinking employment support for disabled job seekers, Employment Related Services Association</li><li>• Torbay Autism Self-assessment Framework 2016</li></ul> <p>Based on 2014 national prevalence, it is estimated that there are around 1,169 people living in Torbay with an Autistic Spectrum Disorder (ASD). 132 (11%) are aged under 18 and attend a primary, secondary or special school. 1,037 aged over 18, of which there are estimated to be 112 females and 925 males.</p> <p>The prevalence of autism, by age and sex, suggests there are less young males, and more older males with autism in Torbay compared to the England average.</p> <p>All local authorities have recently submitted an Autism Self-Assessment Framework 2016 to Department of Health.</p>

The current autism self assessment framework rates 'employment for people with autism' in Torbay receiving an amber rating – currently project search and Pluss support the self assessment achieving this rating.

11.

**What are key findings from the consultation you have carried out?**

General Budget Consultation:

The following question was asked as part of the general budget consultation:

**To remove the budget for Project Search in 2018/19.**

**This proposal is expected to save £38,000 in 2018/19.**

*Project Search provides internships and job coaching for young people aged 16-24 who have a learning disability or an autistic spectrum condition. The proposed budget for next year would be £38,000.*

Do you support this proposal?	Number	Percent
Yes	153	36.7%
No	247	59.2%
No answer	17	4.1%
<b>Total</b>	<b>417</b>	<b>100.0%</b>

Please see appendix one for consultation responses from service users and the service provider.

12.

**Amendments to Proposal / Mitigating Actions**

The consultation process has highlighted that an alternative approach to delivering a project of this nature may be possible. Delivery partners and stakeholders are keen to see the project continue, however this may be in an alternative format, using the best elements of Project Search framework whilst being more responsive to the needs of the individual.

Discussions with key partners are on-going to find an alternative approach to delivering Project Search.

## Equality Impacts

13	Identify the potential positive and negative impacts on specific groups		
	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	<p>The proposal will negatively impact upon young people. Project Search specifically works with young people aged 18-24.</p> <p>Mitigating Action: Discussions with key partners are on-going to find an alternative approach to delivering Project Search</p>	
	People with caring Responsibilities	<p>There is a potential secondary impact on people with caring responsibilities. Project Search participants are young people aged 18 – 24 with Learning Disabilities / Autism.</p> <p>The impact on the person with a caring responsibility would be realised as they may be required to support a person with learning disability to find employment.</p> <p>Mitigating Action: Discussions with key partners are on-going to find an alternative approach</p>	

		to delivering Project Search	
People with a disability		<p>The proposal would impact negatively on people with a learning disability or autism. Project Search is a specialist programme to support this client group into employment.</p> <p>Mitigating Action: Discussions with key partners are on-going to find an alternative approach to delivering Project Search</p>	
Women or men	No differential impact		
People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	No differential impact		
Religion or belief (including lack of belief)	No differential impact		
People who are lesbian, gay or bisexual	No differential impact		
People who are transgendered	No differential impact		
People who are in a marriage or civil partnership	No differential impact		
Women who are pregnant / on maternity leave	No differential impact		

<p>Socio-economic impacts (Including impact on child poverty issues and deprivation)</p>		<p>Around 2,250 (0.8%) of residents under the age of 65 years in South Devon claim DLA due to a severe learning difficulty. Using DLA claimants (for a learning difficulty) as a proxy measure for a LD; there are more men than woman under the age of 65 years with a LD in South Devon.</p> <p>Cost benefit analysis undertaken by Government in relation to Project Search indicates that if a young person enters the program at age 20 and works until retirement, at age 60 savings to government are approximately £395,000.</p> <p>Evidence provided by Project Search indicates participants working at 16 hours per week on average, a young person is better off by £55 per week.</p> <p>Cumulatively, it is estimated that if you take all the students who are now in employment as a result of Torbay Project SEARCH starting five years ago, this would equate to a potential £200,000 extra</p>	
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		<p>spending power that these young people have to spend.</p>	
<p>Public Health impacts (How will your proposal impact on the general health of the population of Torbay)</p>		<p>Being in good employment is protective of health. Whilst being unemployed contributes to poorer health and wellbeing. Rates of unemployment tend to be highest amongst those with few or no qualifications or amongst more vulnerable groups such as those with disabilities or mental ill health, or those with caring responsibilities or lone parents.</p> <p>There is a strong association between worklessness and poor health. There is strong evidence that unemployment is generally harmful to health, including:</p> <ul style="list-style-type: none"> <li>• higher mortality;</li> <li>• poorer general health, long-standing illness, limiting longstanding illness;</li> <li>• poorer mental health, psychological distress, minor psychological/psychiatric morbidity;</li> <li>• higher medical consultation, medication consumption and hospital admission rates.</li> </ul>	



		<p>Work for sick and disabled people: There is a broad consensus across multiple disciplines, disability groups, employers, unions, insurers and all political parties, based on extensive clinical experience and on principles of fairness and social justice. When their health condition permits, sick and disabled people (particularly those with 'common health problems') should be encouraged and supported to remain in or to re-enter work as soon as possible because it:</p> <ul style="list-style-type: none"><li>• is therapeutic;</li><li>• helps to promote recovery and rehabilitation;</li><li>• leads to better health outcomes;</li><li>• minimises the harmful physical, mental and social effects of long-term sickness absence;</li><li>• reduces the risk of long-term incapacity;</li><li>• promotes full participation in society, independence and human rights;</li><li>• reduces poverty;</li><li>• improves quality of life and well-being.</li></ul>	
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<b>14</b>	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	None identified	
<b>15</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	None identified	

## Appendix One:

### Service users (current and former) and carers

A focus group with two current service users took place on 5 December 2016. Feedback has been analysed and categorised into key themes, with the most common first, which are presented below:

#### Q1. Why is project search important?

Themes	Examples of comments
Help to find a job	"It would be hard for me to find a job. I would feel nervous and not know what was the right job for me. It's important to have the support to find a job. I only managed to do one job application on my own. I'd be stuck / wouldn't know how to fill it in."  "I wanted a job and I wanted to work in the hospital. This happened due to Project Search."
Mix of college & Project Search	"I like to do both. College is maybe a bit more social. There's a good balance of the two."
Qualifications	"... Diploma in employability skills."

#### Q2. What have you learnt?

Themes	Examples of comments
Work skills	"Project Search tries to make it like real work. You have an interview when starting Project Search. For each job placement learners have a mini interview to help develop their skills for gaining employment."  "Portfolio's – learn how to sell ourselves so we can actually get a job."
Enjoy working	"Want to carry on working."
Confidence	"very confident..., nervous at first but towards the end as I got used to speaking and asking what [people] want it was easier."

#### Q3. Do you feel confident in finding a job because of project search?

Themes	Examples of comments
Got a job	"Had an interview for the job, didn't find it nervous and got told immediately that was successful. Working 15 hours and doing Project Search unit work for qualifications."

Enjoy working in the team	“First rotation joined waste management team. Always find a way to cheer the team up. Proactive in wanting to be involved and help the team with tasks.”
Grown in confidence	“Once started with project search, my confidence grew.”

Q4. Has project search helped you develop skills in other areas of your life?

Themes	Examples of comments
Pleased to graduate	“Mum and dad will be impressed how far I will get. (Project Search graduation).”
Skills learnt	“Personal hygiene, appearance, rights at work, equality and diversity, confidentiality (how to work with people on wards and want information you can’t share).”
Saving money	“Starting to save money for after Christmas. Want to get new games and clothes. Up to date DVDs.”

Q5. Is it important to keep project search open for others in the future?

One comment was made:

“If Project Search wasn’t there people wouldn’t have the help they need. They’d have to do it by themselves. Need initial support in the beginning. Staff go out and do the jobs as a test before interns start their new roles.”
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Q6. Is there anything else you would like to add?

Two comments were made:

Are you sure you want to cut people’s jobs? The more you cut jobs, people won’t be able to support themselves or their family.”
“I would recommend it to all my friends.”

A meeting with two current service users, one former service user and a parent also took place on 5 December 2016. Feedback has been analysed and categorised into key themes, with the most common first, which are presented below:

Themes	Examples of comments
Gained work skills and experience	“I learnt different key skills, around job interviews. We did three different work rotations and found out what it’s like to be in a working environment.”  “I’m doing Way Finding. When we started we had a tablet to

	use. I used it for one day then I remembered.”
Developed confidence	“They improve your confidence and it feels like you can get a job. It feels good that you can get work and get paid. I’m saving up for driving lessons in the future.”  “The main new skills were social, emotional and language. In her home life her confidence has built.”
Aspirations	“I want to get a full time job”  “I want to get a job in childcare”
Customer service skills	“I like learning new skills and how to serve people.”
A big shame to lose funding	[Losing the job coach] “A lot of difference. You need the whole package to make it work. They wouldn’t have done as well if that part wasn’t in place because it was them (Pluss) that led to the traineeship. It would be a very big shame if the funding was to be pulled out.”
Big gap	“There is a big gap for SENCO children and many children get lost as soon as they leave school.”
Achievement	“Graduation was lovely. It is every mum’s dream for what their child has achieved. Seeing her in that setting was amazing.”

### Provider organisation

The proposal is to reduce funding to the provider of the job/employment coaching part of Project Search. Pluss are funded to provide this service and responded through a face to face interview. Feedback has been analysed for each question and grouped into key themes with examples of comments made:

N.B. The term LD is short for learning disability in the examples below.

Q1. Why is project search important?

Themes	Examples
Low employment for people with a learning disability	“There is very little provision for people with LD around. Employment rates for people with a Learning Disability are very low.”
Mainstream provision is unsuitable	“Mainstream provision isn’t able to support LD clients as they do not provide job coaching and this process is pivotal to enable an individual with learning disabilities to learn and retain tasks.”
People with learning disability want to work	“The majority of young people with learning disabilities are currently on Employment and Support Allowance. ... The support group is for those individuals where there is no expectation that this individual will work in the short or long term. .... Many customers with learning disabilities end up in the support group- despite figures showing that 80% of people

	with learning disabilities actually want to work.”
Government policy	“Government want to halve the employment gap for people with a disability. Calculations suggest there are 2 million people of working age with a disability who are currently unemployed.”
Increased cost of not working	“People who don’t work suffer from a range of co-morbidities and will have a greater impact on adult social care budgets. ... Figures show that if someone with a learning disability goes in to employment at the age of 20 and stays in employment until the age of 60 this provides a saving to the government of £395,000 per person”
Benefit to the economy	“Removing Project Search funding will stop people with a Learning Disability getting a job and spending money within Torbay.”  “Participants of Project Search / generally people with a Learning Disability, in employment who live at home are approximately £50 per week better off. This is the equivalent of £2800 per person per annum being spent within the local authority area.”
Loss of Project Search branding	“The model must include three separate partners who work together; employer, education provider and job coaching provider. If the activity does not have one of these three partners it cannot be called Project Search and will not receive the support from the international umbrella organisation.”
Provides careers	“Project Search doesn’t just give people jobs it gives them careers. One person is now working in chemotherapy service and another in micro-biology.”
Improves retention of employment	“... improves retention of employment within organisations and within the specific roles undertaken by LD individuals. Project Search clients and those with an LD generally don’t move on to other roles in the short term.”
Positive impact on other staff	“Derriford Hospital, Plymouth, another site where Project Search operates feel that as a result of working with Project Search staff attendance has improved. It was felt that this was in part due to the commitment and enthusiasm of staff with a Learning Disability being a positive impact on other staff within the team.”

Q2. What has the impact of project search been on the life skills of service users?

Themes	Examples
Raises aspirations	“As potential clients and their families move through the education system, Project Search is something for individuals to aspire to and see as a positive progression route.”
Develops independent living	“It also supports people to develop their own identity and helps to fulfil people’s lives. If they have cash they can buy clothes, buy friends a pint in the pub. It gives them access to be part of the

	community.”
Sustaining employment	“Torbay Project Search on average sees 70% of the students moving in to and sustaining employment.”
Inclusive recruitment for others	“Project Search and the work delivered by Pluss has now started to work with the hospital to broaden their general recruitment, giving opportunities for more customers with general health conditions to secure employment within this key employer in Torbay. Torbay Hospital now has an Employability hub which has broadened recruitment to be more inclusive.”

Q3. What have you learnt / what has the impact been on your organisations from being involved with project search?

Themes	Examples
Changed views on abilities of people with a learning disability	“Torbay Learning Disability people are playing key roles within Torbay Hospital, evidence shows that someone with a learning disability actually has higher accuracy and productivity rates in comparison with someone who does not have a learning disability. Clients of Torbay’s Project Search are now training other staff within the hospital in how to label bloods correctly.”
Improved creativity	“... has helped to make Pluss Job Brokers more creative in how they think about how to support people in to new roles.”
Good publicity	“Torbay Project Search has been recognised by the USA Project Search, umbrella organisation for its significant levels of achievement.”
Support and commitment	“Pluss in its role with Project Search goes over and above what is expected. ... This required supporting someone to access transport at 4.00am for a 2 week period. This commitment and flexibility has ensured the same person has remained in employment.”

Q4. What would be the impact to you / your organisation if funding for job coaching wasn’t available in the future?

Themes	Examples
Loss of brand	“Technically Project Search would cease to exist. Project Search can only operate with the three main providers.”
Loss of specialist skills	“Local education providers do not have the same job coaching skills or knowledge of the local labour market.”
Links with other Pluss funded projects	“Not everyone in Project Search gains employment with Torbay Hospital. The link between Project Search and Work Choice helps secure alternative employment.”
Hard to find funding	“Adding the pressure of Project Search funding to other funding reductions would make it hard for Pluss to find funding to continue to deliver the project.”

Q5. Are there any other ways in which the job coaching element could be delivered or is there alternate funding which may be sought?

Themes	Examples
Alternative funding	“There is potential for other funding but this would not be possible in the short term. Education providers are able to draw down funding per student. Evidence from other local authority shows drawn down funding being able to support both the education provider and job coaching provider. This is currently not happening in Torbay”
Government green paper	“In the long term there is a government green paper – “Improving Lives, Work, Health and Disability.” The paper discusses piloting a supported employment programme with people with LD, Autism and MH [mental health] on an outcome based approach. Currently there are no details of what this would look like or certainty of the initiative being launched.”

The Provider also sent a separate written response.

### Stakeholder organisations

Three stakeholder organisations (South Devon College, Torbay Hospital and Torbay and South Devon NHS Foundation Trust) were met with in separate face to face interviews (including five people). Feedback has been analysed for each question and grouped into key themes, with the most common first, with examples of comments made:

Q1. Why is project search important?

Themes	Examples
Positive project	<p>“Project Search is the driver in employability for the trust locally and has the highest success rate for all employment programmes.”</p> <p>“Project Search, particularly its work to employ people and provide internships for people with a Learning Disability in a hospital setting has been very positive. Visibility of people with learning disabilities performing roles within this environment helps to “normalise” the idea of people with a learning disability being able to make a valuable contribution to the workforce.”</p>
Value of employing people with a learning disability	“As the project focuses on working with people with a learning disability it has changed the way the department has run, people’s perceptions and ways of working with people with a Learning Disability. Project Search has helped Torbay Hospital realise the value of employing people with a disability.”
High unemployment rates for people with a learning	“Torbay is a very low performer in Adult Social Care Outcomes Framework benchmarking when looking at supporting people, particularly those with a learning disability and / or autism into employment. There is generally low unemployment in Torbay.



disability	However when considering people with a learning disability, unemployment rates are high.”
Restrictive framework	“... the downside of the project is that the framework is too restrictive. ... The framework doesn’t meet current needs of the modern workforce as people may work different patterns and different days to what is prescribed.”
Impact on families	“The programme helps a learner develop autonomy and gives families / carers their life back.”
Financial stability	“Project Search aims for a person with Learning Disability to gain paid employment which is for a minimum of 16 hours per week. This helps the individual to have financial stability and sustainability.”
Bridges gap between education and employment	“Project Search bridges the gap between a person with a Learning Disability leaving school or college and then finding employment. Without the project people with a Learning Disability often find it difficult to make the transition between education and making that first step into employment.”

Q2. What has the impact of project search been on the life skills of service users?

Themes	Examples
Impact upon the organisation	<p>“Organisations and teams who work with Project Search interns, value the contribution and enthusiasm the participants bring. The impact on hospital has been huge, staff are fully engaged and know how to work with clients who have a Learning Disability.”</p> <p>“Project Search has had an impact on the Trust’s own engagement with the programme and has developed new opportunities throughout the organisation.”</p>
Gain and sustain employment	“The Project helps participants “mature” in to people who are job ready through development of job search and interview skills. ... Most graduates of Project Search are now in paid employment and able to work autonomously.”
Sense of responsibility	“The project gives the participant responsibility for their own learning and development. They are part of a working team.”
Independence	“A major impact of Project Search is in the development of a person’s independence. Project Search participants learn transferrable life skills, how look after money / budget, and how to be an independent traveller.”
Develop confidence	“A recent graduate made a presentation to a conference in Bristol. Prior to commencing on the programme, this person had no social skills and very low confidence.”
Training other staff	“Ex Project Search students, now employed by the Trust are training and teaching other staff how to use equipment. ... One individual in his role found a piece of equipment / a process which had gone wrong. He was able to follow the right course of action

	and rectified the situation. This person now trains others to use the same piece of equipment.”
Without Project Search- adverse impact	“Without Project Search there is likely to be an adverse impact on the health and social care system in other ways and put demand on other services within the local community.”

Q3. What have you learnt / what has the impact been on your organisations from being involved with project search?

Themes	Examples
Positive impact	<p>“It has seen a personal learning curve for many staff which has been valuable and they are able to use this learning in a wider professional practice. The impact of Project Search has seen a positive change in more inclusive and creative recruitment practices.”</p> <p>“TSDFT’s involvement in Project Search has helped it to become a leader in employment for people with a Learning Disability. Torbay and South Devon NHS Foundation Trust needs to be an employer of visible minority groups. Due to the ICO’s involvement in Project Search and being a responsible employer, TSDFT should lead by example.”</p>
Sustaining employment	“The students, aged 18 – 24 who have a Learning Disability are furthest from the labour market. By engaging with Project Search we know that 80% of Project Search participants will enter the job market. People with a Learning Disability had done work experience before but hadn’t been able to sustain employment until we started to work with Project Search.”
Provision is in a work environment	“It is a benefit that work based provision is off-site as it helps to develop maturity. The biggest thing participants learn is to look at a situation from a different person’s point of view. It’s not about them anymore.”

Q4. What would be the impact to you / your organisation if funding for job coaching wasn’t available in the future?

Themes	Examples
Find another way to provide the project	<p>“There would not necessarily be an impact on the learners as South Devon College would work to find a different way of providing the project. You wouldn’t have an international brand. However, it’s not necessarily important to have the brand. It’s more important to have the success of the programme.”</p> <p>“Colleagues at the college are committed to wanting to deliver the project and Torbay Hospital will work with them on what this may look like. Within the current resource the hospital and college don’t employ a job coach. The programme is too valuable to lose due to</p>

	the positive impact it has within the community.”
Restrictive framework	<p>“International project search is being inflexible in its approach and doesn’t make reasonable adjustments.”</p> <p>“Project Search is prescriptive on which postcodes a person can be recruited from, who, where and how we engage with participants is also restrictive. Not delivering under the brand of Project Search would allow us to be more flexible.”</p>
Loss of specialist job coaching	“Job Coaching not only helps people to prepare people to gain work. It helps other project staff in understanding how the participant learns. If Project Search lost the funding for job coaching the Project would lose the specialist knowledge that Pluss brings.”
Impact on social care budgets	“The removal of funding for Project Search is likely to have an additional impact onto social care budgets. It is expected that this would be realised through an increase in demand for services and 1:2:1 support.”
Disproportionate amount of cuts to learning disability services	“It could be perceived that people with a Learning Disability are receiving a disproportionate amount of cuts to services they receive. Within public sector organisations in Torbay recently services for people with learning disabilities have been reduced. These include; Baytree, Torquay CRC, Occombe, Fairlands and paid for transport to day services.”
Negative impact on aspirations	“A negative impact for people with a learning disability will be on their aspirations”

5. Are there any other ways in which the job coaching element could be delivered or is there alternate funding which may be sought?

Themes	Examples
No additional funding	<p>“Is there another organisation out there who might deliver? ... Don’t want to see this project go ...</p> <p>Support staff have already received training in Systematic Instruction and would be able to continue. Wouldn’t want to lose Pluss as they’ve been a good partner and very loyal.”</p>
Alternative ways to deliver project	“There is currently no additional funding from within Torbay and South Devon Foundation Trust to provide support for Project Search. Should the funding be removed following the Mayor’s Budget consultation, TSDFT would have to look at the demand to services, and develop a business case. However, there is no additional funding available.
Support existing staff	“Torbay Hospital will provide internal support for staff to be able to continue and we would look at the way the Project is delivered.”

Q6. Is there anything else you would like to add?

Themes	Examples
Alternative ways to deliver	“Is there a need for employability – yes. NHS largest employer in the area. Need to think about how we continue the work in the future.”
Loss of employment support	“Staff who are currently involved in Project Search are able to cross cover, but what would be lost, if the funding is cut, is the focus around employment support.”