

PERTH AND KINROSS COUNCIL

Housing and Health Committee – 6 February 2013

**HOUSING AND COMMUNITY CARE
EMPLOYABILITY NETWORK PLAN 2011 – 2014**

Report by Executive Director (Housing and Community Care)

ABSTRACT

This report provides an update on the progress achieved during the Employability Network's first year of operation. It contains examples of some of the work undertaken and the challenges being addressed by partner organisations within the Network. The report also highlights priority areas of work identified for the second year of Network business activity.

1. RECOMMENDATIONS

- 1.1 It is recommended that Committee notes the progress achieved during the Employability Network's first year of operation as outlined in Section 3 of this report.
- 1.2 Approves the proposed priority actions for the Network's second year as outlined in Section 4 of this report.

2. BACKGROUND

- 2.1 The Network was established as a means of providing more effective, targeted employment support to individuals furthest from the job market; i.e. clients of the Council's Housing and Community Care Services, Criminal Justice Services and partner organisations. This initiative was undertaken in recognition of the fact that, for many of these people, access to employment and training opportunities can be difficult enough when market conditions are buoyant. The barriers they face simply increase during the times of economic downturn. The figures presented at Paragraph 3.3.1 and Table 1 respectively bear testimony to the achievements of the Network in supporting clients to access and sustain employment during what has proved a very testing initial 12 months.
- 2.2 The establishment of the Employability Network and the Development Plan (2011 to 2014) was approved by the Housing and Health Committee at its meeting on 31 August 2011 (report 11/435).
- 2.3 Membership of the Network is drawn from the statutory, voluntary, private and – 'not for profit' sectors. The current list of members, associate members and interest groups can be found in Appendix 1.
- 2.4 The Employability Network Development Plan (2011-2014) highlighted a range of key issues to be addressed collaboratively by partner organisations. Accordingly, agreed objectives were progressed through small working sub-groups which met regularly through out the year to work on the following themes and work streams:

- 2.4.1 Engaging with, and supporting local employers through new services such as free, specialist workplace health services and in-work support for job retention purposes.
- 2.4.2 Learning and development for the wider workforce who deliver the full range of employability and related services.
- 2.4.3 Promoting and developing enterprise (including social enterprise) and creating links between entrepreneurs and clients seeking employment.
- 2.4.4 Performance, planning and promotion; identifying appropriate performance measures for the Network and developing a communication plan.

3. PROGRESS ACHIEVED

- 3.1 In its first year of operation, through joint planning and improved coordination of Network business activity, progress has been achieved in the following areas:

Engaging and Supporting Local Employers

- 3.1.1 Core membership of the Network has grown from 17 to 23 organisations (see Appendix 1).
- 3.1.2 Joint protocols have been developed between member agencies to strengthen *integrated pathways of support* where clients with complex or multiple needs require the co-ordinated services of more than one agency.
- 3.1.3 In January 2012, Network members, 'NHS Tayside - *Working Health Services*' established a local team. Now based in PRI, this team has brought a range of free occupational health services to all local employers with less than 250 employees.
- 3.1.4 Employability Network members 'Capability Scotland' hosted the Scottish Union of Supported Employment Employer Diversity Awards. These awards recognise businesses, organisations and individuals who excel in promoting the employment of people with disability and health issues as well as others from diverse backgrounds.

3.2 Learning and Development

- 3.2.1 During 2012, employability workforce training needs were identified through the use of a structured email survey. This sought members' wishes and expectations of a training programme. The specific areas identified in this survey included mental health focused training, sharing of expertise between partners, welfare rights training and online courses. In relation to formal or qualification based learning for employability staff, the following actions were undertaken.

- 3.2.2 An information and training session was offered by Perth and Kinross Council's Welfare Rights Team to all Network members on the impact of Welfare Benefit Reform – to be followed by a series of planned seminars and events.
- 3.2.3 Various training courses on the Perth and Kinross Council training calendar are now shared with all members. In response to a growing interest among member organisations in matters relating to mental health and wellbeing, Perth and Kinross Council's specialist training courses (organised through Housing and Community Care) have been opened to partner organisations. This will be extended to other sections of the training calendar and to a wider list of partner organisations during 2013.
- 3.2.4 Various members of the Network with specialist skills and knowledge have agreed to share their expertise with all members and interest groups. This will be taken forward by a planned schedule of professional seminars throughout 2013.
- 3.2.5 Relevant on-line learning resources have been researched, evaluated and made available through a directory on the existing PKC Network webpage. This resource will be updated twice yearly.
- 3.2.6 A relevant Scottish Qualifications Authority Qualification has been identified - and discussions are underway with Perth College about the possibilities for partnership delivery of a certificated course.
- 3.2.7 Perth College UHI – Department of Creative Industries and a small number of Network members are currently producing an awareness raising DVD/documentary which will serve as a promotional and training tool for clients seeking employment, employers and a range of interested groups involved in the field of employability. It is anticipated that this will be ready by April.
- 3.4.2 In relation to measuring aggregate Network performance, customer satisfaction and quantitative outcome measures for clients seeking employment, a sub-group has been researching potential methods of collecting baseline information to support longer term monitoring of the impact of Network activities. This work stream has established a 'partial baseline' for the ongoing performance monitoring of clients outcomes.

3.3 Promoting and Developing Enterprise

- 3.3.1 The role of the Perth and Kinross Council, Community Care Employment Support Team (EST) has been progressively extended beyond the field of Learning Disability. This service now provides employability services to people with mental health needs and related difficulties. Clients in work are offered continuity of service, while the employer receives information and support.

Through effective working the team, has increased the number of individuals which it supports by 50% over the last 2 years - taking the total number of individuals supported to 120 across learning disability and mental health services. These clients achieved the following outcomes:

- 51 gained paid employment
- 27 undertook voluntary employment
- 13 engaged in work experience placements
- 29 moved into employability skills development programmes and activities
- (includes work ready, courses, applications, interviews, etc)

To promote sustainability in employment the team has focused on the following factors:

Priority Retention – the EST implements a rapid response service to those currently in employment who need immediate to sustain them in their job.

In Work Support – This initiative is delivered by Voluntary Support Assistants managed jointly by the Employment Support Team and the South Perthshire Community Mental Health Team. It also promotes volunteer workforce development in key organisations, deploying the expertise of partner agencies with specialist expertise and knowledge in this area.

Employers Awareness & Support – The team work alongside employers to adapt workplace practice where required. For example, Highland Spring changed their recruitment processes in 2012 to provide a contract for a particular client. In addition they have welcomed the EST into their workplace to undertake *Employers Disability Awareness* sessions with staff; an initiative which their management team promotes within the workplace to ensure equality for all.

- 3.3.2 The potential for a Social Enterprise to open up job opportunities for those furthest from the job market was first identified by the Network during its developmental stage. This idea has now been taken forward by a task group comprising Senior Officers within the Council.

3.4 **Performance Planning**

- 3.4.1 By adopting the concept of an *Employability Pipeline* comprising key stages along the pathway towards employment, it has proved possible to map the services of member organisations and determine how these compare with the Network's agreed areas of focus. This exercise will help to inform future assessments of the Network's progress – as well as that of individual members.

3.5 **Other Benefits**

- 3.5.1 Some of the less tangible effects of Network activity include increasing in multi-agency collaboration, mutual understanding and integration of services through shared contribution to working groups and attendance at Network

meetings. Anecdotal evidence suggests that some Network members have greatly benefitted from new professional links with specialist community care services. This has brought about improved working practices that are more effective in supporting clients with mental health or substance misuse problems. Similarly, integrated working is reducing the risk of duplication of services and gaps in provision.

3.6 Outcome Figure for Year 1

For the first year of the Network's existence, the service of 14 member organisations were evaluated with a focus on clients who were assessed as 'Job Ready' or beyond. The total number of clients who received employability services and support between stages 5 and 8 of the Employability Pipeline was 480. At this point in the development of the Network, there is no shared data base of clients and each member organisation uses slightly different methods of data collection. Accordingly, the performance indicators can only be concerned with quantifying outcomes.

Accordingly, a breakdown of the number of clients supported through stages 5 – 8 of the *Pipeline* is provided in Table 1 below.

Table 1: Employability Pipeline: Progress April 2011 – March 2012		
Aggregate outcome – Pipeline Stages 5 through to 8 only		
Outcomes	Pipeline Stage(s)	No of Clients
Full-Time Employment Mainstream	8 New Employee Support & Job Retention Services and 7 Job Brokerage	45
Full-Time Employment Wage subsidised by 50% for 6 months with a view to permanent contract	8 New Employee Support & Job Retention Services and 7 Job Brokerage	7
Part-Time Employment Mainstream	8 New Employee Support & Job Retention Services and 7 Job Brokerage	62
Sustained in Employment	8 New Employee Support & Job Retention Services	21
Job Retention	8 New Employee Support & Job Retention Services	86
Volunteering/Unpaid Placement 'Permanent or as a 'Stepping Stone'	6 'Real' Work Experience and Volunteering	114
College/Further Education/Accredited Training	5 Accredited Training/College	169
TOTAL		*504

*** A note on method** – with 480 clients in receipt of employability services from fourteen different organisations, the discrepancy of 24 is attributable to clients completing more than 1 stage of the Pipeline in the course of the review period. For example, some clients completed a training course or a period of volunteering and then proceeded to find employment. Data from the following Network members is excluded from this table:

4. PRIORITIES FOR 2012/2013

Network business priorities for 2012/2013 can be summarised as follows:

- 4.1 Maintain/extend the numbers of clients supported into paid destinations, training and volunteering.
- 4.2 Complete the development of a website as a sustainable Network governance tool in order to:
 - Create an online presence and community to enhance partnership working
 - Share knowledge through exchange of professional expertise and access to online training courses
 - Convey information about services, advice and sources of support for employment seekers, employers and Network members alike
 - Provide support to smaller organisations with fewer resources
 - Increase support and services to employers through provision of online information, direct access to support services in the workplace and the roll out of free *Working Health Services*
- 4.3 Build upon the information gathered through extensive mapping exercises to avoid duplication and focus effort across key pipeline stages.
- 4.4 Incorporate the contribution of the new Social Enterprise at Westbank into the broader activities of the Network.
- 4.5 Facilitate the development of links between Perth Prison and key Employability providers.
- 4.6 Extend partnership working across the Network membership in order to expand work experience and accreditation opportunities
- 4.7 Increase the number of clients able to travel independently through joint working with the Public Transport Unit (PKC) and Stagecoach
- 4.8 Sustain and expand the range of training and development opportunities available to member organisations.

5. CONSULTATION

- 5.1 As a means of undertaking formal consultation at the end of the first year in operation, and to assess the impact of the Network at this stage, an event was held in Perth College UHI. This event allowed members, some service

users, employers and interest groups to 'take stock' of progress to date and to formally consult on the action plan priorities for year two.

- 5.2 Consultation was undertaken by means of group discussions around pre-set questions. The groups focussed on a number of key questions about the Network's progress and then proceeded to identify a series of priorities for year two.
- 5.3 Associate Membership of the Network is enjoyed by a range of agencies including Independent Advocacy, PUSH, PLUS Perth and the Centre for Independent Living; all of whom represent the views and advocate for the rights of clients. The Network membership encourages the continuing, involvement, participation and contribution of these groups.

6. RESOURCE IMPLICATIONS

All operating costs for the Network Employability Services will be met within the resources currently allocated to individual member organisations.

7. COUNCIL CORPORATE PLAN OBJECTIVES 2009-2012

The Council's Corporate Plan 2009-2012 lays out five Objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. The Employability Network activity relates to the following:

- (ii) Healthy, Caring Communities.
- (iii) A Prosperous, Sustainable and Inclusive Economy.
- (iv) Educated, Responsible and Informed Citizens.
- (v) Confident, Active and Inclusive Communities.

8. EQUALITIES IMPACT ASSESSMENT (EqIA)

- 8.1 An equality impact assessment needs to be carried out for functions, policies, procedures or strategies in relation to race, gender, disability and other relevant protected characteristics. This supports the Council's legal requirement to comply with the duty to assess and consult on relevant new and existing policies.
- 8.2 The Employability Network Development Plan was considered under the Corporate Equalities Impact Assessment process (EqIA) and assessed as relevant with respect to the collective outputs of the Employability Network. Each Network member organisation has individual responsibility for assessments within their areas of responsibility. For example, an EqIA is carried out for all Housing and Joint Community Care Strategies.
- 8.3 The formation of the Employability Network will make subtle changes to the way in which services are designed and delivered. Accordingly, the aggregate outputs of the Network will be continuously monitored to ensure an inclusive approach which supports compliance with Equality statutory duties.

What is certain at this stage is that the successful implementation of the Development Plan will have a range of positive impacts on disadvantaged groups in the labour market. Some research has already been carried out to calculate the gender split in all services. An EqIA and a fuller audit of all equality protected groups will be carried out in Year Two.

9. STRATEGIC ENVIRONMENTAL ASSESSMENT

Strategic Environmental Assessment (SEA) is a legal requirement under the Environmental Assessment (Scotland) Act 2005 that applies to all qualifying plans, programmes and strategies, including policies (PPS). The matters presented in this report were considered under the Environmental Assessment (Scotland) Act 2005 and pre-screening has identified that the Plan will have no or minimal environmental effects. It is, therefore, exempt and the SEA Gateway has been notified.

10. CONCLUSION

- 10.1 Through multi-agency partnership working and a shared commitment to helping disadvantaged job seekers, the Employability Network has progressed a wide range of improvement and development activities throughout its first year in operation. Membership has grown, new partnerships have formed and several collaborative projects are well underway. The workforce responsible for delivering employability services has increased their capacity and effectiveness through new training opportunities and the sharing of expertise and resources. Services are succeeding in helping clients furthest from the job market to find and retain paid employment - a considerable feat in the current economic climate.
- 10.2 In Year Two, the continuing challenges of the financial situation and the need to maximise the effective use of resources will present key challenges which can be tackled more effectively through the partnership approach and continuing commitment of the Network.

DAVID BURKE
Executive Director (Housing and Community Care)

Note: Declaration regarding background papers

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

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Date: 6th February 2013

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Council Text Phone Number 01738 442573

[APPENDIX 1]

**“Helping people with additional challenges in to jobs, volunteering and skills development;
through integrated services and social enterprise.”**

PURPOSE OF THE NETWORK

Members of the Employability Network operate in partnership to provide improved, intensive and individualised employability services to help more people with additional challenges into paid work, volunteering positions, further education and vocational skills training. Key members of the Network also support and facilitate the growth of social enterprise. Through improving the quality of employability services, the Network aims to take better account of people's needs and capabilities, to enhance the skills of member organisation's staff teams and develop a range of supports for local employers. Working links are in place with *Perth and Kinross Employment Connections Partnership*.

BACKGROUND

The Employability Network was established in September 2011. The number of Members has increased from 17 to 22 during this year; with 5 Associate Members and 3 Interest Groups who joined at the outset. The Network is still in development with several work streams in progress which includes the development of a website.

CURRENT GOVERNANCE ARRANGEMENTS

The type of governance method chosen was particular to the aim of supporting the Network through this initial *Development Phase*; hence the formation of small 'team' working closely together and comprising Perth and Kinross Council staff with skills and knowledge in planning, policy formation and learning/organisational development.

Chair of the Network

John Gilruth, Lead Officer Community Care Services Perth and Kinross Council

Coordinator Andy Crichton

Youth Justice Services, Perth and Kinross Council

Planning and Policy

Lorna McCurrach, Housing and Community Care, Perth and Kinross Council

Learning and Development

Gill Lappin, Senior Learning and Development Officer-SVQ

[November 2012]

SERVICE	ABOUT THE ORGANISATION
Youthbuild Action for Children Scotland	<p>Youthbuild targets 16 to 24 year-olds who are unemployed and face a range of challenges when entering and competing in the labour market. It offers a 39-week construction training project specifically for those already in touch with intensive services.</p>
Learning Disability Services Employment Support Team Housing and Community Care Perth and Kinross Council	<p>The Employment Support Team offers employability services to people with mental health difficulties, learning disabilities and autistic spectrum conditions. The Team uses a 'person centred approach' to help people prepare for, find and maintain employment by the following means:</p> <ul style="list-style-type: none"> • Pre-work preparation such as interview skills • Job Matching and Work Experience • Help to apply for jobs • Job Coaching • Independent Travel • Experience through voluntary work <p>While in work, ongoing support is offered to individuals and employers in the form of reviewing and monitoring. The Team works in partnership with other Employability Network Members and employers to break down barriers of stigma and discrimination to widen the local job market for people with additional challenges</p>
Dundee City Council Apex Tayside	<p>This specialist organisation offers a range of services designed to tackle the barriers faced by individuals with a history of offending; the aim being to enable access to education, training, voluntary work and ultimately employment opportunities. People with an offending history who get into employment are three times less likely to re-offend.</p>
Welfare Rights Housing and Community Care Perth and Kinross Council	<p>This is a dedicated specialist team which provides advice and practical support with all aspects of welfare benefits including 'return to work calculations'.</p>
Rural Mental Health Day Services Housing and Community Care Perth and Kinross Council Locality Mental Health Teams NHS Tayside	<p>The infrastructure comprises the locality Community Mental Health Teams; these are multi-disciplinary incorporating occupational therapists, nurses, medics and social workers. Meadowell in Strathmore, Springwell covering Strathearn and Kinross and Fourways in Strathtay are the three rural locality based day services, forming community support networks for people with mental health needs. These services maintain and improve people's mental health in a socially inclusive way; this includes access to employability skills programmes.</p>

SERVICE	ABOUT THE ORGANISATION
CheckIn Works Giraffe Trading CIC	CheckIn Works creates new opportunities for disadvantaged job seekers through negotiating part-time work experience placements, part-time paid employment, work shadowing opportunities and innovative support mechanisms to meet individual needs as and when required. <i>CheckIn</i> operates alongside the Giraffe Trading Community Interest Company which is the employability social enterprise established by the Group.
Churches Action for the Homeless CATH	Churches Action for the Homeless (CATH) supports, encourages and promotes the development and delivery of services to alleviate homelessness, and its wider causes and consequences. CATH is an Employability Network Member because much of the work we do with people helps them to improve their employment prospects. CATH can help tackle many barriers to finding work; i.e. housing advice, numeracy and literacy classes, confidence building and other personal skills etc. Where we don't provide a particular service that a person may need, we have many partners in the Network that we can ask to work alongside us to help our clients
ECLIPS Moving on Service	Through employability skills training, ECLIPS provide the opportunity for individuals recovering from substance misuse problems to move on and play an active part in their community; assisting with disclosure of criminal records, interview preparation, CV building and job search.
PKAVS Mental Wellbeing Services	Comprising the Walled Garden and the Re-paint Scheme based in Murray Royal Hospital grounds and Wisecraft – located in Blairgowrie. These projects provide a range of employability skills training and community based support for people with mental health needs. Using the medium of work, arts and crafts, joinery and gardening; these services create an environment conducive to the improvement of personal well-being, confidence and self esteem.
Perth Association for Mental Health (PAMH) & Connect Course Perth College UHI	This well established course is designed for adults with mental health needs and is run by Perth College UHI in partnership with PAMH. It comprises 4 modules: self exploration, including strengths and competencies; job seeking skills; connecting with support agencies; and opportunities for work experience
Working Health Services NHS Tayside	Funded by the Scottish Government, for businesses with less than 250 staff, <i>Working Health Services</i> is free to employees with a health problem or a disability that could affect their job. This is a specialist, confidential service provided by a range of health professionals; i.e. physiotherapy and nursing.

SERVICE	ABOUT THE ORGANISATION
Perth Six Circle Project	Supports people who are disadvantaged due to challenges such as mental health problems, substance misuse, prison experience, unemployment and community service orders. Programmes are designed to improve employability skills through participation in community projects and work experience placements.
Job Centre Plus (four specialist advisors are members)	<i>Disability Employment Advisors</i> in Jobcentre Plus act as a gateway to specialist disability services to ensure this provision is targeted at those customers who will benefit and improve their prospects for employment. Customers receive an employment assessment to determine which area of work suits them best, which can then lead to a work experience placement or a suitable job match.
Voluntary Action Perthshire (VAP)	VAP play a key operational and strategic role in supporting local voluntary sector agencies with a range of new initiatives and developments in the area of employability services and social enterprise. VAP are a leading agency in brokerage, support and the development of volunteering both as a chosen destination, as well as a stage on the journey to finding paid employment
Substance Misuse Services Housing and Community Care Services Perth and Kinross Council	Drug and alcohol workers begin the dialogue about employability at the outset of the client's journey to recovery. This might lead to a client considering college, looking at work based placements, gaining more confidence by attending literacy classes or volunteering. The Team see the importance of their role within the employability pathway whilst recognising that some of the clients are farthest from the job market.
Perth College UHI	Studying for the ASDAN Employability Award through the Stepping Out Course requires college attendance four days per week plus work experience. Designed to prepare students for a work environment, it offers a supported transition into further education, training or work opportunities for young people and adults.
Shaw Trust Scotland	Shaw Trust is a national charity which supports disabled and disadvantaged young people and adults to prepare for work, find jobs and live more independently. The Trust manages a social enterprise on the Westbank site in Perth providing products and services around horticulture, grounds maintenance, and traditional building.
Capability Scotland Upper Springlands Perth	Capability Scotland offers practical support and advice if you are a disabled person looking for, or are interested in work but not sure how to get started. They can also offer assistance if you are currently employed and concerned about the future. They also offer a service to employers interested in, or currently employing someone with a disability.

SERVICE	ABOUT THE ORGANISATION
Skills Development Scotland (SDS)	<i>Skills Development Scotland</i> offers a range of support and services. <i>My World of Work</i> is a dynamic careers and learning website, which includes a course choices section powered by the National Learning Opportunities Database. SDS also offers a range of programmes and financial assistance to help employers recruit and develop their workforce.
Criminal Justice Services Perth and Kinross Council	The <i>Youth Justice Team</i> has secured a number of protected work placements which are being developed to a level that may be suitable for configuration as apprenticeships. Work is ongoing in this area.
The Barnardo's Works Perth	<i>Barnardo's Works</i> is an innovative service supporting young people from deprived communities to secure independent, sustainable employment. The Barnardo's Works model is a four step programme that partners with employers to get young people into work. The Barnardo's team engage, train and qualify young people aged 16 to 24 to support them towards a positive destination. This scheme provides an opportunity for employers to contribute to the youth employability agenda. It matches excellent young people to quality work placements which lead to long term employment.
Minority Ethnic Access Development Project (MEAD)	MEAD Project is part of PKAVS Services for Minority Communities and a partnership initiative between PKAVS, Perth & Kinross Council, NHS Tayside, MECOPP and local minority ethnic communities. The role of the Employability and Interpreting Service Co-ordinator is to support minority ethnic and migrant communities to address disadvantage and inequality faced by them in employment, health and other areas of work/life through multilingual information, advice, training and access to volunteer/employment opportunities with local employers.
Perth YMCA	YMCA in Perth builds positive relationships with young people who are experiencing difficulty in the transition from child to adult for a variety of reasons. The YMCA aims to provide young people with "somewhere to go, something to do and someone to talk to". Support is provided on part time or full time programmes for young people who are unemployed to enable them to progress to a point where they can secure and sustain employment as an important step towards establishing a sustainable independent lifestyle in the community.

ASSOCIATE MEMBERS AND INTEREST GROUPS

Participation in the work of the Network is wide and includes an Associate Membership. Key services such as the Scottish Prison Service, Perth and Kinross Council Supported Housing and Homelessness Services, Education and Children's Services will be actively involved in the Network as a referring and signposting partner agency. Other groups who have a significant stake in the outputs of the Network such as those representing the views of people using community care and employability services have also agreed to participate.

SERVICE	ABOUT THE ORGANISATION
Scottish Prison Service	Ensuring prisoners have every possible chance to improve employability and prospects in the job market on release
PUSH Perth	PUSH is a charitable organisation working for inclusion of people with learning disabilities. PUSH Perth are managed by a Board of Directors and advised by people with learning disabilities to ensure that the information and support offered meets their needs.
Centre for Inclusive Living (CILPK)	CILPK promotes a barrier free, inclusive and equality minded environment for all disabled people, one that promotes independence and is based on dignity, choice and control. CILPK offers a range of services designed to ensure better access, greater equality of experience and meaningful improvements in people's right to live independently with support where appropriate.
P&K Alcohol and Drug Partnership	The Perth and Kinross Alcohol and Drug Partnership (ADP) is a partnership of various bodies including health and social work, police and voluntary sector. The ADP is a strategic organisation committed to working together for the benefit of local people.
PLUS Perth & INSPIRAL	<p><i>PLUS</i> is a charitable organisation that facilitates greater participation for people who have used mental health services, in the development and improvement of local services. PLUS also leads on new mental health and wellbeing initiatives, campaigns and movements.</p> <p><i>Inspiral</i>, a new voluntary group led by people recovering from substance misuse has recently been set up in Perth. The initiative, supported by Perth and Kinross Alcohol and Drugs Partnership, is managed and supported by PLUS; an experienced involvement and campaigning organisation.</p>

INTEREST GROUPS

SERVICE	ABOUT THE ORGANISATION
Tayside Forensic Voices	Tayside Forensic Voices (TFV) in Perth provides help, advice and support to families and carers of adults suffering from mental ill health who are, or have been patients in the low secure psychiatric unit at Murray Royal Hospital. TFV works in collaboration with medical staff to assist the recovery process of such patients and their return to good health.
Spectrum Club Scotland	mailto:ann@lorntyglen.org.uk The Spectrum Club Scotland is a Community Interest Company which caters for those aged 16yrs and over with Asperger syndrome or autism.
Tourette Scotland	Tourette Scotland is a national organisation that provides advice and support for children and adults with Tourette Syndrome (TS) in Scotland. Tourette Scotland works together with individuals with TS and their families, in order to support them, further their aims and ambitions, offer advice to assist them to manage and accept their TS, and lobby for raised awareness about the condition.

