

Exception Performance Report

Please use this report to explain the reasons for performance not meeting target, the risks this presents in each of the sections and the actions and intervention planned or in place to improve performance and mitigate the risks identified.

This report will make up part of the overall corporate performance report presented to Cabinet.

Indicator Description (taken from performance scorecard): number of people with a mental health disability in supported employment

2024/25 Q4 outturn: 1.1% (5/470)

Quarterly Target: 2.6%

Reason for level of performance:

- 73% (or 343) of the people requiring mental health support are reported as either
 - not in paid employment,
 - nor seeking to be.
- Approximately 12 people need to be in employment to achieve the target of 2.6%.
- Approximately 7 people need to be in employment to achieve the Intervention Level of 1.5%.

Summary of financial implications:

Summary of legal implications:

Summary of human resources implications:

Summary of sustainability impact:

Summary of public health implications:

Summary of equality implications:

Actions taken or planned to improve performance:

- The Supported Employment Review has been agreed as one of the six priorities of the co-produced Day Opportunities Strategy. Our Fulfilled Lives, strengths-based approach in ASC ensures that employment is explored with those people who can work.
- As of 24 April 2025, there were 6 people recorded as **seeking work** and if successful would mean that the Intervention Level of 1.5% was at least achieved.
- Recent efforts to update the case management system aim to eliminate unknown employment records, resulting in more efficient records and a better understanding of this support area

Completed by:

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Service Unit Head approval with date: Jenni Collis-Heavens, 29 April 2025