

ORAL HISTORY RECORDING TRANSCRIPT

'Fighting for our Rights' project

Surname	Webb
Given names	Jennifer Rose
Date of birth	1948
Place of birth	Upwell, Norfolk
Date of interview	2 May 2017
Length of interview	00:51:14
Number of tracks	1
Name of interviewer	Jen Kavanagh
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JK: This is an oral history interview by Jen Kavanagh with Jenny Webb on 2nd May 2017 as part of Kingston Centre for Independent Living's Fighting for Our Rights project. So thank you very much Jenny for being interviewed today. Could we start with you stating your full name please?

JW: Jennifer Rose Webb.

JK: And what is your date of birth?

JW: [REMOVED] 1948

JK: Whereabouts were you born?

JW: I was born in the Fens in a small village called Upwell which is near Wisbech.

JK: What were your parents' names?

JW: Phyllis and Bill, well he was christened William but he's called Bill Webb.

JK: What were their professions?

JW: My father was an agricultural worker, a farm foreman, and my mother also worked on the land and did domestic work.

JK: Whereabouts did you go to school?

JW: I went to a local primary school and then I did the 11+ in those days and went to the, what was then the Wisbech High School, pre-comprehensive education.

JK: What age were you when you left school?

JW: I left at 18.

JK: And what did you then go on to do?

JW: I then went to Leeds University and did a theology degree after which I went to Bedford College, London and did professional social work training.

JK: Did you know you wanted to get into that profession when you were at school?

JW: No, I think I'd always thought of teaching and then I got more involved at university in social action and did some work in the holidays and then decided that I would try social work training. I began my career in the probation service so I got seconded by the Home Office for the training.

JK: Can you tell me a little bit about your training when you were at Bedford?

JW: I did the option obviously for adult social care 'cause it was post Seebohm legislation [laughs] which brought together mental health and health and welfare departments and so on. So my specialism was with adults and so that involved placements in a psychiatric hospital, a short placement in a prison, probation service I finished my placements there in Stevenage Probation Office so I was offered a--, well a vacancy came up for which I applied and I was offered a job there.

JK: What did that job entail?

JW: That was being as a probation officer in those days which is very different from the role of probation now of course, but it was having a caseload of people who'd been through the courts and given supervision probation orders, a bit of divorce court welfare reports and reports for the courts on people who'd committed offences pre-sentencing.

JK: Is that something that you enjoyed?

JW: I did enjoy it but I wasn't convinced that it was a terribly effective means of reducing crime [laughs] and so then when a vacancy came up in--, Stevenage as a new town had lots of community centres that were built as part of new town development, so a vacancy came up in a new community centre called The Oval and I applied and so was involved in setting that up and doing youth and community work for six years or so.

JK: Can you talk me through then how your career developed from that stage to when you ended up joining Kingston Council?

JW: Yeah, I moved from Stevenage to go to the London Borough of Southwark to do liaison with mostly voluntary sector. So coming from--, it was very much the voluntary sector although I was paid by the Herts County Council when I was in Stevenage but I was seconded to a community management committee. So bringing that experience of being in the voluntary sector and then going into the local authority to, lots of the time administer grants and do grant applications and work with groups that had been given grants and be the Council's rep on their committees and other structures. And then that grew into doing health liaison as well and things like joint finance which was a good means of getting money in those days to develop new projects, health and social care. So I stayed in Southwark for about nine years and my career changed a bit because for the last four years I was head of adult care. I was in the right place at the right time really because it wasn't a job that I would have got if I'd been elsewhere and applied for it, but because people knew me and my skills and experience I had, I was able to get the job having acted up into it for a while. So from that it was the natural springboard to apply for the job at Kingston which in those days was called Assistant Director of Social Services for Adults.

JK: What year was it that you joined Kingston?

JW: 1988, October.

JK: And can you describe what that job involved?

JW: That was really managing all social services for adults. So it was older people's services, hospital social work, mental health, learning disability, physical disability services, yep, that was the main function.

JK: And had you had any connections with Kingston prior to that?

JW: No I hadn't, no. And it's a very different political environment. Southwark was very much councillor run or at least they thought it was [laughs], which in the sense that anything--, any new schemes that you wanted to develop, the way in which money was spent and so on was very tightly controlled by reports to committee. Within Kingston there was much more of a culture of delegation to officers and obviously key things did go to committee but it was certainly a different level of freedom at officer level which, you know, people have different views on whether that's good or not.

JK: And how far into the role was it when you first got involved with the Independent Living Scheme?

JW: Well in fact before I arrived the then Director of Social Services who only overlapped with me for about six months, Angela Julia, had asked me to come and meet Jane and Ann and one of the first tasks I was given was to address this application which they had made for what was effectively direct funding which people didn't quite know what to do with [laughs]. So my task was to work with them and to try and set up the scheme and it was fortuitous at that stage that I took legal advice about making direct payments and the Borough Solicitor, as he was then called, said that wasn't a problem. So as a new scheme we took it to committee for approval and by the April it was up and running which in local authority terms is not bad going given that you've also got to identify the resources to start it up because it's not easy to pull resources out of existing services.

JK: What were the main aims of the scheme that were presented to you when you first heard of it?

JW: I think it was really about people determining their own futures and having control over their particular personal care requirements in particular, rather than the traditional services which were, you know, people went in to help you get up or wash or whatever, not necessarily at the times that were always most convenient but simply because of the system as it is it can't be as flexible as you would want.

JK: And when it came to--, sort of landed on your desk as something to take forward, had it previously been presented to the Council or was this the first time?

JW: No it was the first time I think and obviously it wouldn't have happened without Ann Macfarlane and Jane Campbell having been personally very committed to setting up the scheme and a sympathetic Director of Social Services at that time and me being able to take it forward with them.

JK: Can you describe in a bit more detail how--, what the different stages were in terms of, from your perspective, what had to be done?

JW: It's 28 years ago [laughs] so it's quite hard to remember but I think the--, it was about defining specifically the types of support that people were looking for and obviously how much that would cost and being clear that this was not going to something that was going to be twice as expensive as in-house services because obviously the Council has a duty to ensure value for money. And making sure that there were systems of accountability because again there's always a degree of scepticism around when you hand out money, will it be used for the purposes for which it's intended and will there be some form of audit

that's possible. And I think all of those fears were unfounded really in reality but nevertheless there had to be systems in place to, you know,....

JK: Who in particular did you get resistance from I suppose, internally?

JW: I don't think there was any great resistance really. I think, you know, there are always--, I mean I had colleagues who worked in disability services as part of my team and they rightly asked questions but nobody was saying 'I don't think we should do this', maybe 'cause I was strongly in favour of it, I don't know. And we went to committee and they were quite happy to endorse it which was the main hurdle really.

JK: Were other schemes being developed around the country at the time? Were you looking at other places to see how that was working?

JW: No, not really. I mean there was very little going on. I think Jane and Ann had some contacts in Hampshire 'cause that was another area where work was being done but it was very much a Kingston-based scheme and bringing I guess from their knowledge and experience.

JK: Were there any other organisations involved that you collaborated with at that stage?

JW: No, it was--, do you know I think it was still called at that stage, Kingston Association for the Handicapped. It changed very quickly around that time and that was all part and parcel I think of disabled people actually running the organisation because for too long before that, both in learning disability and physical disability, able-bodied people had run these organisations for others rather than associations of people running things for themselves.

JK: Other than Ann and Jane, who else was involved with the scheme?

JW: I think initially they were the main people and one of the things we established very quickly anyway were to have regular liaison meetings with what became Kingston Association of Disabled People and so that was whoever was then--, do you know I can't remember all their names, but whoever was then the chief executive or I think in those days it was probably called secretary of the association. We met regularly and we looked at issues and by April 1989 when the scheme was first set up, Roy Taylor came to be Director of Social Services and so he was very much in support of the scheme as well. So it ran for a year and before the end of the year we were able to report back on its success and extend it more widely. And of course, particularly Jane but also Ann were involved in the wider disability movement which was--, work began to get a head of steam around direct payments. Then I think about, was it about 1994 probably, because there was then a head of steam pressure on government then the Department of Health declared that direct payments were illegal [laughs] and--, which was quite true because the National Assistance Act of 1948 actually had a clause in it, but fortunately that hadn't affected us in terms of our legal advice. But when it became so public we then had to look at 'well, what on earth do we do to safeguard our scheme before we're declared illegal?' [laughs]. And so we worked with KADP and they agreed to take it on in terms of being an organisation to which we could pass all of the block of money and work out with them what was needed each year for individuals. And they could be a sort of intermediary really in terms of administering it, whilst retaining the independence of the individuals who were receiving money. So I think, you know, it was a partnership that worked well and it was expedient at the time and obviously for many people that gave a sense of security that they also had KADP as an intermediary, [laughs] this dreadful local authority [laughs]. No, not really but I think obviously they could go for advice if they were concerned. And we funded the post, initially someone was seconded to work with KADP and then gradually they employed the person direct to provide support to individuals and I think that was important. I don't think that was taking away people's independence but it was helping people who may have been a bit diffident about employment and taking control, 'cause it is quite daunting isn't it, for some people.

JK: When the scheme was in its first year what-- , could you just talk me through what would happen from a Council's perspective when somebody was making an application. How did all of that work?

JW: That simply came in to my service and-- , I mean generally people would have a social worker linked to them who could work out with them what their assessed needs were. And of course by, whenever it was, community care acts coming in and giving people care managers obviously they would be the link in terms of assessing what was needed. So that assessment would be then calculated into terms of how much that meant per hour for the individual.

JK: Where was that service criteria, I suppose, coming from? How was that created?

JW: When you say criteria, what we would pay-- ,

JK: In terms of, yeah, sort of like how would you assess an individual's needs? Was there an existing checklist I suppose, or something that existed?

JW: I think it's very much more about a discussion with people about what it was that they needed to be able to live independently within the community and obviously a big focus on personal care and support which local authorities have traditionally funded. 'Cause that was always the worry I think that there could be 'well, okay you're funding some people to have an elite service so then they'll be going off all over the place and others don't get that sort of service'. So we needed to ensure a degree of equality but at the same time if somebody was assessed to need about 20 hours a week, whether it was through a homecare service or independent living, then those individuals had the freedom to utilise that money in the way that they wanted. So they didn't necessarily have to have an hour of care every morning but could make that a bit more flexible so that it would enable them to do other social activities as well as their more personal needs.

JK: From a budgeting point of view, was there any need to move around money or apply for other money internally in order to be able to support that initially?

JW: Well yes initially obviously we needed to identify a pot of money because as I say you can't just pull it out of a day centre or something like that. And I think with the early '90s came quite a lot of money to local authorities for social care as alternatives to residential nursing care and so on. So those were days that were good in terms of being able to have pots of money that you could divert to the Independent Living Scheme without actually trying to make a small pot go even further. So we were very fortunate really in those days of the '90s when there was a lot of growth in social care.

JK: And the point that you mentioned about there then suddenly being flagging that direct payments were potentially illegal, what had to change internally in order to be able to better support that? Like you were saying, that went out to having that person from the external organisation but did that affect internal budgeting as well?

JW: No not really 'cause I think as the scheme grew we had established someone to be responsible within the local authority for co-ordinating direct payments 'cause as it grows you need somebody who has some expertise and knowledge and can help care managers in assessments. And so we had Phil Levick in those days who was well respected in the voluntary sector. So he then became seconded to KADP to be that person until gradually he came back into the local authority and KCIL appointed their own worker to co-ordinate the scheme. So that was a fairly seamless transfer of money really.

JK: And how did that then evolve to, not necessarily all the way through to how it runs today but what was the evolution of the scheme once that member of staff had been appointed?

JW: I'm just trying to think, I think initially-- , no wait a minute I'm going back to when-- , sorry do you want to stop a minute-- ,

JK: Yeah of course.

JW: I think that the scheme evolved and got bigger and bigger obviously but from my point of view--, I mean although we were gradually in situations where money was getting tighter, we always had good working relationships with what became KCIL and so we, by meeting regularly, could iron out any difficulties. And I think any areas of tension tended to be more around other aspects of social services policy like charging for homecare which also meant charging people for direct payments. Those sorts of things could become quite contentious rather than the scheme itself and its operation which I think went very smoothly and hopefully still does. I don't know how it's evolved in the last 12 years to be honest.

JK: What were the initial numbers of people who--, when it was very first initiated how many people were actually looking for support?

JW: Well obviously we just had the two for the pilot and then gradually it grew and grew. I don't know what it was when I left, it might well have been about 20 or so and then when the legislation finally went through and direct payments were established by the government we had to offer people, it was right and proper to offer people the opportunity to have their direct payments straight from the local authority if they didn't want to do it through KCIL. So there were a couple of people I think who had their money paid direct because they elected not to be involved with KCIL but it didn't cause any particular problems, I don't think.

[both talk at once]

JK: I'm sorry, go ahead.

JW: Sorry, you ask your question.

JK: Oh no, I was just going to say what do you think were the real strengths of the scheme? Why do you think it succeeded?

JW: I think it succeeded first of all because there was, the impetus was there from people who were very strong in the disability movement who were--, had fought for many years to get changes in society that, you know, saw society as disabled really rather than other people and quite rightly so. So I think that was obviously a strong ingredient. I think the commitment of senior officers in the local authority and the structure of the council in Kingston meant that we got support to implement the scheme and to enable it to grow from strength to strength. I think the accountability systems were important because it enabled us to show people that this was money well spent and it wasn't people abusing the system. And I think yeah, the message of spreading the word. And of course alongside that was the fact that Roy Taylor became Chairman of the Disability Committee of the Association of Directors of Social Services and working particularly with Jane and others nationally was eventually able to push--, lobby the government and influence eventually legislative change that made it all possible nationally. I mean first for disabled people and eventually for older people as well.

JK: Did you have any role to play within that at national level?

JW: I think most of it was Roy Taylor. Obviously his officers needed to support him and provide him with information but it was his commitment at national level that helped to drive it through, whilst we were continuing at local level to try and ensure that the scheme had credibility and grew from strength to strength.

JK: In terms of--, once that scheme had settled I suppose, in terms of your involvement with the disabled community, were there other campaigns or changes that people were looking at having implemented that came to you, that you were directly involved with?

JW: I think simultaneously really the learning disability sector was changing enormously obviously and the helping people to live much more independently through setting up lots of group home supported living which was helped by the government supported housing financial framework as well. So those kinds of things that made a difference, along with initiatives for carers and setting up carers, workers and projects. I suppose there was so much growth and development in the '90s with the money from government that used to go into residential and nursing care through the social security budget, that enabled us to do--, to offer 7 day daycare for people with dementia for instance, and services that enabled people to live in their own homes, lots of it sadly gone.

JK: Was there, did you see any direct impact of the Independent Living Scheme then implementing other change within the sector?

JW: I think probably within older peoples services and it helped as Ann was moving towards her senior years, beginning to take more of an active role through her work with older people and helping to support older people to demand their rights and to work with people who were in residential care to ensure that people were able to have a voice.

JK: What would you say was your proudest achievement from that time?

JW: I think--, I mean looking back I think the Independent Living Scheme is probably one of the things that I would be proudest of because just the ability to be in at the beginning of something and, you know, from our very small beginnings to help it, to seize the initiative, to be there through the growth years, to see it flourish nationally and to see it spread to other service user groups.

JK: Were you involved in much of I suppose like consultancy across other boroughs or any other [inaudible due to plane flying over 0:29:31].

JW: No not really. I think we obviously were used for the Department of Health video which promoted the scheme across other local authorities but that was the main role that we had.

JK: I'm aware that that plane is very loud [both laugh]. I might have to ask you that question again. I'll edit that out. It's funny how you don't hear things sometimes--,

JW: Yeah.

JK: That's fine. So sorry, could you just say that again in terms of whether you did any consultancy or anything.

JW: No, only through the--, being asked to do the Department of Health video that went out to all local authorities when the scheme became national and direct payments legislation was passed.

JK: What was the content of that video? What was your role on that?

JW: Well I was interviewed as I am being now [laughs], about the scheme and its origins and the reasons for its success along with several other users of the scheme were interviewed.

JK: Do you remember what year that was?

JW: I can't--, Was it as late as '97? I can't honestly remember but I can--, I may have the disc I could dig out [laughs], '96 or '97 possibly. It took a long time for the legislation to go through didn't it, from where

we were at, sort of growing the scheme '89/'90. It may have been something more like '95 but I know we had that period in between when the government said that direct payments were illegal so--, [laughs].

JK: What do you think the delay was? Is it just the nature of--,

JW: I think it is the conservatism (with a small c) about services and use of public money that it took a very long time and I think probably it was still a culture that you do things for people rather than enabling them to live their own lives. It takes a while to break through that to see that someone may be very disabled, may have very limited speech but can still control exactly what they want and need from services even if they may need someone to do the admin for them. 'Cause I think there are scheme users who can interview staff and decide who they like or don't like and control what they want but would find the admin very difficult. But then the system's in place with KCIL to make that easier for people.

JK: Were there any challenges from service users about any restrictions or complications at that stage?

JW: I don't remember there being any, no.

JK: I suppose when it's quite a small number it's easy to have that one-to-one conversation with people.

JW: Yeah, yeah. And I think a lot of the people obviously knew each other, word spread and people supported one another and I think what was also important was the setting up of user groups so from KCIL and the co-ordinator running groups for users so people could share their experiences and the pitfalls. And I think a number of people probably shared workers who, once they found someone who was good and had some more time, they could help others.

JK: How did the user groups work from the Council's perspective?

JW: They were very much independent of it. It was something that was co-ordinated through KCIL.

JK: Did people from the Council attend any of those meetings?

JW: Only if requested to do so.

JK: Okay. How do you feel the work that was done around that time has had an impact on the services today based on...

JW: I think it's been quite fundamental 'cause I think it's been a huge culture shift and I don't know what proportion of service users elect to take direct payments these days but I guess it's grown quite considerably over the years. It can make a huge difference to how people see their lives and how they feel about themselves and that really is what we should be all about, isn't it?

JK: Absolutely. So what year was it when you left Kingston Council?

JW: I left in 2005.

JK: And how would your role have evolved during those years to the time that you left?

JW: Well the title changed to Head of Community Care Services [laughs] and I think that over those years we probably did a considerable amount more with the health service. So another important strand was trying to get the health service to accept the importance of direct payments and the legislative shifts that enables health to pay people direct as well as local authorities. Yeah, huge shift in terms of social services for adults became much more allied to health in many spheres and mental health services were

amalgamated with health services. So those were quite big shifts. I think the other huge shift, which was why I eventually decided I'd had enough, was in terms of the government's performance agenda. I mean I do firmly believe that local authorities should be accountable and we should primarily be answerable to service users but there should be reasonable timescales, we shouldn't be keeping people waiting, there should be services that are monitored for quality, all of that absolutely. But the continuous demand for performance indicators that didn't necessarily monitor quality I think, and the continuous nagging of staff to produce data in the end wears you down. That was when I decided I'd had enough of that. But I think I was just lucky in that I had the best years of social services when there was a lot of development money available so we could develop good services that were responsive and that helped people to remain at home. They may not have had direct payments but they were able to be where they wanted to be and I fear that a lot of that's being pruned away more and more.

JK: Why do you think it was that that era was so positive in terms of the funds available?

JW: I think it was because there was that sudden huge shift. The government realised that it was--, they were going to be faced with every increasing expenditure over the residential care budgets because there was no assessment, people could go into a home whether or not they needed it and if they had limited income, get the money from the social security budget. So I think that the government shift in policy to bring it back to local authorities who were then responsible for assessing for care but preferably improving community care services, that's what brought about the big shift in funds. So that in a small borough like Kingston, millions of pounds each year were coming in for a few years additional to what we'd had before. So that was really what I think made a huge difference that helped services move from homecare services--, home help services into homecare and all sorts of ancillary services and payments to carers and so on.

JK: What was that shift that you feel was negative in terms of that funding? What changed politically I suppose to--,

JW: Well I think that what changed latterly was obviously the ability of councils to raise council tax because the ceilings were put on what could be increased at the same as increasing demand for services, and that is the balance that governments and local authorities are still grappling with. Whether we will ever solve the problem of the funding of social care, I don't know.

JK: Yeah. What would you say is the biggest challenges of today in terms of social care?

JW: Well I think it's obviously the growth in numbers because the health services are keeping us all alive a lot longer than they used to [laughs] so clearly the proportion of older people and people in their eighties/nineties needing services is growing. So basically we can't afford to provide the services that people need at the level they need. I mean, it's never good is it for people to have a 15 minute slot in the morning to help them get up when sometimes people need longer, they need the social interaction. It's the whole person we ought to be working with.

JK: An organisation such as KCIL, is there a shift away from it being necessarily council led now or are there lots of independent organisations leading on social care as well?

JW: Yeah, I mean there are some big obviously voluntary organisations who've taken on huge contracts and perhaps that was the other shift, the expectation that back even in the '90s, the government was expecting us to work with other providers in the belief that that made more economic sense. And to an extent it did but that's at the expense of people being paid properly to do a job. Local authority services are expensive because we pay people not necessarily good rates but the rate for the job and people had good terms and conditions of service.

JK: How was the--, by the time you left your post how was the department structured then? So how many members of staff did you have at that point and how had that changed from when you first started?

JW: Well we still had most of our services in-house, we still ran four residential homes with day services attached to them all and we had our own homecare service although we also had contracts with the independent sector. And obviously we contracted for individual placements in nursing homes but I forget what the budget was, 30 odd plus million pounds all together into adult social care which is quite a considerable sum for the smallest borough in London apart from the City of London. There was obviously during those years the government trying to encourage the split between purchaser and provider within local authorities which I'm not sure worked, ever worked terribly well. I think the co-operation between the two was the fundamental thing really.

JK: Were you collaborating with peers in similar positions across other boroughs in London who were looking at doing similar work to what was happening in Kingston?

JW: Well we used to meet as a sort of South West London Assistant Directors group that was more about sharing knowledge and experience I think, and support.

JK: Did you see an impact on other authorities who were changing their practice based on what was happening in Kingston?

JW: I think that's very difficult to say really. Obviously the legislation meant that all local authorities had to set up schemes so in a sense that was the lever really because once schemes had been declared illegal by the Department of Health in the '90s, then other people were reluctant to set up schemes until it became legislation.

JK: So what is it that you did once you left Kingston Council?

JW: [laughs] Well I returned to the Fenns partly because obviously the days of being given early retirement were over so I came back here and selling a house in London meant that I had enough money to live on until my pension came. I was already an ordained priest in the Church of England which I had done alongside my paid work, so I offered my services to the Diocese of Ely and very quickly became more than full-time but in an unpaid capacity. That's changed a bit over the years but [laughs]--,

JK: And what is your role at the moment?

JW: Well I'm still a team vicar in the March Team Ministry so I take services, weddings and funerals and pastoral care where needed.

JK: And do you still keep in touch with what is happening in the social services sector?

JW: A wee bit from reading but I mean gradually your knowledge base is less than it was because legislation has changed and services have changed considerably over the period. But it's helpful, I mean obviously once you've had a background in social care I find myself doing things like attendance allowance applications for people because I know how to write them [laughs]. And helping other people find their way around the minefields and I can tell you, it doesn't get any easier. I think the thing that's so frustrating now is even getting access to social services at all, having a named point of contact and getting help when they think you've got enough money to be self-funding when what you're looking for is advice and support but you know, it's just not forthcoming.

JK: Based on what you read about or see in the news, what are your main concerns about the disability sector at the moment?

JW: [pause] I suppose it is inevitably about long term funding and finding a way around that sort of dilemma and I was involved in discussions about recommendations to Council about charging for services

but I think, you know, one does that with a very heavy heart because no-one ought to be charged for ill health or disability. And I would much prefer to see a system of national insurance and tax that enables everyone to have the services that they need.

JK: Yeah. What else do you hope for, potential change in legislation or practice?

JW: I think that's the main thing.

JK: I think that's all the questions I'd made a note of but is there anything that I haven't asked you about that you would like to share.

JW: No I don't think so. Were you aware that we did get the 175 Award for Small Councils for the Independent Living Scheme?

JK: Oh no I didn't.

JW: Right. Well our chief executive at the time of Kingston Council was very interested in the Association of Chief Executives, was it called SOLACE the Society of Local Government Chief Executives or something like that, and they had a what they called a 175 scheme which was for councils below 175,000 population could compete for the award for innovation in small councils and the Independent Living Scheme won the award.

JK: That's amazing. What year was that?

JW: Hold on a minute because I've--, [shuffles some papers]... in 1997. Do you want me to copy those for you 'cause that--,

JK: Oh yeah wonderful, yeah.

JW: I mean ignore the reporting municipal journal which talked about Kingston's home help scheme [laughs] but that was the one that described the competition and--, a dreadful photo--, that's Ann--,

JK: Ah yes. What are they published in sorry?

JW: This was the Municipal Journal. I don't know if it still exists. I'll copy those for you.

JK: Okay, thank you. So how did you feel when you got that award?

JW: Well it was great, I mean it was great that it was recognised and I think it spread the message beyond social care into councils generally both unitary councils and other district councils and people who wouldn't be aware of some of the issues. And since I've come here in the early days I've tried to, when I was asked to do talks, did one or two about the scheme because it enables people generally in the population to become more aware of issues that a lot of the time we're just oblivious to.

JK: Absolutely. Have you ever done any work internationally in terms of--,

JW: No, no.

JK: Okay.

JW: And you've got that, have you?

JK: Yes, I think--, yes, yes we've got a copy of that, yeah.

JW: 'Cause that was ten years of the scheme.

JK: Okay.

JW: Yeah it's dated the early '90s it says, 'Department of Health advisors declared direct payment schemes unlawful' [laughs].

JK: [laughs].

JW: 'Undefeated Kingston Association of Disabled People working together with Royal Borough of Kingston broke new ground again'. That wasn't me writing that but it was somebody else. It has a sort of useful history of the scheme and might even tell you when it became... [turns pages].

JK: Was that published by Kingston Association of Disabled People?

JW: Yes, I think we might have helped fund it but the--, yeah 1996 the Community Care Direct Payments act was born so yeah, I think it probably came into operation the following April.

JK: So it's just referring to the declaring independence publication.

JW: Yep. I think that might be my only copy so I'll keep that.

JK: Okay no, do keep hold of that. Was there anything else you wanted to mention?

JW: I don't think so.

JK: Okay wonderful, thank you very much.

[END OF RECORDING – 00:51:14]