

Appendix C

Learning Disability Strategy : Action Plan for Implementation

This action plan has been developed in response to the Shropshire Learning Disability Strategy 2010-2013. Key priorities for action, are set out as they are in the strategy, against the areas indicated in Valuing People Now.

This action plan is in development. The areas that have already been completed include suggestions made during the consultation process on how the priorities can be achieved and the previous Learning Disability Partnership Board annual work plan which has now been merged into this overall action plan. **Areas which are not yet complete will be developed through contributions made by the membership of the Partnership Board at themed away days scheduled for the forthcoming year. This approach ensures that people with learning disabilities, their advocates and family carers will be contributing and involved in delivering this strategy over the next three years.**

Including Everyone: Involving people with a learning disability and their Carers in the development of services, the implementation of national policy and strategies and strengthening the role of the Learning Disability Partnership Board. Ensure that all providers of public services take responsibility for safeguarding

What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Communicate with people with learning disabilities including those with the most complex needs through the continuing	Regular updates for safeguarding Board. Annual safeguarding report to be presented to partnership board	Form April 2010 onwards	Stephen Chandler	An update of the work of the safeguarding Board is provided as a standard agenda item at each meeting. The annual safeguarding report has been included in the forward plan.

support and development of the Learning Disability Executive Partnership Board, it's three area partnership boards and its working sub groups				
Publishing an adult autism strategy that reflects the national priorities whilst taking into account the views of local service users, Carers and stakeholders	Autism Strategy to be written. Consultation with key stakeholders on developing a service model for Shropshire. Contract amendments to be made to provide access to diagnosis Care Pathway to be mapped	January 2010 February 2010 March 2010 March 2010	Ruth Houghton	Autism strategy developed Jan 2010 and reported to Community services scrutiny March 2010. A small group of key stakeholders has met and a service model has been discussed. Access to diagnosis has been confirmed .
Include service users and family Carers in the implementation of the national Carers strategy and recognise the needs of Carers including Older Carers and Mutual Carers	Carers Vision Day Revision of Shropshire Carers Strategy Establish a Carers partnership board	Nov 2009 April 2010 February 2010	Sandra Griffiths Gary Heap	Completed A steering group has been established and a small focus groups are working on developing the new strategy. The carers partnership board is established, the first meeting was in February 2010 .

	Provide support for the carers' leadership group to develop and ensure succession in order to ensure family carers have a voice and are included in plans and developments	December 09 and on going	Jackie Taylor Sandra Griffiths	The Carers leadership group has been in existence for a number of years, the group are now considering the alternative options available on how to take the group forward,
Scope, with the involvement of service users and their families and Carers, how best we can deliver services and better commission services for individuals whose behaviour challenges services. This will be reviewed through the Learning Disability Partnership Board	Increase the choice and availability of respite and short breaks		Adrian Johnson	Respite Audit completed by Shropshire Council. Carers Leadership Group to comment on the report and the recommendations made in this audit
Ensure that appropriate advocacy services are available for people with a learning disability and that people are	Include access to advocacy as a clause in residential care home contracts			

supported to access these services including for those people living in a residential care setting				
Ensure that all communication is in a format that is easy to understand including the translation of documents into an easy read format. This includes the executive summary of this Strategy and the Learning Disability section of the Joint Strategic Needs Assessment	<p>Executive Summary of LD strategy into easy read.</p> <p>JSNA section on learning disabilities to be in easy read</p>	<p>December 2009</p> <p>April 2010</p>	<p>Ruth Houghton</p> <p>Simon Kenton</p>	<p>Completed</p> <p>The learning disability section in the JSNA has been strengthened during the latest revision.</p>
Establish a formal relationship between the Learning Disability Executive Partnership Board and the Prison Partnership Board.				Initial discussions have been held with the prison healthcare commissioner. The forward plan of the partnership board includes inviting representatives from safer and stronger communities to away days throughout the year.

Personalisation: Ensuring that the Transforming Adult Social Care Programme in Shropshire involves people with learning disabilities and their Carers in the planning, consultation and delivery of the key work streams of the Programme				
What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Develop a Resource Allocation System	Decide what funding streams are to be included in the RAS, and develop a fair and equitable system	May 2010	Mark Astbury	RAS V1 has been developed. Further testing to continue until Shropshire Council are satisfied the system is usable and fair. During pilot schemes and testing, an intermediate payment system will be in place, which will take into account traditional service cost and the RAS
Develop web based shop for support service	Pilot to be developed	May 2010	Ruth Houghton	Scoping exercise currently underway to assess Shropshire's suitability for S4S. Will report to the Board in May
Develop a range of support materials for people with learning disabilities and their Carers to explain how individual budgets work.	Work in partnership with Service Users and Carers to create an information pack, and ensure all information is accessible. Hold various events to engage fully	May 2010	Process Champions	Work has commenced to convert the SAQ and Support plan into easy read. The My Life, My Choice team and CAF team are working on this together. We are consulting with service users (from Taking Part, and those who are on the pilot) and carers to develop the materials. We now have a carers lead who will be entirely focussing on the needs of carers
Develop Individual patient budgets for			Simon Kenton	

adults with learning disabilities who are supported and funded through continuing health care				
Develop a self assessment questionnaire in an accessible format including easy read	SAQ to be turned into easy read, and tested by service users	May 2010	CAF team and Sarah Dillon	Work has commenced. The easy read SAQ is being developed in partnership with Service Users and the CAF team
Promote individual budgets for Carers	Information sessions for carers Carers are offered personal budgets	April – June 10 From June 2010	Flick Pennal Jenny Watkins	The My Life, My Choice team have a designated carers lead, who is focussing on including and sharing information with family carers. Work has also commenced on reviewing and redefining the pathway for Carers to access support
Establish a User Led Organisations in Shropshire	Develop a consortium of ULOs – these will be from different client backgrounds, and will support clients with the completion of forms and possibly assist with support planning and reviews	December 2010	Ruth Houghton	An information event was held, and interested parties have formed a steering group. The steering group are in the process of developing their terms of reference and considering the options for longer term sustainability. They have also developed consultation plan with stakeholders to inform the future role of the ULO.
Training and development for staff and shared learning	Staff are to be fully trained and consulted on about the new ways of working.	March 2011	Jackie Smith	The joint training team are involved with staff training, and the plan is to roll the training out to council staff, and those employed by the

across the health and social care sector	This is to span across the Council and Health sector			health sector. Basic awareness training courses about My Life, My Choice have been offered to all teams. Health are represented on the My Life, My Choice Board
Provide support for people who have a direct payment and employ their own personal assistants including a payroll service and recruitment advice.	<ul style="list-style-type: none"> • Review existing service by current provider and re-commission as necessary. • Develop a range of information and support 	March 2010 to March 2011	Ruth Houghton	<p>Joint Training have developed literature to assist Service Users and Carers who wish to employ staff. Some of the early pioneers are currently in receipt of a DP. Continued learning of their requirements will happen throughout the pilot which will feed into the commissioning work stream.</p> <p>The current support service for direct payments recipients is subject to review re-tender.</p> <p>Four voluntary sector organisations have been appointed to assist service users with support planning.</p>
Develop strategies for personalisation and business plans for in house provision			Ruth Houghton	An in house provider workshop has been held and is being followed up with awareness training as required on transforming adult social care.
<p>Better Health: Reduce health inequalities for people with learning disabilities and ensure that there is equality of access to mainstream health care provision. The take up of annual health checks for people with a learning disability will also be monitored and targets agreed with GP practices for year on year improvement</p>				

<p>a learning disability by promoting physical activity.</p>	<p>active lifestyles and promote sport as a leisure activity for people with a learning disability.</p> <p>Promote the use of the access to leisure card for people with learning disabilities and their Carers</p>		<p>Part with support of Jackie Taylor</p> <p>Carers leadership Group and Taking Part Leadership Group</p>	
<p>Improve the mental health and well being of people with a learning disability and their Carers</p>	<p>Improve access to countryside and leisure activities and countryside volunteering opportunities</p>	<p>September 2009 and ongoing</p>	<p>George Candler</p>	<p>An action plan has been developed by countryside and leisure services which sets out how people with learning disabilities and their family cars will be supported to access leisure and countryside services.</p> <p>A trial of a cares leisure entitlement has been launched this year, initial feedback has been positive, A formal evaluation is planned for later in the year</p>
<p>Monitor the provision, quality and uptake of annual health checks provided by GP practices for people with a learning disability</p>				<p>The take up of annual health checks is being reviewed by the joint commissioner.</p> <p>The area partnership boards have invited GP practices to their meetings and discussed their concerns .</p>

<p>Promote access to oral health care for people with learning disability through the joining in service and mainstream dental services</p>	<p>Raise awareness of the services available and the referral route</p>	<p>Jan to April 2010</p>	<p>Jackie Taylor</p>	<p>Information on the specialist dental services available is being made available to people with a learning disability and family cares through the area partnership board and the health focused partnership board away day, the Health Lives Sub Group and local carers groups.</p>
<p>Review acute admissions to track the number of cancelled procedures after admission and work to minimise these through preadmission support</p>				
<p>Complete a review of admission to acute care of people with a learning disability to check whether prior to admission the 3 star system was used, grab sheets were prepared and whether the stay in hospital was good or raised concerns</p>				

Monitor the implementation and effectiveness in community hospitals of the policy adopted to support people with learning disabilities who are transferred from an acute setting				
Work closely with Public Health to identify the health profile of the learning disability population in Shropshire and use this information to determine commissioning priorities			Simon Kenton	
Ensure that regular health checks for people with learning disabilities are provided by GP's should the individual	GP Practices to have attended appropriate training and be signed up to the DES for the provision of annual health checks for people with a	April 2009 and on going	Rick Robson	Practices in the South of the County who have not signed up to the DES for annual health checks have been contacted via letter by the South Area partnership Board. Area Boards have been informed about Patient participation Groups.

wish one	learning disability			GP practices that have signed up have been invited to meetings to feedback to Area Partnership Boards. Community Learning Disability Nurses contribute to Area Partnership Boards
Reviewing and reconfiguring where appropriate the specialist "in patient services" provided for people with a learning disability		By March 2011 for implementation during 2011 / 2012	Adrian Johnson / Simon Kenton	
Involving CINCH in the inspection of PCT provided specialist health care		From March 2010 onwards	Simon Kenton	
Oversee the collection of views and feedback in order to contribute to the Annual Health Checks of local health services.	Through links with Partnership Board network and CINCH.			For 2009 2010 the new Health self Assessment Framework (WCC) is being used. This has involved 4 small Getting Ready Meetings, circulation of a Health Questionnaire and a Health Check Day. The Assessment has been completed and validated by the SHA and the outcome of green and amber shared with the partnership board.. Taking Part have requested that CINCH have an Easy Read version of their feedback form.

<p>Annual Safeguarding report to include specific review of training undertaken by staff in:</p> <ul style="list-style-type: none"> • Hospitals • ALD specialist provision • ALD teams • SPIC ALD homes • Other agencies 		June 2010	Stephen Chandler / Peter Clarke	
A Home of Your Own : The development of supported housing and other alternatives to residential care.				
What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Engage with the Learning Disability Partnership Board and the housing sub group to develop plans using information from the JSNA to ensure a range of housing				

options are available and ensuring that these are reflected in the housing strategy of the local authority				
Ensure that the choice based lettings system is available and accessible for people with learning disabilities				Recommendations from the VPST have been shared with housing colleagues; these are being looked at with a view to implementing.
Ensure that the disabled facilities grant is used effectively to make housing adaptations that are necessary				
Work to build on existing programmes such as the Supporting People programme to increase choice in housing provision for people with a learning disability				

Work with Housing Associations to explore the options of shared ownership for those people with a learning disability who wish to own their own home				Shared ownership has been discussed in the Housing sub group and a provider invited to speak to the group
Ensure that for those people who choose to live in a residential care home or for those people whose needs can only be met in such an environment that the provision provided by the Council is of a good or excellent standard as rated by the Care Quality Commission				
For residential accommodation provided by the independent sector or				

<p>through specialist healthcare provision the Council will work with these Providers to ensure that the standard is of an adequate, good or excellent standard as rated by the Care Quality Commission and will take appropriate action to support the improvement of any accommodation that falls below this to a Poor rating</p>				
<p>Use assistive technology where appropriate to support people to live independently</p>			<p>Cathy Ritchie</p> <p>Jackie Bland - Roberts</p>	<p>An Assistive Technology strategy has been developed and an Assistive Technology Officer has been recruited and appointed. Training has commenced across staff groups.</p> <p>Lead officer for Assistive Technology programmed in to speak at local ALD carers groups and invited to regional housing event looking at using assistive technology to support people with LD in their own homes</p>
<p>Work Education and Getting a Life: Develop a range of supported employment opportunities for people with a learning disability</p>				

What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Develop a social enterprise co-operative model which will provide supported employment opportunities for people with a learning disability	<ul style="list-style-type: none"> Initial feasibility study funded through DoH Innovation for Life Challenge Fund 	Report on feasibility by end of April 2010	Marian Giles	Feasibility study is well underway with appointment of additional consultancy input for website design and legal entity/bespoke membership rules. Steering group with PCT/Community Services/Strategic Health Authority representation has met 3 times to monitor progress.
Work towards providing supported employment opportunities within the Council, the Primary Care Trust and with other public sector employers				
Develop day opportunities into micro enterprise centres where appropriate and ensure that individuals	Ise appointed to undertake audit of 18 day bases for adults with a learning disability/ encourage development of entrepreneurial activity	Initial work to be completed by end of April 2010.	Sarah Dillon	Sarah Crawley of Ise has completed all 18 visits and has identified some promising enterprising ideas. Locality organisers will be attending a session on 23 rd March to develop these ideas.

are supported into employment through the acquisition of work and life skills				'Seedcorn' fund identified (from external grant) to provide small amounts of funding to support development of day base activities.
Work with further education colleges in Shropshire to support people with learning disabilities to acquire skills for employment				Colleagues from the two local colleges are involved in the Employment sub group and developing the pathway from school to college and beyond.
Provide support to young adults with learning disabilities through transition to reduce the number of younger adults with learning disabilities not in education, employment or training (NEET).				
Improve access to learning, leisure and countryside services for people with a learning disability and their families and Carers.	Improve awareness of and access to countryside learning and leisure opportunities . Increased provision of	September 2009 and ongoing	George Candler Jackie	An action plan has been developed by Learning Countryside and Leisure Services. This will be reviewed annually and updated in agreement with the Learning Disability Partnership Board.

	Changing Places Toilets in the County		Taylor	The Learning Disability Partnership Board has made links with VCS Disability Forum to raise awareness of this need
<ul style="list-style-type: none"> • Relationships and having a family: Ensure that people with a learning disability are supported to have friendship and relationships and supported as parents. Develop services and support for Family Carers that will enable them to continue caring for as long as they wish to • 				
What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Develop services and activities which support people with a learning disability to make friends and relationships, take part in community based activities and contribute to society as citizens	Implement the Friendship and Relationship policy which will be shared and implemented with partner organisations and stakeholders.	April 2010	Mary Johnson	<p>Funding has been secured for training regarding friendships and a training package has been produced.</p> <p>A relationship group has been established in the South of the County.</p> <p>Taking Part organise and support Escape Night Club for people with Learning Disabilities</p>
Ensure that sexual health care, including advice on contraception, is available for young people in transition	Develop support on men's & women's Health, sexual health & relationships.	April 2010		<p>Men's' Group convened 2008. Meeting at Abbots Wood on monthly basis. Annual report prepared.</p> <p>The PCT is Commissioning a Sexual Health Clinic for people with a learning disability - 3</p>

and throughout their life as adults in a format that is appropriate and easily understood				hour clinic, once per month, which will move around the county. The Nurse involved will be specially trained in issues around learning disability.
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Parents with a Learning Disability: Ensure that people with a learning disability are supported to have friendship and relationships and supported as parents

What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Work with The Shropshire Children's Trust to collate data on the numbers of parents with learning disabilities				
Develop in conjunction with Children's services a disabled parenting policy which will include people with learning disabilities as parents	The Parent Support Strategy developed by CYPS includes a section on parents with a disability.			The adult Learning Disability assessment and care management team work with CYPS with parents who have a learning disability, the involvement is to help support and assess individuals cognitive skills and their levels of independence
Develop Advocacy services which will				

include support for parents with a learning disability and their families to access mainstream health services				
Establish a support group for parents who have a learning disability and also those who are planning a family			Rachel Cox	There is a special interest group for parents with a learning disability supported by Psychology service of SSSFT.
Work with partners to ensure that parents with a learning disability are supported to access maternity and ante natal care and children's services			Mary Johnson	Joint Training are delivering a learning disability awareness session to midwives as part of their mandatory training. A car pathway is being developed for Maternity Services focusing on pregnant women with a learning disability.
Work with children's service to ensure that parents with a learning disability receive appropriate support which will enable them to make informed choices relating to their own				

child's education options				
Work with the Shropshire Children's Trust through "Think Family" to support vulnerable families where there is a parent or a child with a learning disability				
People as Citizens : Support citizenship and reduce social isolation for people with learning disabilities through the promotion of leisure services, advocacy support, access to transport, the maximisation of benefits and the reduction of hate crime. Ensure that all providers of public services take responsibility for safeguarding				
What we said we would do in the strategy	How is this to be achieved / action	Timescale	Lead Officer	Current Evidence of Improvement
Through the Learning Disability Partnership Board structure ensure that people with a learning disability are included in any policy development and implementation work and that they are supported to take part				The Shropshire Learning Disability Partnership Board continues to involve people with a learning disability in all the Boards and sub groups. Partnership Boards monitor developments and projects and check for good involvement

in both local and national initiatives				
Ensure that all providers of public services take responsibility for safeguarding and provide the appropriate training for them to do so				
Provide safeguarding training for adults with learning disabilities and their families and Carers				
Improve access to learning, leisure and countryside services for people with a learning disability and their families				Representatives from the 2 local colleges are part of the Partnership Boards and are working with the boards to monitor the provision of learning opportunities for people with a learning disability.
Develop public transport services that are safe and accessible for people with learning disability and their Carers and promote	Improve the accessibility of travel information in Shropshire.			Passenger Transport Services have agreed to provide large print timetables to be available in all day services

concessionary travel passes to those people that are eligible				
Ensure that people with a learning Disability can live safely in the Community without the risk of Hate Crime	Through the involvement of the local strategic partnership work towards the elimination of hate crime towards people with a learning disability	May 2010		A local launch of the Hate Crime Reporting Pack is planned for July 2010 to raise awareness of Hate Crime and the reporting pack
Ensure that people with a learning disability can live safely without the risk of fire.	through the installation of fire alarms and smoke detectors and provide the appropriate training for people with a learning disability to react appropriately to an alarm			
Work towards reducing financial hardship for people with learning disabilities and their carers	Ensure that people with a learning disability and their Carers have their benefits maximised and that they are supported and equipped to manage their money effectively.			Benefits advice is programmed into all Learning Disability local carer groups on a six monthly basis
Provide access to legal advice including the provision of advice on wills and trusts through the CLASP				

<p>initiative and its Delivery/Support Partners</p>				
<p>Ensure that advocacy services are available to people with a learning disability in prison and in the criminal justice system to promote equality of access to health care</p>				
<p>Ensure that advocacy services are available to people with a learning disability living in residential care settings through including this as a requirement in residential contracts</p>				
<p>Identify the health needs of people with a learning disability in prisons and respond in a way which would ensure the same service would be</p>				

received by people, as they could expect from community based health care services				
Develop a learning disability Workforce Plan for Shropshire.				Group set up to develop a Workforce Plan for ALD; will report to Executive board June 2010.