

Slough's Learning Disability Plan 2016-2019



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About this Plan

Slough's Learning Disability Plan will help us to continue to improve and develop services for people with learning disabilities in Slough to enable them to live their lives in the way they choose.

There have been lots of changes for people with learning disabilities since the Government produced a strategy called Valuing People Now in 2009.



Valuing People Now said that people with learning disabilities should:

- Have the same rights and choices as everyone else
- Have the right to be treated with dignity and respect
- Be given the same chances and responsibilities as everyone else
- Give family carers and families of people with learning disabilities the right to the same hopes and choices as other families.



All of these principles are included in our Plan.

This Plan also takes into account the current and future challenging financial climate and only states actions we believe to be achievable by working creatively and in partnership with others.

This Plan was written by the Learning Disability Partnership Board. The board is made up of:



- People with learning disabilities
- Advocates
- Learning disability support providers
- Slough Borough Council officers
- Health representatives
- Local college representatives
- Voluntary sector organisations

The Board is chaired by the Head of Service of Learning Disabilities, Safeguarding and Autism and co-chaired by a person with a learning disability.



Who is this Plan for?

This Plan is for every adult with a learning disability and their family living in Slough, even if they do not have their support paid for by Adult Services.

This Plan includes people with a learning disability who are from black and ethnic minority communities.

This Plan includes all people with learning disabilities no matter how complex their needs are or if they also have a mental health problem or physical disability.



What people told us

In February 2015 we held an event to find out what local people think the priorities for this Plan should be. We spoke to 140 people including 70 people with a learning disability and their family carers. Their feedback told us what needs to go in this Plan.

We have also been working with a forum for adults with learning disabilities called Speak Out. Over the past year 53 adults with learning disabilities have been to the group, and they have been telling us more about what they think.



Our Plan

Our Plan has seven parts. Each part shows:

- What people think of things now
- What people told us could make things better
- What we are going to do

All of the work carried out as part of this Plan will be person-centred, and people with learning disabilities and their carers will be involved in the work we do.

This Plan works alongside the Autism Strategy, and we will work together with the Autism Partnership Board when it is appropriate to do so.



This Plan gives an overview of the work we want to do in Slough. There will also be a detailed action plan which will tell us things like:

- Who is leading a piece of work
- When the work needs to be finished by
- What the outcome will be when the work is done

This action plan will change and develop as work is completed. The Learning Disability Partnership will use this action plan to oversee Slough's Learning Disability Plan.





My day

What people told us about what they do during the day in Slough:



I like to go out -
only when we have
something on,
some weeks there
isn't anything

I like listening to
music and
going to college

I like to stay
at home

I'd like to
do more

I like going to
see my friends

I volunteer for
10 hours a week



What people said could make things better:

- More social clubs in the evenings
- More meaningful activities that help people build new skills and move on
- I'd like there to be more clubs and activities during the day
- I need to know what there is to do, so I can choose
- I would like a paid job
- I would like to do volunteering
- I would like to do more things on my own, like going to town and bowling

Transport

Transport is an important part of people's day, especially if they have a learning disability. We asked local people what they thought about transport, and what could make it better.

They told us:



It can be hard to go out because of the buses. I'm not confident enough to go out by myself

I would like to do more things on my own like going to town and bowling

There needs to be more support for transport

I can't get from A to B without support. Public transport I'm not sure if I can have a bus pass because I am fit and healthy

I would like travel training so I could get the bus by myself



We will...



- ✓ Improve the way information is shared about the activities available for people with learning disabilities in Slough
- ✓ Improve partnership working with learning disability support providers in order to develop shared activities and an interest-matching/buddy system
- ✓ Make sure the Slough Services Guide is up-to-date and accessible
- ✓ Support staff at community hubs and libraries to understand how to assist people with learning disabilities to access information
- ✓ Improve processes and increase employment or volunteering opportunities for people with learning disabilities within our own organisations and through existing relationships with the Slough business community
- ✓ Improve the way information about community transport options is shared with people with learning disabilities and their families or carers
- ✓ Develop opportunities for travel training to enable people with learning disabilities to gain the skills needed to travel independently
- ✓ Develop a range of activities that people with learning disabilities can choose to access during the day or evening



The right place to live

What people told us about where they live:



I like where I live, I want to stay where I am

I like the accommodation, I am living with good support

I like having my own flat because I have my own space, but I do get kind of lonely

I have good support in my flat

I am happy living with my family

I don't get on with the people I live with, I'd like to move out

I live with Mum and Dad, I used to visit a friend who lives by herself, I sometimes think I would like to too

What people said could make things better:

- Culturally sensitive homes and supported living
- I want more independence in the future with support that suits me
- If things go wrong in the house I'd like them fixed quickly
- I want to live in Slough with my girlfriend
- There needs to be more shared houses
- Somewhere suitable for my needs without negative behaviour from other people



We will...

- ✓ Improve the variety of housing options available locally for people with learning disabilities in Slough, including the option to stay at home with your family



- ✓ Improve our links with Neighbourhood Services and housing associations

- ✓ Explore Shared Lives as an option for supported living

- ✓ Improve joint working between local supported living and residential care providers



- ✓ Work with people with learning disabilities who are living with older family carers to plan for their future



- ✓ Support families going through Transition to plan for the future by improving the way we work with local schools and Slough Children's Services Trust

- ✓ Make sure housing options are discussed in people's annual reviews



- ✓ Consider ways to develop a training flat for independent living, where people could learn key skills and be assessed for how much support they would really need



The right support

What people told us about the staff who support them:



I can go to staff with my problems

I get involved with interviewing staff

I don't like it when the staff choose what is on TV and where we go out to

Staff listen to me and understand me

Staff cheer me up when I'm upset

What people said could make things better:



- Support workers should be helping people to engage with the activity
- I would like the staff to talk to me more often
- I would like to be treated the same as everyone without a disability



- I don't like people shouting at me
- Choice and flexibility - match what 'I' want to do



- Sometimes the staff help me too much
- People taking on board how I feel and listening to me



We will...

- ✓ Develop a Support Worker Charter for Slough
- ✓ Explore ways to recognise the good work support workers do
- ✓ Improve partnership working between learning disability support providers
- ✓ Empower people with learning disabilities to understand the role and responsibilities of their support workers
- ✓ Involve people with learning disabilities in the recruitment process of staff who will be working with them
- ✓ Make sure that people with learning disabilities know how to make a complaint
- ✓ Monitor learning disability support providers to make sure they are practicing safe recruitment processes



Training





Relationships and family

What people told us about their family and relationships:



Mum visits me every other week

I go to different clubs to socialise with my friends

I keep in touch with my friends on Facebook

I like seeing my friends

I have lots of friends and a boyfriend

That people said could make things better:



- I would like to see more of my friends and family, and go out more
- I need more support about having a relationship



- I need some friends to keep me company
- I'd like to visit my friends more or invite them to my house



- I would like to make more friends - I don't know how
- I am really worried about what will happen to my daughter when I am gone



Replacement care

For those supporting a family member with a learning disability to live at home it can be really important for them to have a break, to make sure they can carry on providing the support that is needed. We spoke to people who provide unpaid care to a loved one to find out what respite means to them.

What does replacement care mean to you?



We need enough support to help us carry on caring

It is a chance to relax

It is some time for myself

Families are so desperate for respite, it makes us willing to take anything!



We will...

- ✓ Explore more options for replacement care in order to offer more choice and variety



- ✓ Explore how to improve the support for people with learning disabilities to develop and maintain different relationships



- ✓ Explore and develop ways for people with learning disabilities to safely maintain relationships through social and digital media

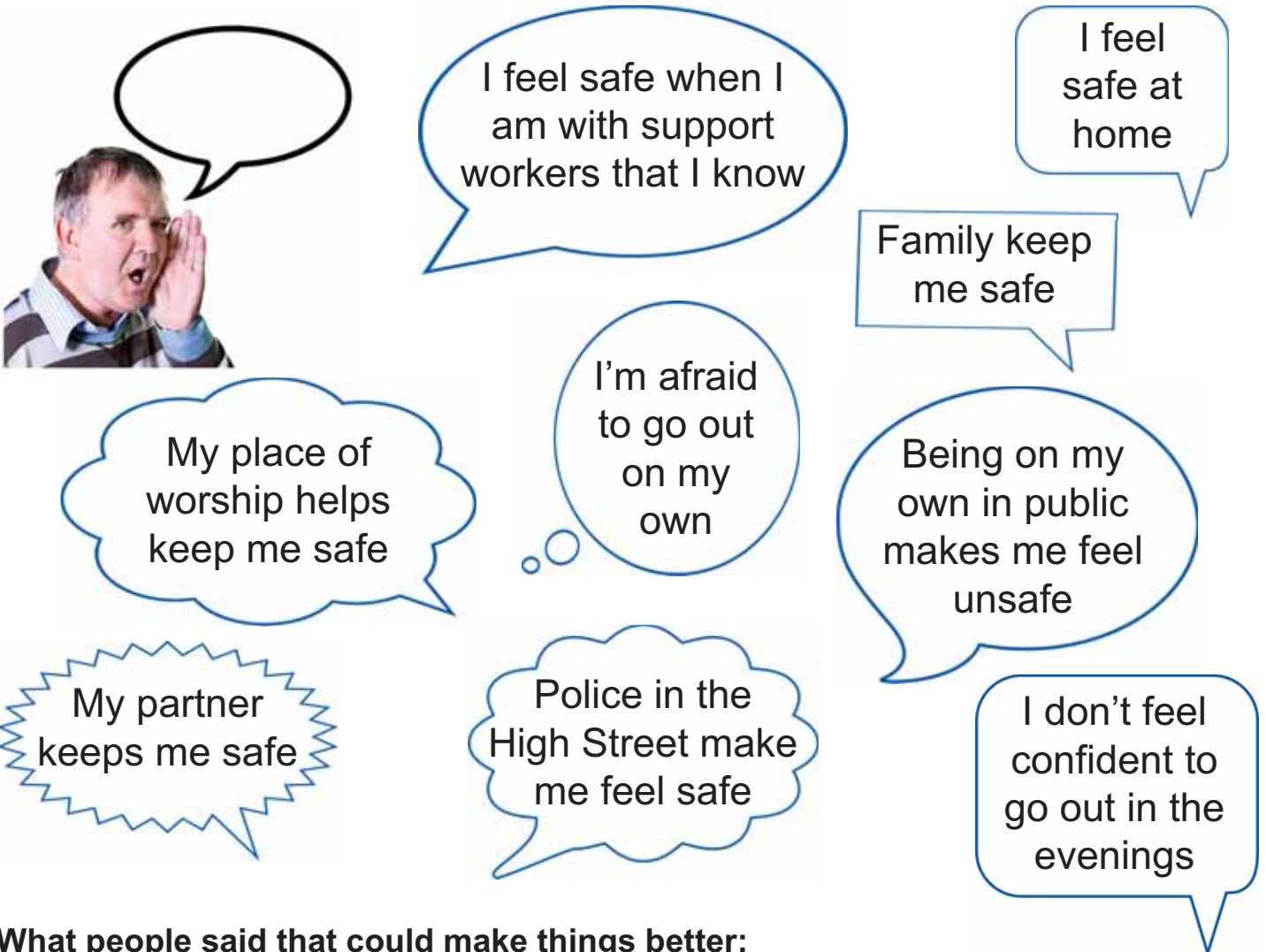


- ✓ Explore ways to support people with learning disabilities to meet others with similar interests to have a more independent social life



Keeping safe

What people told us about keeping safe:



What people said that could make things better:

- There need to be trained people in the community who understand learning disabilities
- Self defence or personal safety training
- Internet safety training
- More co-operation with the police
- More support for victims of antisocial behaviour
- Making sure community services are welcoming and friendly



We will...



- ✓ Refresh the Safe Place Scheme and develop a system for managing it

- ✓ Increase the understanding about abuse and safeguarding so people with learning disabilities can keep themselves safe



- ✓ Promote understanding and awareness about learning disabilities

- ✓ Develop internet safety training for people with learning disabilities



- ✓ Promote positive messages about Slough being a safe place to live



- ✓ Explore ways to promote a positive approach to risk





Staying healthy

What people told us about staying healthy:



I'm supported to go swimming

My GP takes time to listen to me

The doctors in hospital ignored my Health Passport and I didn't get the care I needed

I can't do exercise anymore because of arthritis in my knee

It's relatively easy to ask for information

You need to get plenty of exercise

What people said that could make things better:

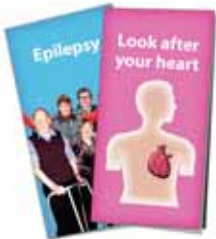


- More exercise sessions for people with learning disabilities and their families
- Local sports facilities need to be more accessible for people with disabilities
- Weight loss group for people with disabilities
- Better information about health checks





We will...



- ✓ Make sure that all GP practices are delivering high quality health checks to make sure people keep healthy and well
- ✓ Promote and support people with learning disabilities to access the Get Active programme and other exercise opportunities
- ✓ Develop courses to teach about healthy cooking on a budget and review how this is being transferred to daily life
- ✓ Support people with learning disabilities to manage long term health conditions
- ✓ Make sure people with learning disabilities are supported to have regular dentist and optician appointments
- ✓ Develop health action plans for people with learning disabilities
- ✓ Promote the Health Passport with Health staff in hospitals
- ✓ Raise awareness of learning disabilities with GPs and other health professionals





Positive support for challenging behaviour



In East Berkshire the number of people with challenging behaviour is quite small compared to other people with a learning disability, and we don't expect this to change too much.

We want to make sure that people with challenging behaviour are supported to live in their local communities.



It can be difficult to meet the needs of people with challenging behaviour.

We need to improve our understanding of the needs of people with challenging behaviour and work to improve services in a number of ways.



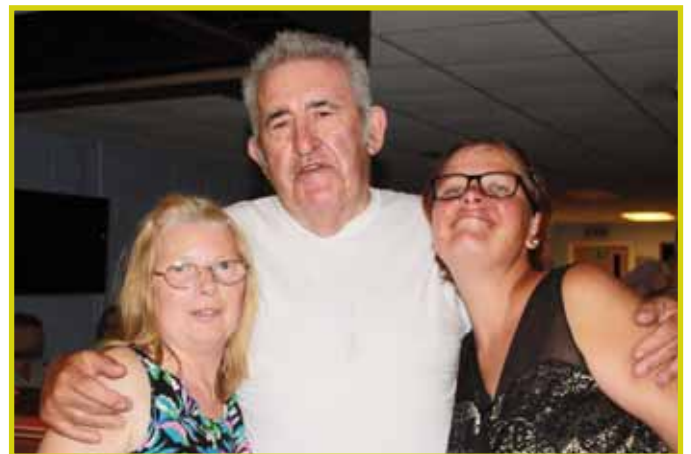
There is a lot of information and expertise available locally that will help us to make sure that people with challenging behaviour are supported to live as ordinarily in their communities as possible.





We will...

- ✓ Improve the way we collect information so we can find out more about the needs of local people with challenging behaviour
- ✓ Work to ensure that people receiving support in long term hospitals have a person-centred support plan with clear outcomes based on the principles set out in the Model of Care in the Transforming Care report
- ✓ Develop specialist support in the community for people with behaviour that challenges, to help people get care in the right place
- ✓ Work to improve the way people with long term needs are being monitored and reviewed
- ✓ Improve the way we commission services by identifying the needs of children and young people with challenging behaviour through Transition to make sure we have the right services in place
- ✓ Consider using pooled budgets to deliver better integrated care





We will...

- ✓ Make sure family carers have the support they need when caring for someone with challenging behaviour
- ✓ Work with providers to develop a competency framework and workforce development initiatives to make sure they are able to meet the needs of people with challenging behaviour and their families
- ✓ Ensure all commissioned provider contracts are monitored and reviewed on a regular basis



Slough
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NHS





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