

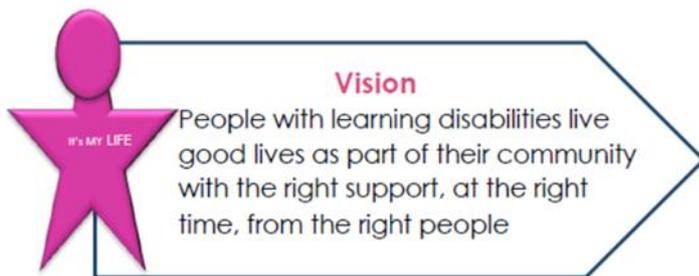


## Background and Purpose

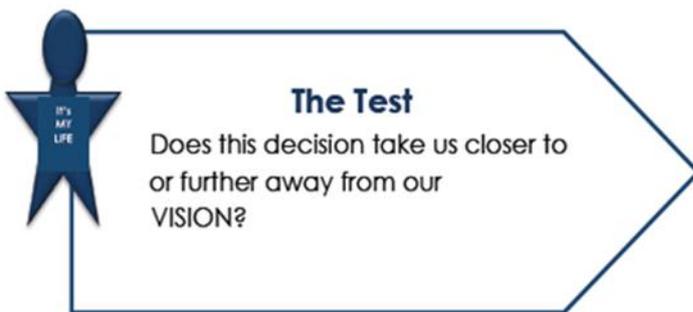
This Implementation Plan was constructed following the presentation of the Joint Suffolk Learning Disability Strategy (2015-2020) to the Suffolk Health and Well Being Board in July 2015. It covers the action plans based on the recommended actions in the Strategy.

The Strategy was underpinned by

## The Vision



We will test whether our actions meet the Vision using the simple test



**Co-production is at the heart of what we do** –is key to ensuring the relevance, and success, of the Strategy and has continued through the construction of the Implementation Plan.

**We need to do things differently** - making use of all of our assets in a climate of increasing demand and expectation of better outcomes. These aspirations need to be held in balance with the challenges of reducing financial resources.

“If you always do what you’ve always done, you’ll always get what you’ve always got.” Henry Ford



### Mapping the Key Priorities to Workstreams

The Key Priorities identified in the Strategy form the basis of the Implementation Plan. The 8 Key Priorities have been mapped onto 8 Workstreams (see above) each of which has its own Action Plan. Inevitably there are many interdependencies and relationships between the Workstreams and whilst the teams have identified a significant number there will certainly be more as the Action Plans develop.

Across all of the Workstreams the recommended actions, identified in the Strategy, were prioritised through co-production workshops and meetings with self-advocates, family carers, social care and health professionals, support workers and providers.

During the same period Champions and Workstream leads were recruited to each of the Workstreams

- The Champions are, in most cases, one or more self-advocates who were recognised as being able to make strong contributions to the Workstream.

- The Workstream leads are mainly social care or health professionals whose work area relates directly to the subject of their Workstream

The Champions and Workstream leads will be responsible for driving the Action Plans supported by other stakeholders through co-production.

### **Other Interdependencies**

As well as interdependencies between the Workstreams there are many local and national programmes, initiatives, policies and legislation which impact the Action Plans. Many were identified in the Strategy including

- Supporting Lives, Connecting Communities
- Health and Social Care Integration
- The Care Act, The Mental Capacity Act, Deprivation of Liberty Safeguards

In Suffolk three specific areas have an impact on the Learning Disability Implementation Plan:

**Serious Case Review (SCR)** - The recent report made a number of recommendations, many of which were already in train across the various organisations involved in the

In the context of this Implementation Plan the report has most impact on Workstream 3: 'Staying Healthy, Safe and Well'.

In view of the work already in train it was recommended that the majority of the actions in Workstream 3 should be managed within the Serious Case Review (SCR) Action Plans.

This includes those being undertaken by individual organisations and those coordinated through the Joint SCR Working Group.

It is recommended that consideration should be given to bringing the work of this Working Group into Workstream 3 of the Joint Learning Disability Programme at a later date to be agreed.

In the meantime, the Learning Disability Programme will look to support the teams working SCR Action Plans including ensuring co-production is addressed within the relevant parts of its work.

**Transforming Care** – A similar position to the Work within the Serious Case Review as there is an established Programme of work. With the formation of the Transforming Care Partnership, the scope of this work has significantly increased. This is already reflected in the new Joint Strategy and the governance is being revised to ensure the necessary links are in place.

**Recommissioning of Adult Services** – This covers a broad range of services including those currently provided by the largest provider of learning disability services in Suffolk - Leading Lives through a contract that expires at the end of June 2017. Work has started out to define the sets of services to be provided and the commissioning models to be adopted. Much of the related activity will fall within the scope of the Learning Disability Implementation Plan.

## Key Actions from the Strategy

The following are Key Actions that need to be addressed during the formation of the Implementation Plan.

Key Action	Status
1. Set up mechanisms and structures for Governance (Governance proposals currently being coproduced) that puts the Learning Disability Partnership as a key mechanism for delivery, accountability and audit of The Strategy – embedding co-production from the start	Ongoing - reviewed within the existing Partnership Board. To be reviewed by CCGs and JCG and signed off.
2. Designate, or clarify who will have responsibility for driving the Strategy within each of the NHS Clinical Commissioning Groups and Suffolk County Council. Consider identified Clinical Leads	Ongoing – leads identified in SCC and I&ESCCG.
3. Explore the feasibility and efficacy of a jointly funded Programme Manager	Complete Interim from 01/10/15 Full-time appointment from 01/01/16
4. Establish robust, co-produced, creative Health and Social Care Providers Forum to strengthen communication, shared learning and innovation	Ongoing – within the Workstream Actions
5. Continue to work towards integrated Health and Social Care teams located in the community	Ongoing – within the Work streams – need to integrate external work

<b>Key Action (continued)</b>	<b>Status</b>
6. Work with people with learning disabilities, their families and other partner agencies to co-produce the Implementation Plan for this Strategy	Complete – key feature of Implementation Plan
7. As per the Joint Strategic Needs Assessment (JSNA) develop accurate demographic data sets for planning and reporting.	Ongoing – in Programme Actions
8. In co-production, explore, develop and implement a set of Key Performance Indicators based on the Making it Real 'I' Statements and/or Quality of Life Standards, designed to cross reference with the Key Priorities, to drive up quality in provision	Ongoing – most of Action Plans have been reviewed and others will be co-produced as part of Programme Actions
9. Map people and tasks to check whether the right people are in the right place doing the right thing to maximise use of resources	Ongoing – to be developed within and across Workstreams
10. To ensure value for money and efficiency, consider mapping and improving meeting flow to ensure that key meetings in different agencies don't clash in order to support full participation. This will allow for the right people to be at the right meetings to make well informed and timely decisions.	Ongoing – further work required to ensure this action is met.

## Workstreams and Prioritised Recommendations

The following shows the top 6 recommendations – as selected through co-production for each of the 8 Workstreams.

### 1. Information, advice and advocacy

- Advice and advocacy to be available and accessible to help people to make their own decisions. Information on this to be in clear easy read English and available at the right time.
- Co-produce clear, engaging, accessible information about community, support, learning and employment possibilities. For example, when people are making plans for life changes such as working age benefits and /or end of life support.
- Make a full range of advocacy support available to people e.g. Statutory, Community, Self-Advocacy, Independent Mental Capacity Advocacy and Care Act Advocacy. This includes open referral systems.
- Provide easy to understand information about the Mental Capacity Act so that people know their rights and support professionals to improve their understanding.
- Make sure that people with learning disabilities have the right information, advice and advocacy to support them when they need it. This includes parents with learning disabilities, people from black and minority ethnic communities and people with complex and multiple needs.
- Use the Making it Real 'I Statements' to create systems to check progress and quality against outcomes.

## 2. Choosing where I live and who I live with

- Co-produce the vision for Supported Housing. Principles of choice and control guide all decisions, from choosing where I live, how I decorate, who I live with and who supports me.
- Make sure the needs of people with learning disabilities in included in Suffolk's Housing Strategy/plan. This will include a full range of housing options e.g. shared ownership, shared lives, private tenancies.
- Make sure there is good support for people to maintain tenancies in general housing.
- Manage 'vacancies' in a way that respects people's rights and ability to choose who they live with and who supports them
- Work with housing providers to review tenancies so that people can have friends/partners to stay and can keep pets if they choose.
- Work with District and Boroughs and Housing Associations/Social and private landlords to co-produce age appropriate, identified housing needs and to develop a range of innovative housing options and solutions.

### 3. Staying healthy, safe and well

As noted above the Action Plans already in place as a result of the Serious Case Review cover many of the recommendations in this Workstream and are identified in the detailed Action Plan.

- Empower people with learning disabilities to use community opportunities for staying healthy and promoting wellbeing. For example, using the local leisure centre, cinema, swimming pool.
- Integrate Health and Social Work teams. Make sure professionals work together to meet the health and care needs of people with learning disabilities.
- Co-produce plans to tackle health inequality in General Practices and Community Healthcare Services.
- Increase the number of people with learning disabilities having an annual health check and having screenings
- Make holistic Health Action Plans available for all, including detail of the named person responsible to action/monitoring plans.
- Co-produce the model for delivering enhanced community based support service and co-location of Health and Social Care Teams for people with learning disabilities to reduce the demand for assessment and treatment centres.

Note: we have recognised that currently the focus in this Workstream relates to Health and we need to address the recommendations that relate to staying safe in this and other Workstreams e.g. Workstream 6.

#### **4. Choice and control over my life, my support, my money**

- Get young people involved in their support plans from the age of 14 so that they build up experience of being in control and having choice.
- Make sure people have access to timely skilled assessments and reviews that lead to person centred, creative support plans being developed and implemented.
- Develop ways to make sure people have a personal budget, maximising the use of Direct Payments and Individual Service Funds to give people choice and control. Move away from block tendering processes.
- Support people to take positive risks and understand how to manage these.
- Make sure people have access to information, advice and advocacy during assessments and reviews to enable them to plan the support that is appropriate for the stage in their life.
- Work with providers to demonstrate how they maximise choice and control for people they support.

## 5. Good Support

As noted above the recommended actions from this Key Priority, such as the establishment of the Support Worker Network, have been included in other appropriate Workstreams mainly Workstream 4. The top 6 recommended actions have been included below for completeness and validation against the Strategy.

- Develop ways to value and celebrate support staff
- Consider creating a support workers network to share good practice, develop skills, reflect and drive innovation.
- Develop more flexible approaches to people receiving the right support, at the right time, from the right people.
- Consider the development of Community Circles to expand people's natural support networks and strengthen community presence.
- Ensure there is appropriate support to family carers to enable them to continue to provide care and support.
- Research and consider the development Personal Assistant banks, "Slivers of Time", Skills Swap Schemes etc. – employing/engaging people across a range of communities and age groups

## **6. Family, friends, Pets and relationships in my community**

- Workforce development enables support staff to develop the skills and strategies to connect people with their communities. This includes positive approaches to risk. ( Note this is a cross-cutting action and will be delivered across a number of Workstreams )
- Work with communities to develop opportunities and to welcome people. Consider Local Area Coordination, Community Connectors and Brokers.
- Explore ways to make communities more accessible and friendly.
- Families and friends to be involved in the development of person centred support plans. Work alongside and support families, recognising that the support and love offered by family and friends enhances the quality of life and reduces dependency on services
- Work with the Culture, Library, Sport and Communities team to develop opportunities for community members to develop skills and use them.
- Make sure parents with learning disabilities have access to support in their role as parents.
- Contract renewals to include the need for providers to show how they support people to develop community networks and relationships.

## 7. Work and Purpose

- Develop new ideas for employment support (for example social enterprise, self-employment, apprenticeships and internships)
- Transform day opportunities, away from building based services for the majority, to people living full lives as members of their community.
- Develop schemes such as, Skill Swaps and “Slivers of Time” (so the skills of people are valued as assets for the community even if no monetary payment is received).
- Learn from approaches to employment and occupations in other countries e.g. Sweden
- Make sure Government employment support is maximised (for example Access to Work and Job Centre Plus)
- Join with local mainstream developments to maximise opportunities for people to work (for example “MyGo”)

## **8. Family centred support as I move into adulthood**

- Ensure health, education and social care practitioners and clinicians respond to transition to adulthood plans with opportunities for young people to become more independent, confident and healthy throughout their lives.
- Ensure transition to adulthood planning starts from the age of 14 with Young People and Families, and is informed by clear information about adult health and social care services, plus community and work opportunities.
- Providers and others consider linking with schools to explore with young people and families what a good life can look like for people with a range of support needs.
- Create strong, person centred and creative pathways to employment
- Embed the 'Transition to Adulthood – a lifespan approach' commissioning strategy, and hold all of the organisations involved in young people's lives to account for delivering it.
- Understand and include the specific needs of young people with learning disabilities in all plans and strategies.

## Programme and Workstream Action Plans

In addition to the Workstream Actions there are a number of 'cross-cutting' actions required across the Programme. The target is to have most, if not all, completed by the end of Q4 15/16

### Measuring progress and success against the Strategy and Vision

- Establish baseline data across the whole programme
- Refine the Make It Real 'I statements' particularly in Health and Housing e.g.
  - “I have access to information about care and support that is easy to understand, consistent, accurate and up to date.”
- Develop relevant measureable outcomes in conjunction with stakeholders i.e co-production e.g.
  - Fewer emergency admissions to acute hospitals
  - Improvements in the mortality gap
- Agree the use of appropriate National standards e.g.
  - Health Equality Framework
  - Quality of Life Standards
  - Commissioning for Better Outcomes

### Programme Actions

- Establish mechanism for Financial/Resource mapping
- Rigorously identify gaps and duplication
- Workforce development enabling support staff to develop the skills and strategies to connect people with their communities. This includes positive approaches to risk
- Develop a joined up approach to monitoring quality and contracts. This will ensure sound approaches in terms of holistic support and communication in relation to safeguarding

### Delivering the Workstreams Action Plans

- Continue to refine Action Plans
- Firm up on milestones for 2016
- Review priorities in Workstreams
- Revisit lower priorities and put into updated action plans as appropriate
- Identify and use exemplars/best practice – locally/nationally

**Workstream Action Plan spreadsheets to be viewed here**

## Document History and Control

For this document and others which will be published in the public domain, the Document History and Control page will be summarised in the published version.

Note that the recommended font for all documents within this Programme is Century Gothic with a minimum font size of 14

### Document Name

Implementation Plan - Suffolk Joint Learning Disability Strategy (2105-2020)

### Document Location

The approved version of this document is held on the Transformation Programme SmartSheet. For access to the Transformation SmartSheet please contact the Project Manager, Heather Potter.

### Document updates

Revision Date	Previous revision date	Summary of Version and changes	Changes marked
0.d Draft 03/12/15	N/A	Initial version based on draft co-production during Q4/15 for comment and preparation for Health and Well Being Board	
Draft 1.1 11/01/16		For Review by Health and Well-Being Board PMO	No

### Document Owner

Transformation Programme Manager on behalf of the Suffolk Learning Disability Partnership

### Approvals

This document requires the following approvals

Name/Group	Approver	Title	Date of Issue	Version
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