



***Report Title: Learning  
Disability Big Plan  
(Strategy)***

For consideration by: Councillor Russell/LMB

Date: November 2023

Lead director: Kate Galoppi

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## Useful information

- Ward(s) All
- Report author: Ayesha McKechnie
- Author contact details:

### 1. Purpose of report

- 1.1. The purpose of this report is to set out details of a two-year extension of this strategy (as authorised by SCE DMT and ASC Lead Member), and how the extension will seek to deliver on the outstanding commitments in the original strategy.
- 1.2. The report also seeks agreement to publish the appended strategy extension documents to the council website.
- 1.3. Given a key area of focus of our extended strategy is about our carers and how we support them better through a coherent short breaks offer, this report asks for agreement for commissioners to embark on a process of informal engagement with our families caring for young people/adult children with a Learning Disability (or who are autistic) aged 16 plus.

### 2. Report Summary

- 2.1. Leicester City Council is currently working to a [Leicester City Joint Health and Social Care Learning Disability Strategy 2020 - 23](#). The strategy was co-produced with people from Leicester, including people with learning disabilities, family members and other unpaid carers, industry organisations, and practitioners from health and social care backgrounds. The strategy is co-owned, co-delivered and overseen by the Leicester Learning Disability Partnership Board.
- 2.2. In January 2023, it was agreed by DMT and ASC Lead Member that the strategy would be extended for two year (2024-26) to enable partners to deliver on outstanding commitments within the strategy: Health, Social Care and Community Inequalities; Employment; Support for Carers (short breaks).
- 2.3. Following a period of engagement during the Spring, commissioners have developed a supplementary paper setting out details of the extension and key priority areas of focus for the two years. This includes a review of short breaks and what can be provided to support our families/carers and people with LD(A). Targeted engagement will be needed so that we understand what's needed and share what can be provided now (in absence of a more formal overnight bed based offer)

### 3. Recommendations

- 3.1. SCE DMT is asked to:

- 3.1.1. Provide comments and note the report which highlights the progress against the strategy throughout the three years of delivery.
- 3.1.2. Note the supplementary document which set out details of the extension and agree for this to be published on the council website.
- 3.1.3. Note that this report is also scheduled to be tabled at ASC Lead Member briefing and make recommendations to support the discussion.
- 3.2. Request permission to informally engage and consult with unpaid carers of people with a learning disability and/or autism, about their need and use of short breaks.
- 3.3. Request permission to use the online survey tool 'Citizen Space' to engage and consult informally with a wide range of unpaid carers.

## **4. Supporting information**

### **4.1. Background**

- 4.1.1. The 'The Big Plan' has eight priority focus areas that aim to improve the experience people with learning disabilities have of health care, social care and wider community services. Each of these focus areas, developed with people and families, have 'Making it Real' principles at their core:
  - Social care
  - Housing and accommodation
  - Equal healthcare
  - Healthy lifestyles
  - Access and inclusion to leisure, recreation, and public transport
  - Work, college, and money
  - Moving into adulthood
  - Support for carers
- 4.1.2. Colleagues in ASC DMT, the Lead Member for Social Care and the ASC Scrutiny Committee have received annual report (Appendix A) on progress against the strategy which are also published on the city council website. subsequently published on the city council website.
- 4.1.3. In January 2023, it was recommended by health and social care partners, learning disability local leaders and carers that the strategy be extended with a delivery plan (Appendix B) to ensure that services across health and social care and the wider learning disability partnership can continue to sufficiently adapt working practice to meet the needs of people with a range of learning disabilities, delivering on outstanding commitments within the strategy.
- 4.1.4. Agreement was sought from SMT and ASC Lead Member to extend the strategy in recognition of the additional work and focussed efforts to keep

people safe during the COVID-19 pandemic which ultimately affected the partnership's ability to deliver on three key priority areas within the strategy.

4.1.5. The strategy is due to expire in December 2023 and commissioners have been undertaking engagement with partners and key stakeholders to develop a supplementary document (Appendix C) setting out a two-year extension of the strategy.

#### **4.2. Priority areas to be taken forward in the extension**

4.2.1. Intensive engagement was undertaken during the Spring to review progress against the strategy thus far and to determine the next steps for the strategy, that engagement included various different stakeholders with invested interest such as:

- The We Think Group for people with learning disabilities
- Family carers of people with learning disabilities
- The Big Mouth Forum for children and young people with learning disabilities
- Age UK Carers Support Service
- Supported Employment Working Group
- ASC and Children's Respite and Short Breaks Board
- Colleges and universities
- Learning Disability Partnership Board including DWP partners, social workers, public health and providers of learning disability services
- System partners (including health) within the LDA Collaborative including the Health Inequalities Group and Quality Group
- LCC Legal Services
- VCS providers

4.2.2. As a system we have identified three key priority areas to be taken carried forward in the extension and how the work should be targeted to ensure we are able to make a difference, taking into consideration national developments including new legislation:

#### **4.2.3. Short Breaks (support for carers)**

There are a range of different ways that carers can access a short break through social care services and through voluntary sector services. We need to work together with people with a learning disability and with carers to make sure that these services are of high quality and are able to support people with profound and multiple learning disabilities and people with complex support needs.

We also need to make sure that carers know all the different ways they can access a break and how to get support with this.

In order to understand the perspectives and experiences of unpaid carers, we would like to engage and consult informally with local people. This is so we can hear about carer's and family members experiences of accessing short breaks first-hand.

We want to hear from unpaid carers about the suitability and quality of the short breaks that are currently on offer and whether they have accessed them. During the informal consultation exercise it will also provide an opportunity to enhance people's understanding of what is currently available, the referral processes and eligibility criteria.

We will develop a consultation plan which would include talking to a wide range of carer organisations including the LLR Carers Support Service, the Leicester City Learning Disability Partnership Board, a range of social media platforms and if permission is granted, the online surveying tool Citizen Space.

#### **4.2.4. Support into work (work, college and money)**

Many businesses stopped running and/or employing people during the COVID-19 pandemic and this means that there is now a lot more work to do to ensure people with a learning disability get the right support to find and stay in a job that they want. ASCOF measures for 2014 - 2021 show the employment rate for people with a learning disability drawing on adult social care support was 4.8% in Leicester, ranking the city 99th across the country. We know we have a lot of work to do to make Leicester a more inclusive city for employment.

Our Supported Employment service for people with learning disabilities and autistic people launched in January 2023 to address this statistic, supporting people into meaningful and lasting employment while supporting employers in the city to become Disability Confident. This programme will support a legacy of employers equipped and interested in supporting people with a learning disability into employment, and the learning from the outcomes of this programme will enable the council to better understand barriers to employment and inform what work is needed to ensure meaningful opportunities to enter employment remain in the city going forward.

#### **4.2.5. Health, Social Care and Community inequalities (equal healthcare and healthy lifestyles)**

Our health inequalities work has ensured that people with a learning disability have had good access to COVID-19 support and were talking to their GPs during the pandemic. There is a need to build on this work ensure GPs stay in touch with people with a learning disability and that we continue to address health inequalities beyond COVID-19 through the work of the new LLR LDA Health Inequalities Group.

Over the last three years, we have done lots of work together to make sure that more and more people are having their annual health checks. We need to continue this good work so no one gets left out and so that people can get treatment and support as early as possible to stay healthy.

During the last three years, we have set up a new Learning from Lives and Deaths Review (LeDeR) steering group and this has meant that we've been able to our Learning into Action by changing health and social care policies to

make sure people get the right support. This has included giving better support, equipment and training to GPs.

The [2021 national LeDeR report](#) identified that people with a learning disability from minority ethnic communities appeared to be dying significantly younger so an work was undertaken by NHSE the Race and Health Observatory to understand what was causing the additional health inequalities. It was found that where general population life expectancy is on average 80 years old, for a person with a learning disability, this is 60 years old and for a person with a learning disability who is South Asian, this is 30 years old. Using the recommendations from [this report](#), Integrated Care Boards will be expected to show that they are taking action to reduce this health inequality.

We also need to do more work as a city to encourage community and universal services to become more accessible to people with a learning disability by providing the right advice, support and guidance. This includes bus services, leisure centres for example.

- 4.2.6. There is also a need to build on our joint working arrangements as a new ICS, ensuring inequalities experienced by people with LD are not exacerbated within the new infrastructure and that people's voices remain central to decision making within the system. Work will be undertaken through the LDA Collaborative during the two year extension period to ensure that the work of the Collaborative is well aligned to the LD strategy.
- 4.2.7. Over the last two years partners across Health and Social Care have worked together to deliver the key priorities and actions as set out in the original Joint Health and Social Care Learning Disability Strategy 2020-23. Partners intend to continue this work over the coming years, drawing on the support of the new LDA Collaborative arrangements, to take forward the three priority areas identified.
- 4.2.8. Partners will continue to report into the Learning Disability Partnership Board, using these meetings to determine, with experts by experience, the impact and quality achieved through delivery.

## 5. Financial, Legal and other implications

### Financial implications

There are no direct financial implications arising from this report, as the report is an update on the strategy and seeking agreement to extend the strategy, with no additional resources highlighted at this stage.

Yogesh Patel – Accountant (ext 4011)

### Legal implications

The report refers to LDA Collaborative Arrangements and other joint working arrangements. If these are formal joint working arrangements, then advice should be sought from Legal Services in relation to any agreements or other formal documentation which the Council may be required to enter into.

The report does not specify whether any funding is received or granted in relation to the DMT Learning Disability Strategy. If there is any grant funding being awarded to the Council in relation to this project it will be necessary to consult Legal Services to ensure that the necessary subsidy control assessment has been carried out and that the Council can comply with any terms and conditions that are attached to the funding. If the Council is awarding funding, then again it is required to carry out a subsidy control assessment in conjunction with Legal Services and obtain advice on appropriate terms and conditions under which to award the contracts.

Tracey Wakelam  
Principal Lawyer  
Commercial, Property and Planning

#### Climate Change Emergency implications

There are no significant climate emergency implications directly associated with this report. As service delivery generally contributes to the council's carbon emissions, any impacts can be managed through measures such as encouraging sustainable staff travel behaviours, using buildings efficiently and following sustainable procurement guidance, as applicable to the service and any changes implemented.

Aidan Davis, Sustainability Officer, Ext 37 2284

#### Equalities Implications

Under the Equality Act 2010, public authorities have a Public-Sector Equality Duty (PSED) which means that, in carrying out their functions, they have a statutory duty to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, to advance equality of opportunity between people who share a protected characteristic and those who don't and to foster good relations between people who share a protected characteristic and those who don't.

Protected Characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The report updates on work done against the strategy to date and sets out details to extend it a further two years. The aims highlighted in the strategy are likely to lead to positive outcomes for people from a range of protected characteristics, especially those with a disability. The strategy will advance opportunity and foster good relations between people of who have a protected characteristic and those who don't.

There was an Equality Impact Assessment completed when the strategy was first launched and this should be revisited to ensure that we are still meeting the aims of the Public-Sector Equality Duty, and to further inform the development of proposals including the delivery plan and any potential mitigating actions if a disproportionate negative impact for any protected characteristics is identified.

Kalvaran Sandhu, Equalities Manager, ext. 6344

**6. Is this a private report (If so, please indicate the reasons and state why it is not in the public interest to be dealt with publicly)?**

No

**7. Is this a “key decision”?**

No

**8. Appendices**

**Appendix A – Three-year report (easy read version to be published on the LCC website)**

**Leicester City  
Joint Health & Social Care  
Learning Disability  
Strategy  
(The Big Plan)**



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# The Big Plan Report

## 2020 – 2023



	<b>Introduction</b>
	<p>The Big Plan started in February 2020.</p>
	<p>The Big Plan was written by:</p> <ul style="list-style-type: none"><li>• People with learning disabilities</li><li>• Families and friends of people with learning disabilities</li><li>• Unpaid carers</li><li>• Professionals</li></ul>
	<p>It has been three years since the Big Plan started.</p> <p>This report says what we have done over the last three years in 2020 to 2023.</p>
	<p>This report will explain what we have done to make things better for people with learning disabilities in Leicester.</p>

	<p><b>Some of the things we wanted to do</b></p>
	<p>We wanted to make reasonable adjustments so people can access leisure and community services.</p>
	<p>We wanted to make health care services better for people with learning disabilities.</p>
	<p>We wanted to make sure people have the choice and control over where they live and the support they receive.</p>
	<p>We wanted to give training to staff on:</p> <ul style="list-style-type: none"> <li>• Learning Disability</li> <li>• Reasonable adjustments</li> <li>• Equality and Diversity</li> </ul>
	<p>We wanted to work to support the stopping over medication of people (<b>STOPP</b>) and to give information and guidance to staff.</p>



We wanted to work with public health to make sure that people with learning disabilities are thought about when making public health campaigns in Leicester.



**Complain**

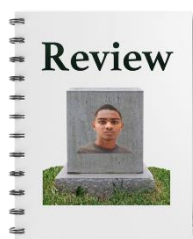
We wanted to look at how people make a complaint to make sure that people with learning disabilities can raise a complaint on their own.



We wanted to carry on with our work on the Learning Disability and Autism Programme to support our care providers to support people well.



We wanted to check that our services are signed up to the Health Charter.



We wanted to work closely with the 'Learning from Lives and Deaths' (**LeDeR**) team.

We wanted to learn lessons from the reviews they write.

We wanted to improve health outcomes for people with learning disabilities.

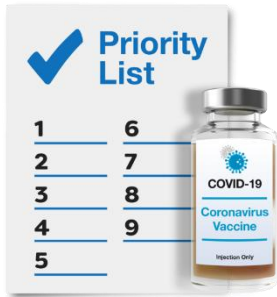


We wanted to make sure people get good support to go to college or find work.



[You can read The Big Plan on the Leicester City Council website.](#)

	<b>How we worked together during COVID-19</b>
	<p>We worked in a different way during the lockdowns in England.</p> <p>We had online meetings</p>
	<p>Health and Social Care worked together to try and make sure people could stay safe during COVID-19.</p>
	<p>We kept a register of people with learning disabilities who were most at risk of covid and we made sure they were getting the right support from different teams to stay safe.</p>
	<p>We worked together to make sure that people who needed extra support to make a choice about getting a job could get the right support.</p>



We wrote a letter to government to tell them people with a learning disability need to have quick access to covid jabs.

We had covid jabs for people with learning disabilities in Leicester before the rest of the country.



We started and carried on with our Learning Disability flu and covid vaccine work to make sure people can get the right support to have their jabs in special clinics.

Even people who don't like needles said it was easy to get their jab.



We worked closely with families and GPs to make sure that everyone who needed a covid jab could have one.



We shared information and support about covid with people with learning disabilities, carers and people who work with them.

We had covid bulletins and drop-in sessions



We made sure people could find easy read information about covid on the council website.



We started and carried on work to make sure people with learning disabilities and carers could be involved in meetings online during covid lockdowns, by getting the skills and equipment they needed.


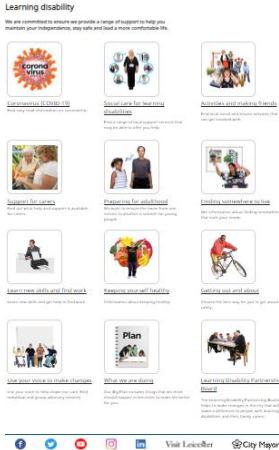



We worked closely with families to keep our council day services safe for people during covid.



Our contracts team worked with providers of learning disability services to make sure they had the right support and could keep people safe during covid.



	<p><b>Work that Social Care did between 2020 and 2023</b></p>
	<p>People who work in social care took part in easy read training.</p> <p>We have been working with the rest of the council to find out which other teams need easy read training.</p> <p>We have created a toolkit to help council staff to write easy read documents.</p>
	<p>The Council website pages for information about learning disabilities is better.</p> <p>The website gives more information about different services and support.</p> <p>The web page is easier to understand.</p>
	<p>We have set up a group at the council called Working with Communities with Additional Access Needs (CWAAN). We work together to make sure that all council departments and services know how to support people with a learning disability.</p>



We have done work to make applying for a home online easier.

Our Housing team has created 'how to' videos to help people to apply for a house.



We have been working with other councils to make sure we are up to date on training that all staff must do if they work with people with learning disabilities.

This is called the **Oliver McGowan mandatory training**.

We have started making sure that everyone who works with people with learning disabilities and autism does the Oliver McGowan Mandatory Training.

We are working with other departments in the council like housing and customer services to make sure all council staff can get the training if they need it.



We have made sure we have easy read information on the council website about important things like COVID-19 and the Cost of Living.



We have updated the Housing Information Pack that tells people all about moving home if you have a learning disability or if you care for or work with someone who does.



Some people with learning disabilities go into hospital for the wrong reasons.

There is a special team that try to stop people going to hospital for the wrong reasons.

They have been working with people in Housing teams to look at what homes we need for people coming out of hospital.

We make sure this happens at our Accommodation Board.



We have been working together to find out how many people with learning disabilities need respite and what type of support they need.

We have been working together to find out how many adults and how many people preparing for adulthood will need respite in the future.

We have set up a Respite and Short Breaks Board to look at this.



We have been working with public health to make sure that people with learning disabilities are involved in our Active Leicester Plan and our plans to transform the city.



The Carers Support Service gives support to carers for managing benefits and money and accessing mental health and wellbeing support.

It also supports carers to be involved in the design of social care services and support.

	<p>We have made sure that any new providers we work with must sign up to the health charter when they start working with us.</p> <p>We are doing this work with all providers that already work with us too. We make sure this is in their contract with us.</p>
	<p>We have set up a Forms group to make sure that people can get any social care forms and letters in easy-to-understand formats.</p>
 <p><b>Complain</b></p>	<p>The complaints team wanted to make it easier for people to tell us when things go wrong.</p> <p>The complaints team have made easy read forms for people to make a complaint easily.</p>
	<p>We have made sure that carers can take part in our Learning Disability Partnership Board.</p>
	<p>Social care is asking all of its staff to stop using the term service user.</p> <p>We say 'people' or 'person' instead of service user.</p> <p>The term person is more person centred.</p> <p>Being person centred will help improve people's lives and the services they receive.</p>



We set up our new Supported Employment team.

This team supports people with a learning disability to find meaningful work and supports them to stay in work.

We also support employers to become disability confident. This includes the council.








We have grown our Accessible Places work to look at how we can make our community spaces easier for people with learning disabilities to access.

We have started by working with our libraries to help them to become more accessible by putting information in easy read and offering computer classes.



We are working more closely with Public Health to look at how we involve people with learning disabilities in important meetings about health and wellbeing.

	<p><b>Work that the NHS did between 2020 and 2023</b></p>
	<p>We have done lots of work to help more people stay well in the community and not need to go into hospital.</p>
	<p>We work more closely together to help people in hospital to get all the support they need so they can leave hospital when they are ready.</p>
	<p>The <b>LeDeR</b> team have been working with GPs to make sure they get proper access to the right kind of weighing scales.</p>
	<p>We have been sharing our learning about lives and deaths with other areas across the country.</p>
	<p>We worked hard to make sure that more people are having their annual health checks than the year before.</p>



We are making sure that everyone gets a better Health Action Plan after their Health check.



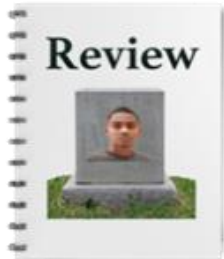


We have carried on with our special vaccine clinics for covid and flu.



Our health inequalities work made sure that people with learning disabilities had good access to covid support and were talking to their GPs when they needed help.

We need to build on this work and make sure GPs stay in touch with people with learning disabilities so they can keep having access to annual health checks and screening.

	<p><b>Work we did together</b></p>
	<p>We have been looking at how we can work in a more joined up way in health and social care to make things better for people with learning disabilities.</p> <p>We have been looking at how we can make sure people with learning disabilities and their carers are involved in important plans for learning disabilities.</p>
	<p>A person with a learning disability now co-chairs the LeDeR group. This is the team that has been set up to do work together and make changes to help people with learning disabilities live longer and better lives. Carers are also involved in this work.</p> <p>All of our meeting papers are now in easy read.</p> <p>We have been working together to try and reduce the numbers of people with learning disabilities dying at an early age.</p>
	<p>We have been learning and sharing from lessons we have found in our LeDeR work.</p> <p>We put our learning in action and we have good plans in place for this.</p> <p>We share our learning with GPs and hospitals as part of their training.</p>





We have set up a Health Inequalities Group to make sure we are working together across health and social care to make access better for people with learning disabilities.

We look at things like annual health checks, health action plans and vaccinations.



We worked with the Learning Disability Partnership Board to make sure carers could have information about stopping over medication of people.



We have set up a Quality group where we work together to make sure all of our health and social care services give good quality care and support.

This includes things like making sure people in hospital can work with an advocate that understands how to support them.



We have done work to make sure that carers of people with a learning disability know they can get a Carers Passport when they are supporting their loved one at health appointments.



We now have trained Learning Disability Health Inequalities Champions that work in health and social care.

Champions make sure that all of our services think about how people with learning disabilities will access them.



We have set up an Accommodation Board with partners from Health, Social Care and Housing.

We use these meetings to make sure that we have the right homes available for people with a learning disability, especially when they are being discharged from hospital.



We have been working together to share training about health and wellbeing to our care and support providers like care homes.

We also ask all of our providers to be signed up to the Health Charter.

# Leicester City Joint Health and Social Care Learning Disability Big Plan 2024 -2026

## Delivery Plan (not to be published)

What we said we'd do	What we've done	What we will do in the next 2 years (2024 – 2026)	Who will be responsible?
<p>1. To look at complaints procedure and ensure that people with learning disability can use this and raise a complaint independently.</p>	<p>Work has been undertaken to make the complaints procedure and form available in easy read. This has included providing a telephone number as part of the process so that people can make a complaint or share feedback by speaking to someone over the phone, in person at our customer service centre, or using the online form.</p>	<p>Ensure that these documents are made available publicly including through the council website.</p> <p>Exploration of whether an easy read online form can be developed to make this process even more accessible.</p> <p>Monitoring of whether this is making a difference, i.e. are we receiving more complaints and feedback directly from people with a learning disability?</p>	<p>Joanne Tansey</p>
<p>2. We will use lessons from LeDeR reports to help us make services better for people</p>	<p>Since the creating of the LeDeR steering group in LLR, life expectancy for people with a learning disability locally has increased. People are living longer and the</p>	<p>We need to share our learning nationally with other areas.</p> <p>We also need to better understand how Learning is applied into Action</p>	<p>Rebecca Eccles</p>

<p>with a learning disability.</p>	<p>mean age of people who died has increased by 5 years.</p> <p>Some causes of deaths will remain unavoidable, such as cardiac arrest and cancer.</p> <p>Even though we know some improvement has been made in quality of life and life expectancy, the last three years have been an anomaly because of COVID-19, so we can't say for certain yet.</p> <p>Where we have found learning in our LeDeR work, we have put this into practice. For example, LeDeR studies shown us that many deaths locally were related to weight. We have now provided GPs with better weighing scales to enable them to more accurately weight people who use a wheelchair.</p> <p>We have also learnt that many deaths were related to Aspiration Pneumonia. When someone goes into hospital with Aspiration Pneumonia, they will now have support from an MDT team.</p>	<p>in social care services and whether this is making a difference.</p>	
<p>3. We will work together to find</p>	<p>Work has been undertaken to ensure that more people are having their annual health</p>	<p>We need to continue this good work to ensure more and more</p>	<p>Rebecca Eccles</p>

<p>out why some people with learning disabilities are missing out on their health checks.</p>	<p>checks and that everyone gets a better Health Action Plan after their Health check.</p> <p>At Dec 22, 40% of people have had an annual health check, compared with 32% the year before.</p> <p>94.5% of these people were given a Health Action Plan to take away.</p> <p>200 patients struggled to attend their check in the past 2 years. These people were contacted by a specialist LD nurse to attend their checks. Others will continue to be contacted.</p>	<p>people can have an annual health check.</p> <p>Social care, public health and health partners across LLR will work together to ensure training and support is delivered to care and support providers to improve their understanding of health and wellbeing and of annual health checks.</p>	
<p>4. Training will be provided to all staff on:</p> <ul style="list-style-type: none"> <li>• Learning disability awareness</li> <li>• Reasonable adjustments</li> <li>• Equality and diversity</li> </ul>	<p>Hidden Disabilities and Equality and Diversity training are already mandatory in social care.</p> <p>We have been working with partners in LLR to roll out the Oliver McGowan Mandatory Learning to all staff in health and social care who work with people with a learning disability.</p>	<p>We will continue the rollout of this new training to ensure all staff get access to it.</p> <p>We will also work with wider council departments to offer the training to them if they work with people with a learning disability. This includes our Housing, Customer Service and Public Health teams.</p>	<p>Susan Moore</p>

<p>5. We will ask care and support professionals to design a healthy eating and lifestyle plan to be included in care assessments or support plans.</p>			<p>Sharon Charles-Cockerill, Rebecca Eccles</p>
<p>6. Work to support the stop over medication people (STOMP) initiative and provide information and guidance to.</p>	<p>Continued work to raise awareness of STOMP:</p> <ul style="list-style-type: none"> <li>• We worked with the Learning Disability Partnership Board to ensure carers could have information about stopping over medication of people, including carers who access Hastings Road Day Centre.</li> <li>• Primary care - Rolling training programme for GPs, targeted intervention at high prescribing GP practices, targeted intervention for high co-prescribing or depot prescribing, ongoing engagement through comms, leaflets and emails, and progress reviews through pharmacy framework and PCN DES</li> <li>• Secondary Care - STOMP awareness training package developed and will be delivered to DMH and FYPCLD,</li> </ul>	<p>We will continue this programme of work and ensure that we are raising awareness about STOMP through online and in-person workshops and posters.</p> <p>We will make sure we are raising awareness amongst PCLNs and carers.</p>	<p>Rebecca Eccles</p>

	<p>engagement with teams such as SAT/NMP forum in CAMHS etc., QI projects development with FYPC pharmacy – discharging pts on medication, audit action plans, and developing NMP role in LD</p> <ul style="list-style-type: none"> <li>• Patient and Carer - Workshops offered regularly, STOMP/STAMP embedded into OPA clinical templates</li> <li>• People with a learning disability and/or autistic people have been invited to participate in a number of STOMP/STAMP workshops, one which took place in September 2022.</li> </ul>		
<p>7. We will speak to the local bus companies and offer them advise on how to ensure their services are inclusive and support people with a learning disability to access them.</p>	<p>Enablement travel trainer provides travel training to people with Learning Disabilities and as part of this process will challenge bus drivers/ companies if there are accessibility issues .</p>	<p>LDA Employer and Business Engagement Officer 2 year fixed term post to engage with bus companies</p>	<p>Rachel Durrant Phil Hazledine manages travel training however we are currently undergoing to changes in enablement and are unsure about the future of travel training at the moment.</p>

<p>8. We will support the work of 'accessible places' and provide more support to this project to ensure the work can make a difference.</p>	<p>We have developed and expanded this project to support our community spaces to become more accessible.</p> <p>We have started with supported libraries to offer information in easy read and to offer computer classes for people with a learning disability.</p>	<p>We will continue to grow this project and consider what other community spaces could benefit from this support.</p> <p>We will share learning and recommendations through the LDPB.</p> <p>LDA Employer and Business Engagement Officer 2 year fixed term post to engage with businesses - Make the point to businesses about legislation, this is not about support</p>	<p>Michelle Larke</p>
<p>9. We will build a network of recreation and leisure services that are able to recognise and provide good services to people with a learning disability.</p>	<p>Enablement supported the library project and are in the process of helping set up a similar project in another library.</p> <p>We hope to expand this work further in future to other areas.</p>	<p>We will work with our Enablement team to formalise the network of leisure and recreation services they already work with and provide information, advice and resources to help them to become more accessible.</p> <p>LDA Employer and Business Engagement Officer 2 year fixed term post to coordinate</p>	<p>Rachel Durrant</p>
<p><i>Priority area 2: Work, college and money</i></p>			
<p>10. We will work with job centre plus</p>	<p>The Supported Employment team has worked with DWP reps at the Job Centre to</p>	<p>We will continue the work of the Supported Employment team and</p>	<p>Rachel Durrant, LCC Chris Edwards, JCP</p>



<p>and other partners to write an action plan to make things better.</p>	<p>identify people with a learning disability who are eligible for Supported Employment.</p> <p>The Supported Employment team is made up of a team leader, two job coaches and an economic regeneration officer who work really closely with the JCP to ensure the right people get the right support. The team works with people and employers to develop meaningful and lasting employment paid are general market rate.</p> <p>The team is targeted to work with 68 people with learning disabilities and autistic people over a period of two years.</p>	<p>work with the JCP and the LDPB to develop an action plan. This will be about improving access to the JCP and into work.</p> <p>LDA Employer and Business Engagement Officer 2 year fixed term post to coordinate:</p> <ul style="list-style-type: none"> <li>• DC and A2W awareness and employer education</li> <li>• Engagement with people with a learning disability</li> <li>• Joining the dots in terms of a network</li> </ul>	
<p>11. We will continue to offer employment opportunities within Leicester City Council for people with learning disability to access.</p>	<p>Leicester City Council is Level 3 Disability Confident and currently employs people with a learning disability but we know we can do better.</p> <p>Supported Employment are working with HR and hope to be part of training for recruiting managers in Leicester City Council to discuss accessible recruitment processes.</p> <p>We have been securing work experience placements within the council with the</p>	<p>Opportunities in LCC to be offered through the Supported Employment Service.</p> <p>We may need to look at whether a post is needed to support people with a learning disability in employment, for example through Inclusive Apprenticeships.</p> <p>Inclusive apprenticeships in LCC and potentially health – paid post needed to support this.</p>	<p>Ola Oke, Rachel Durrant</p>

	<p>scope that this will lead to employment opportunities.</p> <p>We are in discussion about the Apprenticeship levy to look at whether this could be appropriate for some of the people we support.</p>		
<p>12. We will work with Leicester College and other partners to understand how colleges meet the needs of students with learning disabilities.</p>	<p>Kuldeep Uppal is leading on the Supported Internships/Project search and will be able to give an update on this. As she is in communication with colleges and they are starting new placements soon.</p>	<p>Work with Connexions to create supported internships for colleges within LPT (similar to Project Search)</p>	<p>Rachel Durrant, Rizwana Hassan</p>
<p>13. We will work to increase the number of companies that register as 'Disability Confident' recruiters and leaders in the city.</p>	<p>Our new Supported Employment service offers an incentive of up to £1000 to employers who become Disability Confident. This promotes opportunities for people to be in work for at least 4 months and eases the burden on employers through financial support.</p>	<p>We will work with the JCP to formalise this incentive better and create a planned pathway so that employers know how to get support through the JCP to become disability confident.</p> <p>We will monitor the number of employers we have supported to become Disability Confident and whether this has led to lasting employment opportunities for people with a learning disability.</p>	<p>Rachel Durrant, LCC Chris Edwards, JCP</p>

		LDA Employer and Business Engagement Officer 2 year fixed term post to coordinate with JCP, Connexions and SEP – this is already happening in many places but needs better coordination and we need to capture numbers, outcomes and impact of this work.	
14. We will contact all our 'Disability Confident' care providers and ask for a report on how to make this work better.		To be determined in action plan with JCP – potential to build Disability Confident expectations into service specifications under Social Value.	Rizwana Hassan, Rachel Durrant
<i>Priority area 3: Support for our carers</i>			
15. Short breaks needs for carers of people with complex needs, and profound and multiple learning disability need to be met.	<p>LCC is undertaking a review of planned respite opportunities in the city for people with complex needs and PMLD.</p> <p>We have spent a lot of time looking at demand and we know that there are many more families needing short breaks support than those who are accessing it.</p> <p>We know through our engagement that this is because our services don't always meet the needs of people in Leicester and we</p>	<p>Will we continue our commissioning review including understanding true demand and work with families to design an appropriate service for the longer term and improve access to existing services.</p> <p>Continue mapping the current offer with County and Rutland and make this information available to families so they know the different ways they can access a break</p>	Michelle Larke

	<p>know we need to do more work to make sure our services can deliver high quality, enabling support.</p>	<p>locally. Opportunity to align services to broaden local offer.</p> <p>Need to understand impact of health short breaks change in eligibility and what this means for families, whether we need to put any additional support in place.</p>	
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## **Appendix C – Strategy Extension Supplementary Document (to be published on the council website)**

### **We've extended the Big Plan 2024-26 (Joint Health and Social Care Learning Disability Strategy)**

## **Introduction**

Over the last three years partners across Health and Social Care have worked together to deliver the key priorities and actions as set out in the original Joint Health and Social Care Learning Disability Strategy 2020 to 2023. The delivery of the Big Plan and action has improved the outcomes people in Leicester with a learning disability and their families. This includes developing training and resources for our staff to better communicate and share information with people with a learning disability in easy read formats. It also includes work that means more people with a learning disability are now having an annual health check and getting a health action plan.

Our partnership working also provided the good governance and commitment needed to take forward the city's response to COVID-19 in relation to people with learning disabilities. Building on our joint working around the strategy, we were able to lead work from city and county partnership boards ensuring that Leicester was first in the country to offer priority vaccination to people with learning disabilities. Drawing on our health inequalities work we were able to develop a learning disability and autism vaccine programme, including specialist person-centred vaccine clinics.

You can see all of our 'You Said, We Did' updates on our [website](#) to find out how we worked together to make it happen.

You can read the full strategy using the below links:

- [Easy Read Learning Disability Big Plan](#)
- [Joint Health and Social Care Learning Disability Strategy](#)

## **Where are we now?**

We have worked closely with people with a learning disability, their carers and key partners to the strategy in to understand what the priorities are in Leicester for people with a learning disability. We know that more needs to be done to improve the lives of people with a learning disability and their family carers. Therefore, we have decided to extend our strategy and carry forward some key priorities and actions for a further two-years. We will continue to focus on three key aims that focus on empowerment, enablement and prevention:

- Ensuring that people with a learning disability can have equal access to health, social care and wider community and universal services through reasonable adjustments.
- Ensuring that people with a learning disability are well supported into meaningful, paid employment and that the job centre and employers know how to support them well.
- Ensuring that carers of people with a learning disability can have short breaks to support them in their caring role and that our support services in Leicester can provide good breaks for people with a learning disability.

Our Joint Health and Social Care Learning Disability Strategy 2024-26 will also link to a wider Early Intervention and Prevention Strategy in Leicester. This is in development and will ensure that all of our council services are focussed on becoming more accessible for people with a learning disability.

Work is also being undertaken to refresh the data and intelligence in our Learning Disability Joint Strategic Needs Assessment. This will inform the delivery of this strategy and enable partners to plan effectively how best to deliver on our priorities responding to the contemporary needs of the population, recognising that these have changed, particularly since the onset of the COVID-19 pandemic.

## **Areas of focus**

Working on the Big Plan for a further two years will enable us to build on the good work that has already happened to fulfil our ambitions and to make a positive impact in areas that couldn't take priority during the COVID-19 pandemic. We know that these areas are still important to enabling people with a learning disability to lead good lives and to contribute to the community in a meaningful way.

To ensure the Big Plan is successful and can make a difference, we have identified three priority areas that the partnership will focus on over the next two years:

### **Equal health, social care and community access**

Our health inequalities work has ensured that people with a learning disability have had good access to COVID-19 support and were talking to their GPs during the pandemic. There is a need to build on this work ensure GPs stay in touch with people with a learning disability and that we continue to address health inequalities beyond COVID-19 through the work of the new LLR LDA Health Inequalities Group.

Over the last three years, we have done lots of work together to make sure that more and more people are having their annual health checks. We need to

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continue this good work so no one gets left out and so that people can get treatment and support as early as possible to stay healthy.

During the last three years, we have set up a new Learning from Lives and Deaths Review (LeDeR) steering group and this has meant that we've been able to our Learning into Action by changing health and social care policies to make sure people get the right support. This has included giving better support, equipment and training to GPs.

The [2021 national LeDeR report](#) identified that people with a learning disability from minority ethnic communities appeared to be dying significantly younger so an work was undertaken by NHSE the Race and Health Observatory to understand what was causing the additional health inequalities. It was found that where general population life expectancy is on average 80 years old, for a person with a learning disability, this is 60 years old and for a person with a learning disability who is South Asian, this is 30 years old. Using the recommendations from [this report](#), Integrated Care Boards will be expected to show that they are taking action to reduce this health inequality.

We also need to do more work as a city to encourage community and universal services to become more accessible to people with a learning disability by providing the right advice, support and guidance. This includes bus services, leisure centres for example.

## **Support into work**

Many businesses stopped running and/or employing people during the COVID-19 pandemic and this means that there is now a lot more work to do to ensure people with a learning disability get the right support to find and stay in a job that they want. ASCOF measures for 2014 - 2021 show the employment rate for people with a learning disability drawing on adult social care support was 4.8% in Leicester, ranking the city 99th across the country. We know we have a lot of work to do to make Leicester a more inclusive city for employment.

Our Supported Employment service for people with learning disabilities and autistic people launched in January 2023 to address this statistic, supporting people into meaningful and lasting employment while supporting employers in the city to become Disability Confident. This programme will support a legacy of employers equipped and interested in supporting people with a learning disability into employment, and the learning from the outcomes of this programme will enable the council to better understand barriers to employment and inform what work is needed to ensure meaningful opportunities to enter employment remain in the city going forward.

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## Short breaks for carers

There are a range of different ways that carers can access a short break through social care services and through voluntary sector services. We need to work together with people with a learning disability and with carers to make sure that these services are of high quality and are able to support people with profound and multiple learning disabilities and people with complex support needs.

We also need to make sure that carers know all the different ways they can access a break and how to get support with this.

## Governance

To support the delivery of actions outlined in the Joint Health and Social Care Learning Disability Strategy and the underpinning delivery plan, three groups will bring together relevant partners to deliver on the three priority areas. The LLR Health Inequalities Group, the Supported Employment Working Group and the Leicester ASC Accommodation Board. Each of these groups will be responsible for providing updates to the Learning Disability Partnership Board who will oversee the delivery of the Big Plan. The Learning Disability Partnership Board brings together representatives from social care, health, JCP, Leicestershire Police and the voluntary sector and has responsibility for ensuring that work between the groups is joined up and for monitoring risks and issues.

The LLR LDA Collaborative will update the Learning Disability Partnership Board on work being undertaken across Leicester, Leicestershire and Rutland to improve the lives of people with a learning disability and will ensure that the work is coproduced with people at the heart of its delivery and governance.

The Learning Disability Partnership Board will provide updates on progress against the strategy to the Leicester Joint Integrated Commissioning Board and to the Leicester Health and Wellbeing Board.

## Key primary strategic partners

- Leicester Learning Disability Partnership Board
  - The We Think participation group for people with a learning disability
  - The LLR Carers Support Service for carers of people with a learning disability
  - Leicester Joint Integrated Commissioning Board
  - Leicester Health and Wellbeing Board
  - Leicester, Leicestershire and Rutland Learning Disability and Autism Collaborative
    - LLR Delivery and Transformation Group
    - LLR Health Inequalities Group
    - LLR Engagement and Coproduction Group
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- LLR Quality Group

## Key secondary strategic partnership boards

- Leicestershire Learning Disability Partnership Board
- Rutland Learning Disability Partnership Board
- Leicester, Leicestershire and Rutland Autism Partnership Board
- SEND Strategic Partnership Board
- Leicester Safeguarding Adults Board
- Leicester Mental Health Partnership Board

## Partners

The governance and oversight of Leicester's Joint Health and Social Care Learning Disability Strategy recognises that the delivery of our offer is not the responsibility of a single agency but is owned by all partners that work with people with a learning disability locally.

Since the Big Plan was first written, we have established a new way of working as a partnership to address health inequalities and transform the lives of autistic people and people with learning disabilities, across Leicester, Leicestershire and Rutland. Read about the ambitions of our learning disability and autism collaborative at [www.leicspart.nhs.uk](http://www.leicspart.nhs.uk).

To support the ambitions and aims laid out in this strategy a number of partners will work in partnership to make sure that their organisations are delivering on the commitments they have made in the strategy.

To ensure the Big Plan is a success and that it is making a difference to the lives of people with a learning disability, it is important that the voices of people with a learning disability and their carers are heard and that they are involved in delivering on and overseeing the strategy. The We Think Group for people with a learning disability and the Carers Support Service will ensure that this happens.

Partners identified include:

- Adult Social Care and Commissioning
  - ASC Learning and Development
  - Children's Social Care and Commissioning
  - Leicester, Leicestershire and Rutland Integrated Care Board
  - Leicestershire NHS Partnership Trust
  - Department for Work and Pensions
  - Job Centre Plus
  - Local employers
  - Housing
  - Schools and colleges
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- Leicestershire Police
- Voluntary and community sector
- We Think Group
- Leicestershire Carers Support Service
- Big Mouth Forum
- NHS Continuing Health Care
- Connexions

## Key drivers

Making improvements to the lives of people we support is referred to in the [Adult Social Care strategic priorities](#), noting that “The purpose of Adult Social Care is to protect and empower the most vulnerable people in Leicester”.

## Key local policies/strategies

- Leicester Joint Strategic Needs Assessment (JSNA). Health and social care needs associated with learning disabilities, 2016. (to be refreshed)
- Supported Living and Extra Care Strategy 2021 - 2031
- Joint Health, Social Care and Education Transitions Strategy Refresh 2022 - 2024
- Joint Integrated Commissioning Strategy for Adult Mental Health 2021 - 2025
- LLR Autism Delivery Plan (to be published)
- LLR Joint Carers Strategy 2022 - 2025

## Key national legislation/guidance

- Care Act 2014 - The Care Act 2014 helps to improve people's independence and wellbeing. It makes clear that local authorities must provide or arrange services that help prevent people developing needs for care and support or delay people deteriorating such that they would need ongoing care and support.
  - Social Care Reform white paper - The white paper sets out a 10-year vision for care and support in England and is based around three key objectives: People have choice, control and support to live independent lives. People can access outstanding quality and tailored care and support. People find adult social care fair and accessible.
  - NICE Guidelines - are evidence-based recommendations for health and care in England. They set out the care and services suitable for most people with a specific condition or need, and people in particular circumstances or settings.
  - Transforming Care - all about improving health and care services so that more people with a learning disability and/or autistic people can live in the community, with the right support, and close to home.
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- Mental Health Act 1983 - The Mental Health Act (1983) is the main piece of legislation that covers the assessment, treatment and rights of people with a mental health disorder.
  - Mental Capacity Act 2005 - provides a statutory framework to empower and protect vulnerable people who are not able to make their own decisions. It makes it clear who can take decisions, in which situations, and how they should go about this. It enables people to plan ahead for a time when they may lose capacity.
  - Mental Capacity Act 2019 - introduces a new process for authorising deprivations of liberty for persons who lack capacity to make a particular decision.
  - Valuing People White Paper - Valuing People sets out how the Government will provide new opportunities for children and adults with learning disabilities and their families to live full and independent lives as part of their local communities.
  - Equality Act 2010 - The Equality Act is a law which protects you from discrimination. It means that discrimination or unfair treatment on the basis of certain personal characteristics, such as disability, is now against the law in almost all cases.
  - Building the right support for people with a learning disability and autistic people - An action plan to strengthen community support for people with a learning disability and autistic people, and reduce reliance on mental health inpatient care.
  - Think Local Act Personal (TLAP) - a national partnership of more than 50 organisations committed to transforming health and care through personalisation and community-based support.
  - Learning from Lives and Deaths - People with a Learning Disability and autistic people (LeDeR) - LeDeR reviews deaths to see where we can find areas of learning, opportunities to improve, and examples of excellent practice. This information is then used to improve services for people living with a learning disability and autistic people.
  - Stopping over medication of people with a learning disability, autism or both (STOMP) - a national project involving many different organisations which are helping to stop the over use of these medicines. STOMP is about helping people to stay well and have a good quality of life.
  - NHS Long Term Plan – sets out the ways that the NHS wants to improve care for patients over the next ten years.
  - [Supporting adults with a learning disability to have better lives framework \(LGA and ADASS\)](#) - The aim of the framework is to help directors of adult social services work with their colleagues and partners to identify how they can improve how they support adults with a learning disability and how they can be assured that the care and support in their area is good value for money.
  - [We deserve better: Ethnic minorities with a learning disability and access to healthcare](#) - This review spans the last two decades and gives a deep insight using mixed research methods into the access and experiences of healthcare services for people with a learning disability from Black, South
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Asian (Indian, Pakistani or Bangladeshi heritage) and minority ethnic backgrounds.

## Key priorities

### Priority area one

Health, social care and community inequalities

#### Action

1. To look at complaints procedure and ensure that people with learning disability can use this and raise a complaint independently.
2. We will use lessons from LeDeR reports (LeDeR looks at why a person with a Learning Disability has died) to help us make services better for people with a learning disability.
3. We will work together to find out why some people with learning disabilities are missing out on their health checks.
4. Training will be provided to all staff on:
  - learning disability awareness
  - reasonable adjustments
  - equality and diversity
5. We will ask care and support professionals to design a healthy eating and lifestyle plan to be included care assessments or support plans.
6. Work to support the stop over medication people (STOMP) initiative and provide information and guidance to.
7. We will speak to the local bus companies and offer them advice on how to ensure their services are inclusive and support people with a learning disability to access them.
8. We will support the work of 'accessible places' and provide more support to this project to ensure the work can make a difference.
9. We will build a network of recreation and leisure services that are able to recognise and provide good services to people with a learning disability.

### Priority area two

Work, college and money

#### Action

1. We will work with job centre plus and other partners to write an action plan to make things better.
  2. We will continue to offer employment opportunities within Leicester City Council for people with learning disability to access.
  3. We will work with Leicester College and other partners to understand how colleges meet the needs of students with learning disabilities.
  4. We will work to increase the number of companies that register as 'Disability Confident' recruiters and leaders in the city.
  5. We will contact all our 'Disability Confident' care providers and ask for a report on how make this work better.
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## Priority area three

Support for carers.

### **Action**

1. Short break needs for carers of people with complex needs and profound and multiple learning disability need to be met.
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