

Update Report (1) – North West Training and Development Team - June 2005



1. INTRODUCTION

I took up my post as Director on 17th April 2005 since which time I have been reviewing various aspects of the work of the team, recommendations from the Business Plan agreed 8th March and the feedback from self-advocates, families and lead officers. We have been asked to do some work by Martin Routledge that means that we (the North West) have more control over the direction of the Regional Task Force and the groups linked into it. I intend to introduce a system that helps all stakeholders involved communicate with each other more regularly about issues that are important to them in order to develop a better understanding. I will produce – with the leads involved – a quarterly report that goes to

- a) The Commissioning Group
- b) Self-advocates
- c) Family Forum
- d) Leads meeting
- e) Regional Task Force
- f) Newsletter

This report will be based on implementing the recommendations from the Business Plan and action plans resulting from that.

The report will split into three main sections looking at

- a) Business Management
- b) Inclusion
- c) Activity

The Business Management section of the report will only be presented to the Commissioning Group unless their approval for wider circulation is given.

2. BUSINESS MANAGEMENT



Lynn

An action plan addressing the recommendations made in the Business Plan will be submitted to the Commissioning Group on 22nd June. Copies will be circulated to self-advocates, family forum members and lead officers at their meetings following this. This section addresses the following issues highlighted as requiring some attention-

- Commissioning Group –



Terms of reference/ decision-making process etc. need to be developed.

- Team –



Skill mix, flexibility and responsiveness needs to be considered.

- Budget –



Plans to resolve of current budget pressures

- Communication-



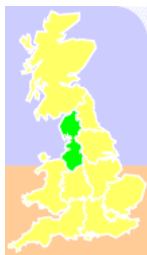
How the team communicates with stakeholders, advertises networks and events and communicates more widely via newsletters etc.

3. INCLUSION



An action plan addressing the recommendations made in the Business Plan has been developed. Copies will be circulated to self-advocates, family forum members and lead officers at their meetings following the approval of the Commissioning Group. Future update reports will ensure that all stakeholders have a regular opportunity to hear about the things that each other feel to be important and an opportunity to directly respond to those issues.

Regional Task Force



Lynn

We need to develop clear terms of reference and a constitution.

- Self Advocates



Regional task force representatives
Self Advocate Group



Val and

This year more funding than ever before has been made available, through contracts to the NWTDT, for the supported development of self-advocacy in the NW Region.

A successful conference was held in Blackpool in February. It was organised by the Region's Self Advocacy Steering Group and

the conference organiser Jason Rhodes who is a member of the NWTDT.



Jason

At the Conference, the 80 people attending voted for their main issues that would be taken to the National Self Advocacy Forum.

The issues are

- Doctors and nurses should be trained in disability awareness.
- Buildings should be made accessible for all people with disabilities, including high street shops.
- People with disabilities should not have to put up with being bullied just because they are different.

The conference elected two new representatives to take the issues of the NW to the National Self Advocacy Forum. The new reps are Ibrar Riaz from Blackburn and Lee McDermott from Liverpool. The conference also elected 8 new representatives to sit on the NW Regional Task Force.



Ibrar and Lee

A meeting was arranged for the NW Forum's Steering Group members to meet with the Task Force Reps so that they could all find out "How things work" and how they could work together and let the representatives know what was happening at different meetings. This meeting took place on 16th May 2005 some plans to improve communication have been made.

One of the things the Self Advocates aim to do this year is to improve communication across the region. Jason Rhodes and his personal assistant Gary Barns have already improved the database of contacts. It is also important that information that

goes out to self-advocates is accessible to all. The newsletter of the conference aims to do this and a DVD has been made of the conference to back this up. We need better IT equipment and software to be able to do as good a job as we would wish and are making plans.

Oldham has offered to host a one-day conference probably in September or October. It will address 2 of the main issues
The one about training Doctors and nurses
The Disability Rights Commission have said they will come and talk to the conference about this issue
And
The one about bullying
We are hoping to look for ways of dealing with bullies and to stage a play written by Jason to help us think about it.

We are looking forward to a busy and exciting year.

The team has also been involved in running Tomorrow's Leaders, a course written specifically for the national self advocacy forum. There have already been 3 of 5 sessions. This has been very successful and could easily be adapted for local self-advocacy groups.

- Family Forum



Caroline

The North West Regional Family Forum is the opportunity for family members of people with learning disabilities to share information, learn from each other and to influence policy on regional and national levels. The Family Forum welcomes any family members to come along, not just those families involved in local LD Partnership Boards or family members of adults with learning disabilities. We want everyone to have the opportunity to develop the future and have their say in what they believe should be happening.

Caroline Tomlinson, a family member from Wigan, who is being seconded to the Valuing People Support Team to promote,

develop and widen the opportunities for families across the region, is leading the Family Forum. The last Family Forum meeting on 9th June at Wigan focussed on families having their say on the Green Paper.

Nationally the North West are seen as leading the way with family leadership courses. Partners in Policymaking and courses developed following the success of Partners - Sharing the Challenge and Kindred Spirits are running in many regions across the country now. The team offers some support by sharing material and via email and telephone.

Martin Routledge has identified some funding this year in order to 'Celebrate Partners'. This is a piece of work that will gather stories and evidence from course graduates and commissioners. There will be an event in September to share the findings. Lynne Elwell is leading this piece of work.



Lynne

- Health and Social care leads



Lynn

Supporting lead officers across the Region to have an opportunity to find out directly what is happening Nationally but also allowing time for shared problem solving.

A representative group has been identified to meet with Lynn in order to plan the agendas for Regional leads meetings to ensure the desired outcomes of those taking part are met.

Lynn also attends local leads meetings in Greater Manchester and Cheshire/ Merseyside. Lancashire/ Cumbria do not meet separately yet.

- Providers



Lynn

As a Commissioning Group and as a Region we need to think through how we can properly involve Providers in supporting development in response to the priorities of stakeholders. Lynn has met with the Providers taking part in the 'Making it Real' leadership training provided by the Valuing People Support Team and has recommended to the Commissioning Group that subscription opportunities to NWTDT be made to Providers across the Region.

4. ACTIVITY



An action plan addressing the recommendations made in the Business Plan has been developed. Copies will be circulated to self-advocates, family forum members and lead officers at their meetings following the approval of the Commissioning Group. Future update reports will ensure that all stakeholders have a regular opportunity to hear about the things that each other feel to be important and an opportunity to directly respond to those issues. All groups will be expected to address the three issues identified by self-advocates as being a priority for them.

Workforce Planning



Lynn

Lynn has met with the Trainers network and planned further meetings over the year.

Lynn has also met with Sandy Bering regarding links with the Cheshire and Merseyside Joint Training Partnerships and also with Greater Manchester Workforce Group with regard to furthering discussions relating to similar joint training developments in the area..

Ethnicity and Culture



NR

Learning Difficulties And Ethnicity - Making Valuing People Work For All Communities.

A Leadership and support programme ran from June 2004 – March 2005. This was a programme that enabled teams to work together to make a real difference. The programme offered four, two day residential development sessions to help local teams develop and start to deliver local plans aimed at improving services and supporting people with Learning Disabilities from minority ethnic communities. Teams received advice and support from experts in the field and targeted training to help them be more effective in turning plans into action; plans were tailored to the specific needs of the teams involved. The NWTDT were involved in the delivery of the programme and in providing consultancy and advice. The teams that took part felt that the programme had given them confidence, knowledge and focus. Opportunities for networking with other local authorities, hearing good practice examples and sharing ideas had been the key for them in achieving the implementation of the changes required locally. Feedback indicated that overall the programme had been received very positively and had proved stimulating; it had allowed teams to focus on their own local priorities.

Person Centred Planning



Pauline

Action Learning sets



The aim is to provide opportunity for people who use support services and people who are working in services with different perspectives to develop greater understanding of how to value each other's own unique experiences in capacity building.

Action Learning sets provide a vehicle in which to examine issues together.

The main use of Action Learning over the past year has been in terms of the implementation of person centred planning and support for those who have been facilitating plans to actively problem solve, create time for reviewing work and identifying new opportunities to test out ideas in collaboration with others.

This year Pauline aims to:

- Develop an action learning Tool Kit, (samples of good practice, and opportunity to develop skills in AC).
- Continuing with Local district A/L e.g. Trafford, Liverpool, St Helens.
- Developing A/L for train the trainer-mentoring programme to work across the region.

Last year the regional courses in Planning with People and Essential Lifestyle Planning courses were reduced to provide opportunities to develop district wide training in order to capture what was happening locally and to influence change at a local level. This has created opportunity to support capacity building, feed back from districts providing examples of how people have taken learning into action have provided valuable evidence that this approach is more instrumental local implementation of real person centred planning and its approaches.

All courses facilitated have been evaluated and outcome measured against local change.

Districts involved have included:

Liverpool
Fylde and Wyre
Hyndburn and Ribble Valley
Trafford
Calderstones etc

Implementing Person Centred Approaches



Many organizations have identified some of the problems associated with person centred planning.

Action Learning sets have been one approach to facilitate problem solving,

Additional approaches have to be identified to support other peoples understanding when not in the role of planning or being planned for.

Cultivating Person centred Values and approaches has been provided an opportunity to develop person centred team work. This has now been piloted and evaluated by Build so far the feedback has been scored as excellent.

This needs to be developed more with other teams across the Region during this year.

Pauline has been involved in supporting the development of organisational Paths to assist teams plan organisational change and development.

Families leading planning and mentoring



This approach is one that ensures planning sits where it should. We are currently developing a network of families, who are able to independently facilitate person centred plans,

This also compliments mentoring with the train the trainer mentoring programme so families can also plan with a mentor facilitator from a service perspective, it is hoped that more districts will see the advantages of this method.

Health



Janet

North West Primary Health Care network (3 more planned for 5) & NW Acute Hospital network (4 meetings this year) continue to meet this year.

Janet has completed assessment of all submitted Health Action Plans and is available, on request, to support the Region in implementing the identified recommendations.

The Valuing People Support Team have funded the continuation of the UK health network activity for 6 months this financial year.

Plans are being developed to transfer the hosting of the UK health network activity to 'Foundation for People with Learning Disabilities' www.fpld.org.uk with effect from 1st October.

Opportunities for future funding of this network are being closely examined, the network will cease to be hosted by the NWTDT when the funding secured through Valuing People Support Team expires at the end of September.

Janet has developed an event looking at Postural Care which will run in June this year and is also looking at other ways of generating additional income for the team.

In relation to the Health Janet feels there has been a gap in the work undertaken in the North West by NWTDT in relation to the health of disabled children this has also been identified as a gap in the implementation of Phase 1 of Valuing People nationally.

Employment



Lorraine



Lynn

Lynn is working on the development of a regional event looking at how Supported Employment services can be closer aligned to mainstream services to mutual benefit. Lynn is doing this in

conjunction with Lorraine Gradwell (Breakthrough UK) and is also looking at potential links with other service areas e.g. NIMHE.

Employment opportunities have not developed well enough across the Country during the first phase of Valuing People, the North West conference will assist this Region in identifying a real way forward that is sustainable.

Housing



Partners Foundation

Martin Routledge has given NWTDT some money to do some work looking at housing options for people and provide information to Partnership Boards. Lynn has met with Partners Foundation who are a NW organisation who have successfully supported people and their families implement their chosen accommodation plans.

We will be looking at how we can provide advice and support to Housing Providers across the North West. A framework will be produced by the end of June to clarify this piece of work.

The NWTDT has also been invited to take part in a piece of work across the North of England looking at issues @ Shared Ownership.

Day Support Services



Paul

A number of activities have been taking place in recent months to support districts and partnership boards in day service modernisation.

Day Service Modernisation Leads Network



This network has continued to meet on a quarterly basis and has over the past year been attended by representatives from 21 Partnership Boards. As well as providing opportunities for information exchanges and updates, each session addresses one major issue. The last two sessions have been on transport issues and on developing effective partnerships between family members and services. As well as a regular core of people attending – generally modernisation leads, service managers and operational managers, other people, including some self-advocates and family members opt in to appropriate sessions. Through the network, numerous requests have come in for follow-up work designed to support districts (currently six) in taking back and implementing issues that come out of the network sessions. This is funded through a mixture of vouchers and payments.

Feedback from participants is very positive both in terms of the range of topics addressed and how useful it is to attend. There is a meeting of a small core group in order to determine future topics for the network. This meeting will also look at how the network can best operate in order to ensure implementation. Over seventy different people have attended the last three network sessions.

Skills for Best Practice Programme



In order to support implementation, a new programme has been developed and introduced during the past few months. Skills for Best Practice has been run in three different parts of the region, each programme being run for four days over a five month period. This compliments the day service network (which is aimed more at people with a strategic role) and it has given front-line staff, self-

advocates and family members opportunities to come together in small teams to both develop and put into practice the approaches and skills necessary to provide opportunities for people to lead fulfilling lives away from traditional service settings. Part of this programme has entailed participants working together to:

- ❖ Develop and implement person-centred plans.
- ❖ Develop and implement visions for the future based on person-centred approaches and *Valuing People* principles.
- ❖ Develop and implement new roles for staff and support people, including natural supports.
- ❖ Develop and implement the necessary approaches and skills in terms of community connecting, door opening and bridge building.

The end result of this programme is that a number of people from a number of districts have now moved on from day services. A total of seventy people have participated in the programme. Demand from subscribers has led to a further three programmes to be set up for the current financial year.

Alternatives to Special Care Units



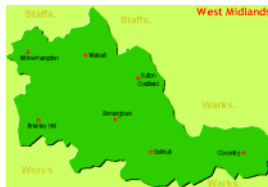
One of the major areas where day service modernisation is significantly failing to make an impact is with regards to people seen as having additional or more complex support needs. People who have needs for health or personal care supports, people with additional physical disabilities, or people who don't use speech to communicate are much less likely to be supported in leading fulfilling and inclusive lifestyles. Based on demand from subscriber agencies, a series of workshops will be commencing in July. An initial meeting has been set up to develop an agenda for the workshops, aimed at achieving practical outcomes for people supported.

District based work

Work has been taking place (some ongoing) in a number of districts around day service modernisation. This has included:

- ❖ Facilitating change in staff roles
- ❖ Helping people to move away from day centres
- ❖ Developing partnerships across the full range of stakeholders
- ❖ Developing modernisation teams
- ❖ Support in developing and/or implementing modernisation plans
- ❖ Running PATH sessions
- ❖ Support around individual people who are seen as having complex needs
- ❖ Service reconfiguration

West Midlands



The Valuing People Support Team (West Midlands) commissioned us to set up and run a Day Opportunities Modernisation Network (along similar lines to our own). Although this network is now successfully functioning without our leadership, some time continues to be purchased for consultancy and mentoring support for the network organiser.

This year

The Team's involvement in modernising day services for people with mental health issues is currently being explored with NIMHE. We have also been approached to consider working around day supports for people with physical disabilities.

Short Term Care



Janet



Lynne

A decision was taken not to continue this network this year pending a review of the network being undertaken by Lynne and Janet. This network has not been funded.

Transitions



Pauline

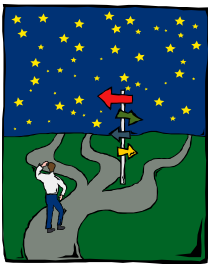
Although transition is woven in as is ethnicity to all of the person centred planning work, Pauline has been invited to facilitate 2 network events focused on transition work across the region, There has been a working group set-up to bring the content of what those events will look like, it is hoped that they will include stories examples of positive change and reflect good practice these events will also be supported by a newsletter and web page.

Also this year, two Kindred Spirits courses start in September, one in Cheshire and one for 3 authorities coming together. Cumbria, Flyde and Wyre and Lancaster. Both courses are aimed at young people 16+ covering the transition time. The original kindred spirits has been rewritten to fit this remit. The delivery of Kindred Spirits will be with the support from Partners/sharing the challenge graduates in order to build local capacity for future training.

5. RECOMMENDATIONS TO COMMISSIONING GROUP

- That the content and format of this update report be accepted and agreed.
- That the action plans and contents be accepted and agreed by the Commissioning Group.
- That the Commissioning Group agree to the circulation of this report and action plans to all stakeholders.

6. CONCLUSION



The NWTDT is at a crossroads in its evolution, over the next year the Commissioning Group (and the Region) need to decide and agree a way forward with regard to the following -

- 1.How should the NWTDT develop? Does the North West need/want to keep it?
- 2.How should the NWTDT promote the increased inclusion of all stakeholders?
- 3.How should the North West respond to the strategies emerging in response to National and Local policies and pressures?
- 4.How do we celebrate our successes, learn from our mistakes and share our learning in the North West and Nationally?

The NWTDT currently exists to facilitate the full inclusion of people with learning disabilities in community life, through partnerships with people with disabilities, families and organisations

We do this through:

- ❖ Developing local capacity for change through courses, mentoring, support and development projects.
- ❖ Linking people together (parents, self-advocates, commissioners and providers) and developing partnerships through interest networks.

- ❖ Providing leadership, developing groundbreaking projects, training, contributing to research and translating policy and research into local action.
- ❖ Sharing what is being learned through conferences and publications.

There is an exciting time ahead that is fraught with some dangers and many opportunities for Learning Disability Services in the Region. The North West now needs to review the constitutions for the Task Force, the NWTDT and how these link with the many partner agencies across the Region to ensure that the Region continues to –

Work towards a better future for people with learning disabilities

