

Together

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SPRING 2007

What A Difference A Year Makes

The last year has seen the North West Training Development Team (NWTDT) develop stronger two way communication links with individuals, their families and services.

The Commissioning Group and Regional Task Force has worked hard to oversee the business of the NWTDT to ensure that we are working within available resources to meet the regional priorities agreed through the Regional Self-Advocate Forum, Regional Family Forum, Regional Health and Social Care Lead Officers and NW VPST/CSIP. Copies of the quarterly reports to the



Commissioning Group are available on the NWTDT website www.nwtdt.com.

The Regional Task Force has held themed meetings this year focusing on the 3 big issues identified at the Regional Self Advocates conference. The Regional Task Force is also in the process of developing a self-assessment tool to support Partnership Boards work out 'How



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good is your Partnership Board?' Copies of the notes of Regional Task Force meetings are available on the NWTDT website.

This has been an exciting year seeing lots of policy development in which representation from NWTDT has been involved. Representatives have regularly met with Ministers and leading national, regional and local policy makers.

The NWTDT would like to thank all of our colleagues across the North West and wider for your continuing and invaluable support.

Lynn James-Jenkinson, Director



Self Advocacy

The self advocacy initiative, lead through the NWTDT, is delivered through three main channels: -

- The Regional Advocacy Forum, commissioned through Centrevents and National Forum.
- The Regional Task Force self advocacy representatives.
- I C Jason Rhodes information and communication agency.

Our goal is to make sure that more self advocacy organisations across the North West understand the work of the Forum and how it links into government departments and decision making and in addition, we seek to improve communication and make information accessible.

Over the last year people all over the region have put effort into supporting the three big issues that emerged from the Wigan Conference which took place in March 2006.

- Give us the money to buy the services we want. In Control or Direct Payments.
- We want Independent Advocacy as a right whenever we need it.
- We want real jobs with the same pay as every one else.



Last year, Ibrar Riaz and Lee McDermott, our elected NW reps, attended all 4 of the National Forum Meetings. The National Forum adopted two of our 'big' issues as national issues; Independent Advocacy and Real Jobs with Equal Pay. The same two big issues were addressed by the Regional Task Force and letters from the task force about the issues went out to all Partnership Boards.

The Regional Task Force self advocacy representatives also drafted a Charter for Employment. The Task Force adopted the Charter and recommended it to all employing authorities.

The Regional Self Advocacy Steering Group delivered a series of seminars in Litherland and Salford. With over 60 people taking part in the workshop we demonstrated the ways in which individual ideas and wishes go through the self advocacy movement and are

communicated up to central government.

In January 2006, the steering group together with Jason planned and organized a three day conference in Blackpool. The conference was attended by over 120 people and the delegate feedback was highly complimentary. In addition to the election of new representatives, three new policy issues were identified and discussed in detail: -

- Find us houses we would like to live in.
- All public places and public transport must be accessible. We mean ALL.
- There must be enough money for self advocacy support.

The above issues have set our agenda for the coming year.

For further information about the North West Regional Self Advocacy Forum or upcoming events please contact Jason Rhodes on 01254 306850. jason.rhodes@nwttdt.com





Perception Is All There Is!

The North West Training Development Team has embarked on a new and exciting marketing campaign to promote its work.

We will be undertaking a range of marketing activities that will raise our profile and help partner organisations to do the same. Activities will include the production of a range of new literature, a completely revamped website and a Public Relations campaign to help promote forthcoming events and activities.

We are pretty pleased with the new marketing approach as it marks a real change of image for us. Up until now, we have placed all our efforts into building the infrastructure that the organisation needed to deliver its objectives, rather than developing its marketing strategy and corporate identity. However, we're so happy with the achievements netted over the last couple of years that we have recently been able to turn our attention to raising awareness of the Team and communicating more effectively with our target audiences. The more people we talk to the more effective we (and regional investment in the NWTDT) will be.

**Lynn James-Jenkinson,
Director**



Working With The Third Sector - A Reality Check

The 'Bring It On' Conference in January, took place in Wigan hosted by the In Control Team and supported by Future Builders England, CSIP, Voice Social Marketing and NWTDT. Proving extremely popular, the event brought together individuals and groups from inside and outside the region.

Delegates included individuals, families, community groups, local authorities and voluntary organisations, all of whom were interested in developing sustainable communities and In Control initiatives. Participants were offered workshops and individual surgeries to help them understand about developing sustainable community initiatives and In Control. The event was a great success and will be repeated later in the year.

Further work is underway to check and support the current realities of increased involvement of small community based voluntary groups in the social and health agenda for change.

Following on from the 'Bring it On' event, NWTDT, In Control, Embrace, Voice Social Marketing and Care Standards Improvement Partnership (CSIP) will be offering further support by organising two

conferences to provide practical advice and support to individuals groups and organisations wishing to develop sustainable communities in the North West in May and September 2007.

**Dene Donalds,
Workforce Development Lead
dene.donalds@nwttdt.com**



Workforce Development

As the lead for workforce development, I am continuing to link with national groups, including membership of the National Workforce Development Intelligence Group, led by Jim Thomas of The Valuing People Support Team, soon to take over as National Lead, New Types of Worker Project.

The group met for the first time in October 2006 and its members include NWTDT, CSIP, Skills for Care, MENCAP and Bild. Its purpose is to promote, lead and influence training pathways for the current and future workforce in relation to 'In Control'. In February, the group planned its policy and action plans for 2007/08. Following this, the NWTDT is now starting to work with key personnel in the North West to develop, consult and implement the plan.

The NWTDT continues to support Skills for Care in its role of supporting the personalisation

agenda. This has included the NWTDT assisting the Sector Skills Productivity Alliance Workforce Development Sub Group widen its terms of reference to include the needs of the future workforce. This will allow the In Control agenda to be firmly placed within the group's action plan.

Partnership work continued between the NWTDT, TUC and Manchester Metropolitan University to create an aural history and research into the consequences of the Hospital Closures within the framework of The Model District Service. This

work will be completed late in 2007 and underpins discussions with the unions in the region relating to workforce development and In Control. This work will document the effects that major changes in social policy have on workforces. The NWTDT's recent collaboration with Bild will allow this research to be distributed nationally and will undoubtedly shape the national workforce development agenda.

Dene Donalds,
Workforce Development Lead
dene.donalds@nwttdt.com

Raising The Family Profile

During the past year the family reps on the Regional Taskforce have been working to raise the profile of the Family Forum across the region by:

- Running information stands at the Inclusion conference and Kidz up North
- Offering to present to local Learning Disability Partnership Boards

On 27th February 2007 the North West regional family forum held an event at Bolton Arena.

The "Making a Difference" event brought together family members from across the region to hear how family members can influence learning disability services and policy at a National, Regional and Local level from: -

- Cally Ward, the Valuing People - National Family Carers lead
- Vicki Rafael - National Forum member
- Family members of the NW Regional Taskforce



Along with the presentations the participants agreed the issues they want to take forward for the next year to both the Regional Taskforce and the National Forum.

More events are planned during 2007-8 these will be themed on the agreed issues, which were:

Support & Services

By far the biggest concern is the reduction or lack of appropriate services for their sons and daughters that then has a direct impact on the families/carers lives.

Direct Payments and Individualised Budgets

Getting control of the money was something people wanted for their sons, daughters and family but felt the system worked against them.

Transition

There was a lack of confidence in the 14 - 19 transition processes from 'education' into 'adulthood'.

For more information on the Family Forum contact Phil Palmer on 07971 176 240.
phil.palmer@nwttdt.com

Partners in Policy Making

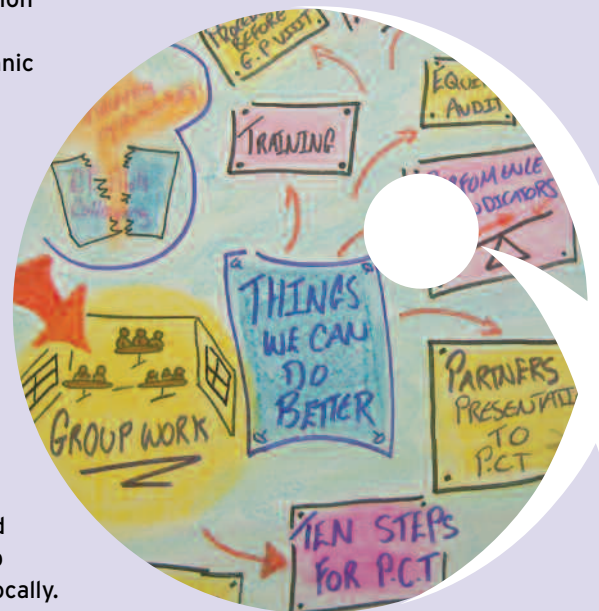
In the past ten years I have co-ordinated numerous Partners in Policymaking courses in the North West of England and have supported course graduates to run courses across the country.

The decision to invest in disabled people and their families has more than exceeded expectations, creating a strong network and good working partnerships, between people who use the services and those who provide them. Whilst training professionals is important, it's the people who use the services who remain the same. They have the greatest stake in investing time and energy to ensure that things are changing for the better. They have direct access to all the MPs, councillors and officials within the system. We now have graduates from the courses from most authorities in the North West. You can be assured that these are confident, competent people who are in this work for the long haul.

All our courses advocate inclusion and are proactive in recruiting people from all cultural and ethnic backgrounds in order to reflect the community. Working with the Valuing People support team and North West Training and Development Team, I am continuing the development of leadership with disabled people and their families across the North of England as part of the family leadership team.

Many graduates of Partners in Policy Making are now working as Associates to the NWTDT and available to support you develop family leadership and services locally.

Lynne Elwell



Under-Secretary of State for Health Endorses Partners in Policy Making

“Over the years, much of my personal inspiration has come from examples of battling parents, grandparents and carers: people such as Lynne Elwell, who, following her many negative experiences of the system as the mother of the late Nicola, has created a national network called Partners in Policymaking.

I urge Members in all parts of the House to find out more about that

organisation. Parents and people with learning disabilities participate in training courses, leading to the status of a Partners graduate. Partners in Policymaking empowers parents and disabled people to build their confidence, knowledge and support systems, so that they can fight for their rights as partners, not as adversaries of professionals and the system. I say to my hon. Friend the Member for Blackpool, North

and Fleetwood that, in many ways, the best advocates are parents who have themselves been through the system and can represent the interests of other parents. I believe very strongly in building such networks around the country.”

Ivan Lewis MP
(Parliamentary Transcript 23rd January 2007)



Supporting Person Centred Planning in the North West

The NWTDT has held three Person Centred Planning events over the last year. These have been on Person Centred Reviews, Self Advocates Leading Planning and Support Planning.

Person Centred Reviews

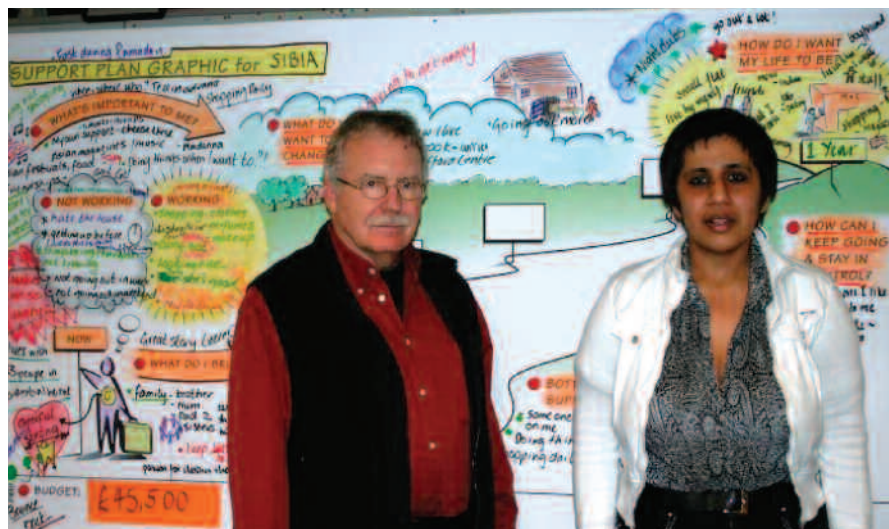
In May 2006, we held a person centred review day. Lots of people have to deliver reviews as part of their work - care managers, social workers, health professionals, day service staff and support staff. Person centred reviews are changing reviews, to make sure that the person is at the centre, and that actions come out of the review, that can make a positive difference to the persons life. For this training, Gill Bailey and Julie Bray demonstrated three kinds of person centred reviews. These three reviews are: -

- Working/Not Working Review
- Important To/For review
- Citizenship review

Self Advocates Leading Planning - what are we learning in the USA and UK?

Pathfinders, a self advocate group from California, shared who they were, what life guides do and how they work with people to create plans. Lots of self advocates came and heard about how Pathfinders and 'Listen to Me' North West help people to plan.

'Listen to Me' North West talked about how self advocates can lead on planning. They discussed what 'Listen to Me' is and led an exercise about being part of your community. 'Listen to Me' North West uses this exercise when it works in colleges. They asked everyone to think about what their next steps are, to make sure that more self advocates have



the chance to develop their own plans. People talked about 'Hands Off My Plan' a guide developed by the Valuing People Support Team. You can find out more about this on the new website www.handsoffmyplan.co.uk

learning here in England and everyone had a go at starting information from one of the support planning approaches called 'Life and Support Plans'. In the afternoon Sibia Khanum helped people to learn how support plans are developed.

As well as these events, there are also community of practice where Person Centred Planning co-ordinators get together. If you are a co-ordinator interested in joining this please contact Gill Bailey on 07970 909 463

If you would like any further information on the materials presented in this article - please contact Barbara on barbara@helensandersonassociates.co.uk



Support Planning: Person Centred Planning With Teeth?

Support Planning is a style of person centred planning that people can use when they have an individual budget, for example as part of In Control or the Individual Budget Pilot Programme.

This was an international event as Paradigm consultants, Michael Smull and Mike Steinbruck shared what is happening about support planning in America. Helen Sanderson and Alison Short discussed what we are

If you want to know more about support planning, go to www.supportplanning.org

CSCI

The Commission for Social Care Inspection (CSCI) has committed to training all it's inspectors in person centred thinking and planning. There is also a project in Lancashire to build on this and explore person centred contracting. We think that these two pieces of work will really help providers understand how they can make a big difference for individuals, their families and services in the North West.

"For a parent it's almost like a dream come true, that the inspectors are looking for the things we value most, i.e. our relatives are being seen as individuals whose needs are being catered for, rather than being slotted into services"

Peter Boyce
Family Member on the Steering Group

Ethnicity Programme

Valuing People reminded us that people from minority ethnic communities with learning disabilities face substantial inequalities and discrimination in accessing employment, education, health and social services and that this needs to change.

Valuing People ran development programmes in 2004/2005 and then again 2005/2006 to support partnership boards in making improvements. The programme consisted of four, two-day residential sessions to help local teams develop and start to deliver a local plan to improve services. Teams who participated said that the programme gave them a chance to gain confidence, knowledge and share good practice. Having originally led on this project alongside Valuing People, the NWTDT has decided to make this programme available across the Region. Through our programme, advice and support will be available from people who have expertise in this field. This training is aimed at anybody who has an interest in driving the agenda of ethnicity forward.

We have been consulting national and local leaders on the next phase in pushing forward the agenda on ethnicity. Ethnicity Training Network (ETN) along with NWTDT highlighted the importance of dovetailing the next priorities from Government on ethnicity much more closely, so they truly create an informed approach, not an additional responsibility.

The ETN and NWTDT have developed a course which works on the issues that relate to developing better practice and outcomes in the future, becoming better at communicating and sharing information and local knowledge through modelling what we want others to learn. A model of cultural competence broken down into manageable ways of thinking about this type of work, prevents people from feeling overwhelmed

and supports them to obtain the skills and knowledge needed to lead local change. It is important to recognise that individual change is not enough and change needs to happen at organisational level. Cultural competence action plans provide frameworks for practical actions that will help individuals and organisations work in ways that improve their cultural competence and translate knowledge into action.

For more information on the courses available or the Ethnicity Training Network, call Nabela Rahim 07967 366 349. nabela.rahim@nwttdt.com

How Can We Help Older People Have Better Lives?

Later life brings with it a double sided coin of great wealth and experiences and a cumulative possibility of loss.

The range and variety of loss that can be experienced is as diverse as the rich tapestry of life. It is essential to understand the different kind of losses older people and their families can face or fear with advancing years. In particular the factors or likelihood of people coming to services for support. Person Centred Planning should become a way of listening to people which respects the citizenship they have carried through their life's experiences.

The North West Training and Development Team has been working with older people in Liverpool to ask the questions that will help all stakeholders work to improve the quality of their lives. The work started with a consultation process

with older people who are currently attending local day services asking simple questions about life in the past, the present and any useful ideas in what would make a difference.

The Individuals worked over a short period of time putting together simple questions that they would value being asked and that would be helpful should they need support.

These questions have been put together in a simple handbook so others could learn from this experience about what works, whether that is natural support or paid support. Having people share their lives and relationships and how they have connected to their communities was something that was positive and proactive.



The small handbook will be available in spring on request. The framework for planning with older people is now being used for older people who are in need of Nursing Care. Having families and friends contribute in planning this way has to be better than what currently happens! The people we have consulted with have taught us that they do want people to understand more about who they are as people before we decide how they should be supported, because they felt they are labelled as just old people and 'anything will do'.

For more information call Pauline Doyle on 07977 015 646. pauline.doyle@nwttdt.com

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Health - High On Our Agenda

Led by the NWTDT, the North West Health Network delivers quarterly events which promote discussion and share information pertinent to the health and welfare of adults and young people.

In 2007 there are plans to link national work to the SHA framework to develop a 'northern' networks infrastructure.

This year's North West District development work has facilitated discussion and information sharing on a wide range of topics including: -

Postural Care

Raising awareness regionally and nationally, in the NW via health and social care leads meetings and nationally via networks and events.

Work about people with learning disabilities in forensic settings and the Criminal Justice System

Linking to national developments via UK forensic and learning disability network and work underway in Prison Reform Trust.

Young People with Complex and Continuing health needs

The UK has a growing population of children and young people surviving into adulthood because of advances in medical technology. Although there is currently little research available work is underway across the NW to support such research through NWTDT.

The cost of support packages can be between £250k and £630k and delays in discharge from hospital can happen because of difficulties in planning appropriate community support across health and social care agencies.

In Control

Ongoing contribution to the development of wrap around individualised support in relation to young people with complex health needs.

Oral health care and people with a learning disability

See commissioning standards document available via our website www.nwtdt.com Work planned in 07 to raise awareness in relation to oral health care and learning disability across the region.

Autism

See commissioning standards document available via our website www.nwtdt.com, further work underway via NW Autism Task Group led by Nick Moray, commissioner Bury and Francine Brower NAS.

For more information on the NW Health Network or any of the above issues, contact Janet Cobb on

07980 754 448

janet.cobb@nwtdt.com



PAUL CLARKE 1958 - 2007

The North West Training and Development Team were very sorry to announce the sudden and

tragic death of Paul Clarke on Friday 9th March, a Trainer, colleague and friend to many of you.

Our thoughts and prayers are with Paul's children, family and close friends during this difficult time.

Paul's funeral took place on Thursday 15th March. A great many friends and colleagues from across the North West were present to

celebrate Paul's life and offer support to those closest to Paul. The family have asked that any one wishing to make a donation do so in memory of Paul to Amnesty International.

Paul worked for many years with the NWTDT and is well known across the Region for the work he did in relation to the modernisation of day services, employment and supporting workforce development. He will be sadly missed by a great many friends and colleagues.

Paul's colleagues at the NWTDT are doing what we can to ensure the work he was involved with is supported to continue as I am sure he would have

wished. To assist with this we would be grateful if you could advise us of any appointments, meetings or training etc. you had arranged with Paul so that we can make sure that his work continues in the way we feel sure he would have wanted.

Thank you for your continuing support.

Lynn James-Jenkinson
Director, NWTDT

Charlie Barker
Chair Regional Task Force/
North West Training and
Commissioning Group

Anne Williams
Chair NWTDT Commissioning Group

North West Training and Development Team

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