

Learning Disability Strategy 2018 – 2028
Progress overview - August 2021

HEREFORDSHIRE LEARNING DISABILITY STRATEGY 2018-2028

Key;

HC - Herefordshire Council

CCG - Clinical Commissioning Group

DWP - Department of Work and Pensions

NHS - National Health Service

COMMISSIONING THEME 1: WHERE I LIVE

Ref	THEME 1 PLANNED OUTPUTS	THEME 1 ACTIVITIES.	Who	Updates and progress	RAG Complete
LD 1.01	Transitional Housing:	<ul style="list-style-type: none"> Supported Housing Allocation Panel and rent void agreements 	HC	<ul style="list-style-type: none"> Nominations and voids agreements final template signed off and implemented Accommodation Needs group created and monthly meetings implemented. New referral processes and commissioning information collated to inform future need. Data has Informed the Accommodation Position Statement and the Market Position Statement. 	Yes
LD 1.02	Transition planning for adults and young people	<ul style="list-style-type: none"> Review and redesign housing pathways for young people both during transition and where joint funded (including those previously those identified under the Transforming Care Programme) and now reviewed under the monthly Dynamic Support Register process 	HC CCG	<ul style="list-style-type: none"> Transitions pathway redesign between Adults Wellbeing Directorate (Herefordshire Council) and Children's and Families Directorate (Herefordshire Council) approved, systems being implemented. To include redesign of Adults Wellbeing Directorate (Herefordshire Council) Operations Transitions Team Commissioning and housing pathways and processes agreed with ASC and Strategic Housing and implementation will inform negotiations on future developments to incorporate future social care accommodation needs. Herefordshire Multi agency transitions protocol for children and young people with disabilities and Complex needs preparing for adulthood - agreed July 2020 sign off, and mid implementation Monthly meeting with HC and CCG to review risk cohort on the Dynamic Support Register and seek solutions 	Yes
LD 1.03	Long-term / settled accommodation:	<ul style="list-style-type: none"> Supported Housing Accommodation needs development of independent living opportunities 	HC CCG	<ul style="list-style-type: none"> Whitecross supporting living scheme developed and 9 people moved in. Accommodation triage form now in mosaic for social workers to capture current and future need to inform commissioning intentions Accommodation Needs Group Market Position Statement process ensure priority planning and strategic approach with housing Data captured through performance indicators and dashboard Redesign of the supported living framework to expand and develop the offer Targets set for increase numbers of people with social care needs living independently. 	Yes
LD 1.04	Assistive technology:	Assistive technology identified in the council's Technology Enabled Care Services Strategy and tested	HC	<ul style="list-style-type: none"> Adults and Communities Digital and Technology Strategy supports decision making for the spending of the Technology Enabled Communities budget. Planned projects for developing use of assistive technology for people living with learning disabilities are in planning including the transformation of the digital day services offer and enabling independence in everyday life project. Just Roaming 1 year pilot started July 2021. Review of findings will inform future technology implementation. 	WIP
LD 1.05	Aging carers:	<ul style="list-style-type: none"> Identifying people with learning disabilities living with older carers and proactive planning 	HC	<ul style="list-style-type: none"> Business as usual on individual basis part of strength based assessments and reviews, but no strategic plan in place yet Health Action Plan processes takes into account at individual level. Targets in place to increase numbers- monitored via the Sustainable Transformation Programme Considerations built into the future carer's strategy. 	WIP
LD 1.06	People with complex or challenging behaviours:	<ul style="list-style-type: none"> Risk register of individuals stepping down from hospital / Assessment and Treatment Unit or at risk of admission due to complex or high risk behaviour with learning disabilities 	CCG HC	<ul style="list-style-type: none"> Dynamic Support Register in place across Sustainable Transformation Programme footprint, monthly meetings and activity. Commissioning intentions supported via development of Complex Needs Framework. 	Yes
LD 1.07	Dementia:	<ul style="list-style-type: none"> Improved offer for housing and environments for people with dementia-related illnesses 	HC	<ul style="list-style-type: none"> Accommodation Position Statement created to model and predict future numbers of people with dementia, which informs design specifications of housing and accommodation provision through agreed processes with Housing Development 	WIP
LD 1.08	Autistic Spectrum Disorders:	<ul style="list-style-type: none"> Health, housing and social care professionals increased understanding and offer around autism-sensitive environment and design (including technology) 	HC CCG	<ul style="list-style-type: none"> 3 year training in place in schools (Yr1 complete, Yr 2 in progress) - post 16 to follow Training plans in development for professionals Part of the technology strategy solutions strategy NHS 3 year plan includes autism adapted environments 	WIP

Learning Disability Strategy 2018 – 2028
Progress overview - August 2021

				<ul style="list-style-type: none"> • Linked to Children’s Complex Needs Framework of specialist providers and bespoke design 	
LD 1.09	Cost-effectiveness and service design:	<ul style="list-style-type: none"> • Sufficient effective commissioning capacity to maintain effective delivery and innovation. 	HC	<ul style="list-style-type: none"> • Learning Disability and Complex Needs Board have a commissioning and operational all age plan with a number of improvement projects and increased commissioning capacity to support these 	Yes
LD 1.10	General needs housing allocation policy:	<ul style="list-style-type: none"> • Better use of general needs 	HC	<ul style="list-style-type: none"> • General Need accommodation is considered as part of Accommodation Needs Group referral process • Closer working with strategic and operational housing • Housing strategy links 	WIP
LD 1.11	Lettings process for shared housing:	<ul style="list-style-type: none"> • Matching and choice 	HC	<ul style="list-style-type: none"> • Accommodation new mosaic pathway and Accommodation Needs Group monthly meetings processes presents options and strategic overview as well as informing commissioning intentions 	Yes
LD1.12	Residential care provision:	<ul style="list-style-type: none"> • Residential care review 	HC	<ul style="list-style-type: none"> • Costed care plan pilot in place and being tested 	WIP
LD1.13	Out-of-hours and extended support for supported living:	<ul style="list-style-type: none"> • Consider out of hours and extended support models in supported living 	HC	<ul style="list-style-type: none"> • Night response service commissioned • Just Roaming pilot being tested • Response and crisis planning forms part of the Complex Needs Framework specification 	Yes

Learning Disability Strategy 2018 – 2028
Progress overview - August 2021

HEREFORDSHIRE LEARNING DISABILITY STRATEGY
COMMISSIONING THEME 2: WHAT I DO DURING THE DAY

Ref	THEME 2 PLANNED OUTPUTS	THEME 2 ACTIVITIES.	Who	Updates and progress	RAG Complete
LD2.01	Safe expansion of daytime activity choices	<ul style="list-style-type: none"> Review/remodel of community activities. Consultation and development of options. 	HC	<ul style="list-style-type: none"> To be determined by the review and recommendations. Timeframe for this is 01.04.2022 	WIP
LD2.02	Employment for young adults:	<ul style="list-style-type: none"> Increase the number of people with a learning disability in paid employment 	HC	<ul style="list-style-type: none"> Numbers increased and Herefordshire's performance higher than average in West Midlands. Employment review complete and recommendations made. Pilot started but Covid-19 has had a disproportionate impact upon young people. Claimant count in last year (March 20-21) has risen by 116%. We are working with DWP to ensure opportunities available for young people with learning disabilities : <ul style="list-style-type: none"> - "Plan For Jobs" initiatives- such as 'Kick Start' - Better pathways via Job Centre Plus Targeted support with those who are wanting to work Youth Employment Hub (CAF/DWP and partners) 	WIP
LD2.03 / 04	Therapeutic earnings:	<ul style="list-style-type: none"> Pilot scheme/best practice research for therapeutic earnings to be part of the development of the council and CCG's own training and employment The council will undertake research project to identify best practice around grant-based employment incentives 	HC CCG	<ul style="list-style-type: none"> Therapeutic earning doesn't align to the current benefits structure. <ul style="list-style-type: none"> - Other avenues being explored see LD2.02/4/5/7/8/9/10/11 - Working group in place to maximise other opportunities from a corporate perspective 	Yes
LD2.04	Funding and financial incentive grants for employers:	<ul style="list-style-type: none"> Undertake research project to identify best practice around grant-based employment incentives 	HC	<ul style="list-style-type: none"> Social value built into procurement processes <ul style="list-style-type: none"> - See LD2.2 for activity and outcomes - Working with Department of Work and Pensions to maximise universal offer and schemes 	Yes
LD2.05	Vocational further education:	<ul style="list-style-type: none"> Identify suitable roles and job creation. Support people with Learning Disabilities in the recruitment process Identify and develop vocational education and training provision. Ensure that people with Learning Disabilities have access to information about education, training and support. 	HC DWP	<ul style="list-style-type: none"> More people with a learning disability are in the wider workforce and gaining social value People with learning disabilities are less dependent upon formal social care services, greater sense of self-worth and enhanced wellbeing Adult and Community learning contracts in place with a number of Learning Disability providers A number of additional opportunities that include Hoople's Foundation Programme, Hereford College of Arts L1 programme and National Star College in County. 	Yes
LD2.06 / 07	Self-Employment / Micro Enterprise:	<ul style="list-style-type: none"> Develop strategy/support service for self-employed people with learning disabilities. Extend micro-enterprise opportunities 	HC	<ul style="list-style-type: none"> Providers in Herefordshire supporting this model More people with a Learning Disability have their own businesses 	WIP
LD2.08	Real supported employment:	<ul style="list-style-type: none"> Explore models opportunities for more traditional supported employment schemes, 	HC	<ul style="list-style-type: none"> Review of employment options created in 2019 for Herefordshire and pilots identified <ul style="list-style-type: none"> - Employment pilot maximising DWP funded supported employment schemes finding simpler ways to support people through the system 	Yes
LD2.09	Council / NHS as exemplar employer:	<ul style="list-style-type: none"> Develop a framework for specifications for council contracts to include employment outcomes for people with a learning disability Consider opportunities for internal service contracts to be replaced with a majority learning disabled workforce and/or offering employment and training to people 	HC	<ul style="list-style-type: none"> Working group developing recommendations for management board for corporate approaches/exemplar employer Contracts let by the council to contain requirement or preference for employment of people with disabilities through improvements to processes to support social value Employment data now incorporated in draft dashboard with comparator indicators. 	WIP
LD2.10	Expert employment partners:	<ul style="list-style-type: none"> Develop functional link with the DWP via Job Centre Plus 	HC	<ul style="list-style-type: none"> Employment opportunities identified by Job Centre Plus are a routine part of meeting the assessed needs of people with learning disabilities. Also review alternatives to business as usual. 	Yes
LD2.11	Employment Pathway:	<ul style="list-style-type: none"> Develop a clear pathway to paid employment and meaningful training 	HC	<ul style="list-style-type: none"> Transition Pathway reviewed considers employment Maximise economic independence; Reduce dependence on formal support; Lead other employers by example 	Yes

Learning Disability Strategy 2018 – 2028
Progress overview - August 2021

HEREFORDSHIRE LEARNING DISABILITY STRATEGY
COMMISSIONING THEME 3: BEING HEALTHY AND SAFE

Ref	THEME 3 PLANNED OUTPUTS	THEME 3 ACTIVITIES.	Who	Updates and progress	RAG Complete
LD3.01	End of Life Pathway and Learning Disabilities Mortality review (LeDeR) :	<ul style="list-style-type: none"> Train 8-10 Learning Disability Mortality Reviews (LeDeR) reviewers 	CCG	<ul style="list-style-type: none"> Reviewers trained and 93% of reviews undertaken within 6 month timeframe 3 year NHS plan improvement target of 100% Learning Disability Mortality Reviews (LeDeR) to be completed within a 6 month timeframe. 	Yes
LD3.02	Specialist community learning disability healthcare:	<ul style="list-style-type: none"> Review of Community Learning Disability Team. 	CCG	<ul style="list-style-type: none"> Internal review completed 	Yes
LD3.03	GP Learning Disability Register:	<ul style="list-style-type: none"> Ensure that all GP practices maintain up-to-date Learning Disability registration 	CCG	<ul style="list-style-type: none"> All GP practices within the county to implement Quality Outcomes Framework indicator LD003 – work on going 	WIP
LD3.04	Professional Training:	Develop and implement training opportunities to enable primary care clinicians to understand the needs of people with a learning disability	CCG	<ul style="list-style-type: none"> All GP practices to attend multi-disciplinary training on the delivery of health services to people with a learning disability 	WIP
LD3.05	Annual health checks:	<ul style="list-style-type: none"> Continue to promote the importance of the annual health check for people with learning disabilities. 	CCG	<ul style="list-style-type: none"> All GP practices within the county ensure that all people with learning disabilities are invited to attend an annual health check to an agreed standard .The current performance is 85%. The NHS plan has extended this to now include people with autism, which will increase the population by 10%. 	WIP
LD3.06	Health Action Plans:	<ul style="list-style-type: none"> Promote the importance of the Learning Disability annual health check and personal health plan for people with learning disabilities 	CCG	<ul style="list-style-type: none"> All GP practices within the county produce a Health Action Plan for each patient attending an annual health check, now an indicator on the local NHS plan for both learning disability and autism. Individuals will management plans that reflect and support long-term needs and access to appropriate health care in a timely fashion when those needs present. Herefordshire participating in pilot with National Health Service Innovation Exchange to improve health for people living in supported living. 	WIP
LD3.07	Access to mainstream healthcare:	<ul style="list-style-type: none"> Ensure that people with learning disabilities are able to access the same community and acute health care services as the non-learning disabled population. 	CCG	<ul style="list-style-type: none"> All health care services to have a proactive policy of promoting reasonable adjustment to enable ordinary access for people with learning disabilities NHS 3 year plan to promote reasonable adjustments clinics 	WIP
LD3.08	People with complex or challenging behaviours:	<ul style="list-style-type: none"> Utilise existing buildings/work with strategic housing and housing management providers to inform new developments in order to develop a new transitional accommodation service for people with complex needs and high risk behaviours. 	HC CCG	<ul style="list-style-type: none"> Complex Needs Framework now in place and Complex Needs Framework pathway <ul style="list-style-type: none"> - Cohort identified - Negotiations ongoing re sites which will impact on timeframes - Ability to procure bespoke solutions as required 	Yes
LD3.09	Facilitating improved health outcomes:	<ul style="list-style-type: none"> Public Health Team to raise awareness of health screening and health checks amongst the learning disability population, including those people not currently known to services. 	CCG	<ul style="list-style-type: none"> Supported living and residential care providers will have more detailed service specifications to set out their role in promoting engagement with routine healthcare and screening programmes. Review in progress and new framework relaunched September 2022. 	WIP
	Dementia:	<ul style="list-style-type: none"> Dementia awareness will be a standard part of every learning disability annual health check. The Public Health Team will look at ways of raising awareness of dementia amongst the learning disability community, 	CCG	<ul style="list-style-type: none"> Adults with learning disabilities supported to access mainstream dementia diagnosis services wherever possible- reasonable adjustments work. Dementia awareness and potential diagnosis are a routine part of GP annual health checks for people with learning disabilities over 40 and for people with Down’s Syndrome over 30. 	WIP

Learning Disability Strategy 2018 – 2028
Progress overview - August 2021

HEREFORDSHIRE LEARNING DISABILITY STRATEGY
COMMISSIONING THEME 4: CITIZENSHIP, CHOICE AND CONTROL

Ref	THEME 4 PLANNED OUTPUTS	THEME 4 ACTIVITIES.	Who	Updates and progress	RAG Complete
LD4.01	Building social networks:	<ul style="list-style-type: none"> Commissioners to integrate the principles of Community Brokerage / Connection with the work already being undertaken by many learning disability service providers and the wider local voluntary sector. 	HC	<ul style="list-style-type: none"> Talk community to be used to build networks Community broker offer to be improved to better reflect needs of clients Thinking built into the remodel of community activities 	Yes
LD4.02	Independent Travel	<ul style="list-style-type: none"> Seamless process for applying for and issuing passes to people with learning disabilities 	HC	<ul style="list-style-type: none"> Improvements made to process including wider awareness of availability of travel training service Travel trainers (2 posts to be recruited – on hold during covid) 	WIP
LD4.03	Self / Citizen Advocacy:	<ul style="list-style-type: none"> The council and the CCG will develop opportunities and partnerships to create and sustain support for self-advocacy and structured citizen advocacy for people with learning disabilities in Herefordshire. 	HC	<ul style="list-style-type: none"> Advocacy contract recommissioned <ul style="list-style-type: none"> Advocacy and expert by experience built into the NHS 3 year plan outcomes 	Yes
LD4.04	Financial wellbeing:	<ul style="list-style-type: none"> The council and CCG to advise people with learning disabilities on all aspects of financial well-being. 	HC	<ul style="list-style-type: none"> People with learning disabilities will have improved access to training and support regarding budgeting, financial wellbeing and related life-skills. Adult and Community Learning –programmes in place to support these outcomes Talk Community help pages on coping with debt can be accessed at Money on your mind - Talk Community : Talk Community 	WIP
LD4.05	Direct Payments and managed personal budgets:	<ul style="list-style-type: none"> Review Direct Payments to ensure they are fit for purpose 	HC	<ul style="list-style-type: none"> The council has a direct payment process in place Pre-paid cards now primary offer <ul style="list-style-type: none"> Pre-paid cards offers reporting in and data on spend at strategic level which was not previously available Managed accounts transferred to Pre-paid cards Better data to inform commissioning intentions 	Yes
LD4.06	Access to information:	<ul style="list-style-type: none"> The council and CCG will review existing information resources Develop and implement information standards using current best practice, then train staff and partner organisations to revise all written information. 	HC	<ul style="list-style-type: none"> LD strategy in easy read format More materials being produced in easy read (via the Learning Disability Partnership Board) 	Yes
LD4.07	Social / relationship opportunities:	<ul style="list-style-type: none"> Develop initiatives within the existing service provision to combat social isolation 	HC	<ul style="list-style-type: none"> Technology has been a positive outcome of C19 pandemic and offered solutions for some people to benefit from improved develop and maintain social relationships, this is to be further explored via the community activities review. 	Yes