



SOCIAL SERVICES

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The Isle of Man Learning Disability Strategy 'Living Life to the Full' EXECUTIVE SUMMARY

Background and Purpose



The Isle of Man Learning Disability Strategy takes for its theme our plans for social care and support for adults on the island, *Living life to the full*. People with learning disabilities can lead full and rewarding lives and many already do. Considerable progress has been made in developing services in the community following the commitment to close the previous large institution. A range of community homes, day services and partnership services provide opportunities that hitherto were not available for people and their families.

However, the real choice that people have remains limited, and many people remain marginalised, disadvantaged or socially excluded. This needs to change. This Strategy sets out a vision for how the Government of the Isle of Man will provide new opportunities for people with learning disabilities and their families to live full and independent lives as part of their local communities.

Estimates indicate that there are around 319 people with severe learning disabilities on the Island and about 1875 people with mild or moderate disability. Total expenditure on services for adults with learning disabilities amounts to around £8.7m. The Strategy looks at how the money is spent and how it might be spent in the future to provide more and better services that could one day benefit everyone.

The core purpose of this strategy is to define the values and principles that should underpin developments of the service and provide a framework for identifying how the service should move forward. The Strategy sets out what the Island's vision of 'freedom to flourish' can and should mean for people with learning disabilities and their families.

Vision for the Future

- The Strategy sets out the vision for the future and improvement in the lives of people with learning disabilities, based on a set of principles and core values of:



Rights and Responsibilities
Independence and Interdependence
Choice
Inclusion
Safety

The Strategy identifies key quality of life themes that provide a focus for action:

- **Housing and Accommodation**

Although there is an increasing choice and diversity in accommodation, this remains limited and there are additional constraints on the island in terms of the availability of housing generally.



The vision around housing and accommodation is to give people with learning disabilities and their families more choice and control over where and how they live and this will be achieved both by developments within the service and partnerships with the voluntary and independent sector and public sector housing providers. It is envisaged that the proportion of people in services living in supported accommodation (as against residential care) will increase from less than 5% now to one quarter or 25% in five years time

- **Health and Wellbeing**

Many people with learning disabilities have greater health needs than the rest of the population, and the aim of the Strategy is to provide access to good health care for people based on their individual needs.

The Strategy will identify and aim to eradicate barriers to good health and build on current initiatives based on joint working.

- **Fulfilling Lives**

The core objective in the Strategy in terms of Fulfilling Lives is to enable people with learning disabilities to lead full and purposeful lives within their community and to develop a range of friendships, activities and relationships.

We aim to build on existing opportunities created for people in this area, focus on person centred planning and the 'My Plan' approach, and look to increase individual support and links which foster independence and inclusion.

- **Employment and Occupation**

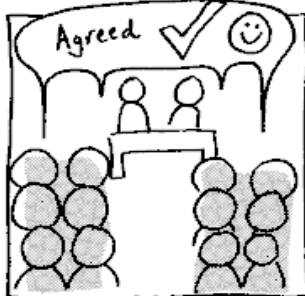
Employment and valued occupation are seen as key routes to social inclusion and improvement in life choices. The Isle of Man does have a good track record in finding people with learning disabilities opportunities for employment but this still remains not an option for the majority.

The Strategy aims to increase options for people through partnership and initiatives together with enhanced day time opportunities for people with less reliance on a buildings driven service and more self determination about what they want to do and achieve.

Delivering Change

In order to move forward and see desired requirements the Strategy identifies a number of things we need to do.

- **Involve People**



Communication, consultation, participation and involvement are now at the heart of the Government's plan, and central to the Departmental objective of engaging with service users and their carers in the planning and delivery of services. This Strategy itself has been informed by valuable work with 'Equal Lives' self advocacy groups and the 'Big Picture' Planning sessions, and we will continue to build on current good practice.

- **'Cradle to grave' approach**

The Strategy highlights the need to link up approaches and not just focus on people according to their age, particularly in the area of planning for transition from childhood to adulthood, and providing for older people with learning disabilities.

- **Partnership**

Partnerships are crucial in meeting the Vision and values of the Learning Disability Strategy and there exist many good examples of joint working and partnerships and this will remain central in making the vision a reality. The strategy can only be achieved by people and groups working together.

- **Workforce planning, training and development**



This aspect of strategy identifies the importance of a workforce with the appropriate skills, qualifications, experience and attitudes, in order to provide and develop services to meet the Vision

- **Management and supports**

The strategy identifies the crucial role of skilled and competent managers in providing leadership and in translating the overall vision and aims of the service into good practice throughout the service.

- **Risk**

The Strategy has a key section on risk and spells out the need to manage risk from a number of viewpoints, including safety for vulnerable people, whilst at the same time ensuring the effective use of public funds and making sure this strategy really makes a difference.

- **Quality**

The strategy notes how the Government is committed to provide high quality care and support to the people it serves and the Learning Disability Strategy indicates how we will monitor quality based on multiple means, including management tools and self audits, external review and inspection and user and carer participation.

Key planned actions - Proposed Strategy 'delivery plan'

Housing and Accommodation

- Home in the north (Ramsey area) to provide short break opportunities for people and movement toward more independent living. This could involve a joint initiative for the provision/purchase of accommodation and care and support agreed through the Division. The various planning days have reaffirmed the need for a short breaks facility, and this was also flagged up as a recommendation in the Report on the review of respite services in 2001, and the Learning Disability Strategy will identify implementation of key elements of this.
- Possible increased partnership work with Autism Initiatives to establish accommodation for people with autism and Sspersgers syndrome, some of whom currently reside in off Island services.
- Collaboration with the group looking at setting up a small scale Camphill community involving the provision of a care home for three people, plus communal living and cottage industry within a few miles of Douglas.
- Collaboration with CLINCH regarding the development of supported housing for up to 10 people with learning disabilities
- Partnership involving an independent organisation on Island to provide fully accessible and adapted accommodation for 2 people with complex needs, care and support provided by the Division.
- Contracting out a proportion of services to add to the mixed economy of care.
- Continue to identify people for whom supporting living represents a preferred and realistic option.
- Secure supported housing with DOLGE as part of the joint housing initiative.
- Work with DHSS Estates Department in increasing accessibility of existing homes based on access audits.
- Resolve planning issue on Cushag House and reprovide service for people at Windermere together with other older people with learning disabilities and those with early onset dementia.
- Provision of new bungalow at Braddan (partnership with DOLGE)

- Remodelling of Radcliffe Villas to improve environment
- Provide staff support for people who are 'moving on'.
- Consolidation of supported living scheme to offer 'move ons'.
- Explore options regarding separation of housing and care/support in existing residential services, with cost/benefit evaluation of impact on benefits and funding as a whole.
- Review of 16 off Island placements with a view to restoring suitable on Island provision in house or with partners.
- Expansion of adult placement scheme.

Health and Wellbeing

- Maintain speech and language service and supports and secure long term funding
- Establish close connection between person centred process and 'My Plan' in terms of health action and facilitation
- Establish steering group with Health colleagues with clear terms of reference and desired outcomes
- Establish improved information and recording of health data
- Roll out policy on sexuality and provide awareness training for all staff
- Consult with people with learning disabilities and families on the sexual health policy and review
- Complete communications strategy in collaboration with Health, Children's services and education colleagues

Fulfilling Lives

- Continue to evolve the 'My Plan' approach and monitor implementation and success of person centred planning and establish methods of service evaluation.
- Explore joint work with Volunteer and Befriending networks
- Development of CSV Support Scheme

- Provide additional one to one support for people (agreement now also made to fund additional support to meet specific wants and needs of individuals in transition)

Employment and Occupation

- Establishing an employers' forum
- Extended evaluation of pilot with DTI and monitoring of outcomes
- Identification of 'preparing for work' programme based on need
- Identification of job coaching and support opportunities (see also Fulfilling Lives section) including CSV support scheme
- Individual support planning with view to supporting people to find and keep work.
- Exploration of social business model

Daytime activities

- Continue to look at creating options for people away from the centres
- Have a more participative regime in terms of users self determination of what activities and supports are provided and where
- Link supports to person centred plans
- Remodel transport provision including partnership with voluntary sector
- Link to creative respite strategy (see also Part 1) recognising the needs of carers

Consultation, Participation, Involvement and Advocacy

- Provide additional advocacy work by restructuring United Response service
- Continue successful Big Picture planning sessions, including local meetings around the island
- Update Web Pages
- Continue to provide learning disability newsletter - 'Briefing'

- Hold service user meetings and house meetings in all services
- Continue dialogue with voluntary sector
- Build on the good practice work already underway

Workforce Planning, Training and Development

- Rolling out of the Registered Manager's Award - the programme currently has 14 learning disability managers and team leaders undertaking the award which includes competencies at level IV of NVQ.
- Development of a value based induction programme which will include input of people with learning disabilities. This will cross reference to Skills for Care standards and NVQ, and the LDAF (Learning Disability Awards Framework).
- NVQ at level 2 and 3 across day and residential services, including the use of a peripatetic assessor.
- Senior management development, including NVQ level 5 for learning disability service managers.
- Basic communications training is being provided for all staff in the service (approximately 75% completed)
- Priorities will continue to be identified, complementing the existing programme of mandatory training.

Management and supports

- Review day service roles and structure, including job titles
- Review learning disability structure as a whole
- Registered Manager's Award roll out
- NVQ 5 for Senior managers within the service
- Individual objective setting and appraisal/review
- Manpower services plan (part of DHSS objective in Business Plan)

Risk

- Develop Risk map for the service which identifies, controls and monitors strategic and operational opportunities and risks
- Establish risk review and monitoring cycle
- Provide annual statements of internal control mechanisms and effectiveness in practice

Quality and monitoring

- Work on ensuring the complaints policy and other policies including whistle blowing are embedded in the culture of the organisation.
- Producing a meaningful suite of performance indicators across the division and service.
- Producing an annual review of the strategy and progress report on implementation.
- Introducing independent inspection of learning disability services.
- Monitoring of person centred planning outcomes.
- Establish satisfaction with services through consultations and participation routes.
- Monitoring of quality framework.