



Oldham
Council

Report to Health and Wellbeing Board

Update on the Oldham Learning Disability Strategy

Portfolio Holder: Cllr. Zahid Chauhan – Cabinet Member for Health and Social Care

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Reason for Decision

This report is to provide and update and does not require a decision from the Health and Wellbeing Board.

Executive Summary

This report provides an update on the Oldham Learning Disability Strategy. It provides context on the GM LD strategy and a summary of the actions and progress to date on each of the 10 strategic priorities that form the strategy.

Recommendations

The recommendation for Health and Wellbeing Board members is to note the progress to date with the Oldham LD strategy.

Update on the Oldham Learning Disability Strategy

1 Background

1.1 In Greater Manchester the LD strategy has been in place from last year, and the work to support implementation was launched at the GM Health and Care Board in the summer of 2018. The GM strategy has been written by people with a learning disability for people with a learning disability, and there are 10 priorities identified within the strategy, many of which are already being worked on through the GM Adult Social Care Transformation Programme or the Transforming Care programme, but recognising that in each area there are improvements that can and should be made.

1.2 Oldham has signed up to the GM LD Strategy and made a commitment to make improvements in the 10 key areas that have been identified. The 10 key areas are as follows:

- Strategic leadership
- Advocacy
- Bespoke commissioning
- Belonging
- Good health
- Homes for people
- Employment
- Workforce
- Early support for children and young people
- Justice system

1.3 To accelerate implementation specific to the strategy a collective ‘100 Day Challenge’ was initiated looking at where localities could make positive changes aligned to the priorities above, over an initial period. Localities and the GM Partnership committed and worked towards a broad range of actions dependent on their local position. In Oldham it was agreed by the LD Partnership Board that the priority areas for the 100 Day Challenge would be Good Health and Employment.

1.4 Taking the learning from the 100 Day Challenge, localities in GM are developing longer term plans, that need to be co-produced with local self-advocates, for the delivery of *all* of the strategy priorities from 2019 onwards. The longer term implementation plans will ensure effective delivery of the strategy and hold localities to account when it comes to ensuring that the outcomes of these plans are making a difference to people’s lives.

1.5 Oldham is in the process of developing a local LD strategy for the borough, now that the context and strategic priorities have been set by GM. This report provides an outline of the Oldham strategy work that has taken place to date and a summary of the actions to be delivered on over the coming 12 months, across all 10 priority areas.

2 Current Position

2.1 The Oldham LD strategy aligns to the GM priorities, with 10 work streams each with a named responsible lead. The named leads for each programme of work are in the table below:

Priority Area	Responsible Lead
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Strategic Leadership	Mark Warren – Oldham DASS/Managing Director Health & Adult Social Care Community Services
Advocacy	Camilla Guereca – Chief Executive, Oldham Personal Advocacy Limited
Bespoke Commissioning	Jo Charlan – Planning and Commissioning Manager, Oldham Cares
Belonging	Camilla Guereca – Chief Executive, Oldham Personal Advocacy Limited
Good Health	Gary Flanagan – Senior Commissioning Business Partner for Mental Health and LD, Oldham Cares John King – Clinical Team Manager LD Directorate, PCFT
Homes for People	Diane Taylor – Associate Director, MioCare Group
Employment	Charlotte Walker – Head of Service: Adults LD and Autism Service and Integrated Discharge Team
Workforce	Emma Gilmartin – HR Business Partner, OMBC
Early Support for Children and Young People	Cllr. Marie Bashforth – Deputy Cabinet Member for Health and Social Care
Justice System	John King – Clinical Team Manager LD Directorate, PCFT

2.2 The sections below outline the key actions for each work stream, with timescales for delivery (where known at this stage).

2.3 Strategic Leadership

This priority is focused on ensuring that there is the right strategic leadership to support a reduction in inequality across Greater Manchester. The Oldham actions are as follows:

Actions for Oldham
Action 1: Implement the GM LD strategy locally and embed the principles in what we do

Progress to date:

- The LD strategy forms a key part of the LD Partnership Board (LDPB) agenda with work stream leads presenting their priority areas.
- Head of Service for LD has been appointed to provide strategic leadership and oversee integration of community team. An LD away day was held on 10th October to review and improve the accommodation process.
- Work stream leads attend the GM LD Delivery Group and have presented on Oldham's strategy

- At the request of LDPB, a formal audit of the integrated team and commissioning arrangements has been undertaken and is forming an overarching work plan for the Head of Service.

2.4 Advocacy

The aim of this work stream is primarily to support more children, young people, and adults with a learning disability, as well as their family and friends, to have the confidence and skills to speak up for themselves and their peers.

Actions for Oldham
Action 1: Skill development for self-advocates- through accessible training opportunity delivered at a time, place and pace identified by them
Action 2: Identify opportunities for people to have a meaningful voice in matters which affect them e.g. LDPB sub groups, consultations Identify good practice in other localities and see if this model could be replicated/adapted for Oldham self-advocates
Action 3: Identify good practice for the development and sustainability for citizen advocate partnerships and see how this model might work in Oldham.
Action 4: Work with partners to identify ways in which existing groups of self-advocates can contribute to decision making processes – e.g. MioCare and Keyring groups
Action 5: Review accessible information about the different types of advocacy available in Oldham and agree how to make sure people know about it. Liaise with other localities to see what they are using

Progress to date:

- It has been identified that there is a need for a skills delivery programme for self-advocates, that is delivered through accessible training opportunities delivered at a time, place and pace identified by them. The first skills session lead by OPAL was delivered on the 26th September. The meeting in October has a focus on employment, listening to the views of the group on what should be included in a supported employment service and the barriers that people face trying to enter the job market
- Meeting held with Stockport Advocacy as an area of good practice, with a view to understand ways to develop and sustain strong citizen advocate partnerships. During Q3 and Q4 of this year this work stream will explore potential for developing or adopting elements of this model in Oldham.
- ‘Speakeasy’ sessions are planned for October to March. Each session will focus on one theme from the strategy and feedback from the session will be presented to the LDPB. Challenge will be made to LDPB on the basis of ‘we said, what did you do?’ The speak easy sessions are aligned to the work streams with invites extended to the relevant people involved.

2.5 Bespoke Commissioning

This priority is about bespoke support being provided for people with a learning disability where possible – i.e. support designed ‘with me and for me’. This work stream recognises

the importance of ensuring high quality, value for money support for people. The self advocates involved at the start emphasized that areas should 'always expect and plan for the unexpected so there are fewer crisis situations'.

Actions for Oldham
Action 1: Fully embed the Greater Manchester Flexible Purchasing System (FPS) in LD commissioning
Action 2: Develop an Oldham FPS to enable a more dynamic commissioning process for commissioning services within the Borough
Action 3: Continue to review complex cases jointly between health and social care at Complex Case Forum (CCF) to ensure joint working to achieve the best outcomes for people with learning disabilities
Action 4: Working with care and housing providers collectively, to ensure that there are the best care and accommodation offer is available for people with LD (links with housing theme)
Action 5: Implement better embedding of personalisation based on strength based conversations with individuals to commission differently

Progress to date:

- FPS is being used to support procurement of placements for people, although it is recognized that there are still challenges in utilizing the new system. This has been addressed at the LD accommodation workshop held in October and will be built into the revised accommodation pathway.
- Bespoke commissioning arrangements are discussed at the monthly Complex Case Forum (CCF) and some good examples of very person-centred approaches implemented for people who have been discharged from hospital placements (e.g. extensive adaptations at home). Further work has been undertaken to join up the work of CCF and the monthly accommodation panel to identify areas of joint working.
- Reviewed and revised the pen picture template to enable practitioners to enhance the information they provide to potential care organisations.
- First steps to explore new housing opportunities have been taken, with meetings held with care providers and potential landlords for supported living. There is a planned survey of providers regarding fees and numbers of customers.
- Linked in to the assistive technology strategy in development to understand how we can use technology to help increase independence for people
- Work has begun on exploring the new options for supported living (links with the housing theme) and how this would provide opportunities to use the FPS in a localised way.

2.6 Belonging

The focus of this work stream is on reducing inequalities in the individual right to have a great life – ‘belonging not isolation’.

Actions for Oldham
Action 1: Promote the Learning Disability Friend project 'Bridge that Gap' to recruit members in existing community groups who will welcome people with learning disabilities increasing the opportunities for people to take part in activities within their community. We will use our extensive range of partners to help us promote this piece of work and to gain access to groups in Oldham.
Action 2: Recruit co presenters (self-advocates) to deliver awareness sessions for learning disability friends
Action 3: Publicise information about groups with 'learning disability friend' on our website in a format which is easy to access and understand.
Action 4: Promote and publicise opportunities for people to make friends in Oldham (including Meet and Match)

Progress to date:

- Information on the LD and autism friends scheme has been launched. The website has been launched by OPAL and 25 groups in Oldham are now ‘LD/Autism friends’.
- The LD/autism friend scheme will be further promoted at the planned ‘speakeasy’ events during Q3

2.7 Good Health

This priority was identified as one of the key areas in the ‘100 Day Challenge’ and as a result there are several actions. The overarching aim of this priority is to reduce health inequalities for people with a learning disability. The actions include improving annual health check uptake, learning from the Learning Disability Mortality review (LeDeR), improving access to mainstream services, reducing the use of medication, and improving experiences for people with a learning disability.

Actions for Oldham
Action 1: Work with self-advocates, families and providers to ensure people are on GP register
Action 2: Increase the number of people with LD getting an Annual Health Check
Action 3: Review how health and social care services coordinate to ensure good health for people with a learning disability
Action 4: Work with our care providers to assess their practice for people with a learning disability using the NHSI LD Assessment Toolkit
Action 5: Assess policies in GP practices in relation to people with a learning disability to ensure reasonable measures are made where necessary

Action 6: Promote the triangle of care model in services to ensure carers views are heard
Action 7: Ensure carers needs are taken into account
Action 8: Ensure health care staff are trained and understand the MCA and used appropriately including best interest assessments
Action 9: Identify and address any health inequalities in health services in Oldham
Action 10: Ensure hospital passports are up to date and are used appropriately by health care staff.
Action 11: Implement changes to service provision from the findings of the LeDer review
Action 12: Ensure patient's views are central to care provision
Action 13: Review communication between health and social care services
Action 14: Staff, families and carers are aware of Safeguarding, their role and how to report.
Action 15: Focus on prevention
Action 16: Develop strategies to encourage people with a learning disability from BAME groups engage with health services
Action 17: Promote STOMP (stop over medicating people with a learning disability or autism)
Action18: Promote awareness of the complications that can be caused by constipation
Action 19: Promote the Red Flag Project
Action 20: Review cancer screening promotion for people with a learning disability
Action 21: Promote self-directed care to people with a learning disability so that they are aware of Personal Health Budgets and Direct Payments.

Progress to date:

- Facilitated work between CLDT and BI team at the CCG to agree how information from various systems (Paris, Mosaic and EMIS) can be brought into one register to ensure accurate representation of people in Oldham who have an LD
- Standards for GPs on completion of health checks have been completed and are ready for circulation to Oldham practices
- Pennine Care have commenced a relaunch of the 'triangle of care' model
- Meeting held with Oldham Carer's Service and primary care leads to improve the carer's register, with a plan to develop a checklist for surgeries to proactively identify and support carers

- Added a KPI for social care services to ensure all service users have an up to date hospital passport
- Approved national funding for continuation of LeDeR reviews in Oldham, but importantly to support implementation of the recommendations. Event to be planned for during Q3.
- Dedicated pharmacist working with four GP practices to reduce level of prescribing of anti-psychotic medication

2.8 Homes for People

This priority is about supporting people with a learning disability to gain confidence and understand what housing options are available, and help people plan for the future, and live in a place they can call home.

Actions for Oldham
Action 1: Develop local accommodation strategy for people with LD: Analysis need of adults with LD; Analysis of needs of children in transition; Analysis of current supply accommodation by type, tenure, landlord; Identify gaps in supply
Action 2: Develop new housing options framework for bespoke accommodation
Action 3: Develop support service framework for care to support living arrangements
Action 4: Develop local protocol for new accommodation in Oldham to ensure best provision at reasonable cost
Action 5: Implement GM protocol for moves between boroughs
Action 6: Develop processes around accessing new provision and advice and support for individual to understand their housing options
Action 7: Improve working with Children's services around transition

Progress to date:

- Development of purpose built, 20 apartment site 'Holly Bank':
 - LD service and MioCare collaborating to support the first group of people to move in, and this is expected to be in Q4. Assessments have been completed, and there is close involvement with individuals and families, housing, client finance and others to enable smooth transitions and positive outcomes
 - Second group of potential residents to be determined for next phase – this is in draft and MioCare are commencing the assessment process over the next month
 - Reflection on process and levels of collaboration to commence from November and will include feedback from the first group of residents.
- Development of Shared Lives scheme for Oldham with additional investment to support. Over the next 12 months there will be a greater emphasis placed on future recruitment drives for Shared Lives carers, and the MioCare team are in the process of advertising a 12 month secondment for a Transition Care Coordinator to

work specifically with this cohort of service users and foster carers who have a working knowledge and experience of transitional working.

- In addition to the recruitment/approval of potential foster carers identified through the transition work the scheme will continue to actively recruit, approve and train carers who have expressed an interest in working with vulnerable adults with varying needs.
- Work shop held with relevant stakeholders on accommodation process, including links to Complex Case Forum, and utilization of the FPS. MioCare are in agreement with the suggested pathway and will have a greater involvement including invite to Complex Case Forum.
- There is an Oldham Cares accommodation strategy in development and expected in Q3. Commissioning options for supported living are to be agreed in Q4 this year. Integration of specialist allocations/support within housing is to be agreed and developed.
- Work has begun on the process to retender supported living for people with learning disabilities. A consultation exercise has been undertaken to gain the options of people currently in supported living.

2.9 Employment

The focus of the employment work stream is to increase the number of people with a learning disability and autism in employment, traineeship or apprenticeship.

Actions for Oldham
Action 1: Map the resources currently working to support people with a Learning Disability into employment
Action 2: Meet with all partners across Oldham Cares to launch the working health programme to support people with a Learning Disability into employment
Action 3: To increase awareness of the access to work programme across all partners , operational teams, service users and carers
Action 4: Review exiting contracts to ensure there is an employer lead approach in terms of social value, which is audited and monitored
Action 5: Review the employment engagement strategy for Oldham, with an emphasis on targeting small to medium employers to engage in supporting people with a Learning Disability into employment.
Action 6: Devise a business disability tool kit, to engage local businesses in working in accordance with employment engagement strategy.
Action 7: Oldham to work with GM in the development of the service with the aim of providing a specialist employment service by the end of 2019.
Action 8: Engagement with schools to ensure schools are aware of the local strategy
Action 9: One story across all partners, ensuring performance is measured accordingly and consistently

Action 10: Communication of success stories with the implementation of one local comms strategy

Progress to date:

- Commenced mapping exercise to understand the number of adults with learning disabilities in Oldham who are in work
- Get Oldham Working have focused on targeted employment with 5 traineeships for people with LD
- Royal Oldham Hospital have agreed to recruit 10 people with a LD
- 32 people have been identified within the caseload of adults know to the specialist LD team who could be supported to access employment
- Initial discussions on the approach to transitions have started with a view to establishing joint working principles specific to the CHC framework application and processes. The intention is to mirror such principles within social care and education.
- Work is underway with the DWP and wider local working group on the intention to hold a focused jobs fair for adults with LD. There is work underway with POINT and SEND colleagues on the training of employers for adults with autism.
- In the next 12 months, this work stream will:
 - Map the resources currently working to support people with a LD into employment
 - Meet all partners across Oldham Cares to relaunch the Working Well programmes to support people with a LD into employment
 - Increase awareness of the access to welfare to work programme across all partners, operational teams, service users and carers
 - Review existing contracts to ensure there is an employer led approach in terms of social value, which is audited and monitored
 - Review the employment engagement strategy for Oldham, with an emphasis on targeting small to medium employers to engage in supporting people with an LD into employment
 - Devise a business disability tool kit, to engage local businesses in working in accordance with the employment engagement strategy
 - Work with GM in the development of the Working Well Specialist Employment Service
 - Communicate success stories with the implementation of one local comms strategy.

2.10 Workforce

The driving principle for this priority is to remember that ‘it’s everyone’s job’ – it is important that we work with mainstream universal health services to ensure that people with a learning disability are able to access services – there needs to be a skilled workforce and good quality providers.

Actions for Oldham

Action 1: Undertake a workforce audit in order to assist us in expediting integration

Action 2: Make use of the information received through the audit to identify any practice issues/development requirements and expectations which will form part of an action plan for delivery
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Progress to date:

- Completed the service audit as part of the joint LD review. This sets out the findings, recommendations, actions and responsibilities across a range of areas including:
 - Transitioning the GM LD strategy into local plans and reporting to stakeholders
 - Governance and decision making
 - Commissioning arrangements
 - Workforce strategy and development
 - Systems, policies and procedures
- Secured funding for specific training on Mental Capacity Assessments and Court of Protection Deprivation of Liberty (COP DoL) processes.

2.11 Early Support for Children and Young People

It is important that this work stream strengthens and delivers on joint working between SEND, CAMHS and children's social care leads to improve services for children and young people and their families. Ultimately this priority is about people getting the right help as early as possible, and adopting a whole family approach where possible.

Actions for Oldham

Action 1: Support the implementation of the local action learning set action plan as part of the SEND review
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Action 2: Engaging with the published written statement of action in relation to SEND for children and young people following the recent Ofsted/CQC inspection, and subsequent action and implementation plans.

Action 3: Support the implementation of the Oldham Joint Autism Strategy 2016 - 2019.

Action 4: Development of a joint commissioning strategy children and adults through CAMHS

Action 5: Increase take up of health checks - now offered age 14+ joint approach with adults
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Action 6: Transforming care - complex case forum convened

Progress to date:

- Complex Case Forum is now all-age with the relevant representatives from children's services.

- Transitions sub group of the Safeguarding Board has been established, following a recognition of a need for a more inclusive way of supporting young people and families up to 25
- Head of Service for LD is working closely with SEND colleagues on reviewing Educational Health and Care (EHC) cases and joint approaches to case work and culture change.

2.12 Justice System

There is currently an inequality in how people with learning disabilities are represented and treated fairly when navigating the justice system.

Actions for Oldham
Action 1: we will strengthen links with Mentally Vulnerable Offenders Panel to ensure that people with LD who are offending are identified & redirected to therapeutic services, where appropriate.
Action 2: Identify and organise appropriate training within the Team around understanding CJS, risk, formulation and promoting positive risk taking.
Action 3: Ensuring that people with LD who are at risk of offending receive early intervention for health & social care and we focus on preventative work
Action 4: Develop better links with other stakeholders, Probation CJMHT, GMP etc

Progress to date:

- CLDT leads have met with GMP and agreed to provide Learning Disability Awareness Training to existing officers and new officers completing training. This is being scheduled for early 2020.
- There is now consistent CLDT representation at the Mentally Vulnerable Offenders Panel – ensuring that people with LD are identified and redirected to therapeutic services where appropriate. The team is ensuring that there is a social work lead for justice.

2.13 The Oldham strategy will align to several wider strategies, policies or guidance documents at a GM or national level. Some examples of this are provided below (not comprehensive):

- The NHS Long Term Plan has a section for Learning Disability and Autism that makes the following promises:
 - Action will be taken to tackle the causes of morbidity and preventable deaths in people with a learning disability and for autistic people
 - The whole NHS will improve its understanding of the needs of people with learning disability and autism, and work together to improve their health and wellbeing
 - There will be tests to implement the more effective ways to reduce waiting times for specialist services
 - Where possible, people with a learning disability, autism or both will be enabled to have a personal health budget (PHB)
 - Increased investment in intensive, crisis and forensic community support
 - Focus on improving the quality of inpatient care across the NHS and independent sector

- *Improving identification of people with a learning disability: guidance for general practice* (NHS England and Improvement)¹ will support the **Good Health** work stream with options to improve reasonable adjustments in primary care and support increased uptake in annual health checks
- *A vision and priorities for people with learning disability and autism: A joint plan between LGA Care and Health Improvement Programme and ADASS* – a strategy from the LGA that sets out the shared priorities for improvement, proposing outcomes to be achieved and how these would be measured and how we will involve experts by experience and the wider partnership
- Greater Manchester Integrated Health and Justice Strategy that is in development to inform and enhance the way in which we understand and address the health, care and criminal justice factors that can lead to life-long poor physical and emotional health, and reduced life-expectancy, for people who are seen in the criminal justice system, as offender or victim. This will support our local **Justice System** work stream.
- *Making Greater Manchester Autism Friendly 2019-2022* (Greater Manchester Health and Social Care Partnership)² – Ensuring that where there is crossover between LD and autism strategies that there is no duplication and best practice can be shared where applicable.
- *Learning Disability Mortality Review (LeDeR) Programme: Action from Learning* (NHS England)³ provides guidance on service improvements across acute hospitals, community teams, primary care and for family and paid carers. Oldham is ensuring that all local findings are embedded in the strategy action plans and are clearly identified.

3 Options/Alternatives

3.1 Not applicable

4 Preferred Option

4.1 Not applicable

5 Consultation

5.1 Not applicable

6 Financial Implications

6.1 At this stage of the Oldham LD strategy, any financial implications of the actions summarized in this report have not yet been determined. It is expected that the majority of actions will be ‘cost neutral’ and are focused more on changes in practice and process, behaviours etc. Any financial implications that come out of the LD strategy work will be taken through the relevant Oldham Cares governance and decision-making processes.

7 Legal Services Comments

¹ <https://www.england.nhs.uk/wp-content/uploads/2019/10/improving-identification-of-people-with-a-learning-disability-guidance-for-general-practice.pdf>

² <http://www.gmhsc.org.uk/wp-content/uploads/2019/03/GMHSCP-Autism-Doc-FINAL.pdf>

³ <https://www.england.nhs.uk/wp-content/uploads/2019/05/action-from-learning.pdf>

7.1 Not applicable

8. **Co-operative Agenda**

8.1 Advocacy services have a positive impact on the environment and the health and safety of both people receiving the services and the wider community. The service helps to ensure that people who are at risk of social exclusion are able to remain safe and independent in their community.

8.2 The approach to redesigning Supported Living service provision has been one that supports people to become more independent, and aims to reduce the amount of formal health and social care required, thus improving longer-term health and wellbeing outcomes for individuals.

9 **Human Resources Comments**

9.1 The workforce work stream is led by the HR Business Partner for OMBC and will ensure HR consideration is given to all elements of the strategy.

10 **Risk Assessments**

10.1 There will need to be a full risk management process for the LD strategy. At the time of writing this report, this is not developed enough to share.

11 **IT Implications**

11.1 Any IT implications for the implementation of the LD strategy will need to be fully determined. The strategy has identified that there are IT implications in some areas such as coordinating data across various systems to understand LD registers in GP practices.

12 **Property Implications**

12.1 At this stage of the strategy, any property implications are not yet determined.

13 **Procurement Implications**

13.1 At this stage of the strategy, any procurement implications are not yet determined.

14 **Environmental and Health & Safety Implications**

14.1 At this stage of the strategy, any environmental and health and safety implications are not yet determined.

15 **Equality, community cohesion and crime implications**

15.1 All elements of the LD strategy are based on delivering equality for people with LD. This is summarized for some of the work stream areas below:

Priority Area	Equality Ambition
Advocacy	Reducing inequalities in being heard
Bespoke Commissioning	Reducing inequalities in control – support designed with me and for me

Good Health	Reducing health inequalities
Belonging	Reducing inequalities in my right to have a great life
Homes for People	Reducing inequalities in getting a good home
Employment	Reducing inequalities in getting a paid job

16 **Equality Impact Assessment Completed?**

16.1 No

17 **Key Decision**

17.1 No

18 **Key Decision Reference**

18.1 Not applicable

19 **Background Papers**

19.1 Not applicable

20 **Appendices**

20.1 Not applicable