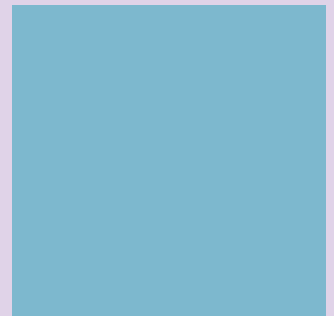




HM Government

Valuing People Now: The Delivery Plan

'Making it happen for everyone'



DH INFORMATION READER BOX

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1. Introduction



- 1 *Valuing People Now* sets out the Government's strategy for people with learning disabilities for the next three years. The strategy sits within the context of the transformation agenda for adult social care, set out in *Putting People First*.¹ There are strong links with other national strategies and initiatives such as, *Aiming High for Disabled Children*,² the Carers' Strategy,³ the consultation on *No Secrets*,⁴ Local Involvement Networks (LINKs) and the forthcoming Adult Social Care Workforce Strategy, and Dementia Strategy.
- 2 Making it happen is a task for national and local government, the NHS, housing providers, employment specialists, other statutory agencies, advocacy groups and the community, voluntary and independent sectors. At every stage, locally and nationally, it is vital that people with learning disabilities and family carers are fully involved.
- 3 Making it happen will require leadership at all levels and across all agencies, public and private. It will mean best practice being understood and implemented everywhere. Making it happen means a greater focus on understanding needs locally and developing commissioning strategies to support individual choice. It means working in partnership to share information, both to support individuals and to plan future services. Making it happen means focusing on performance management, using data and the experience of individuals with learning disabilities and their families.
- 4 Making it happen for everyone means paying particular attention to those with the most complex disabilities, individuals whose behaviour challenges services, those from minority ethnic communities, people on the autistic spectrum and people with learning disabilities who offend.
- 5 This Delivery Plan sets out the governance structure and the actions, with timescales and responsibilities, that will be taken to support the implementation of *Valuing People Now*, nationally, regionally and locally. It describes the role and responsibilities of the Office of the National Director, the Deputy Directors of Social Care and Partnerships, the Valuing People leads in the regions, the National Forum for People with Learning Difficulties and the National Valuing Families Forum. It

1 *Putting People First: A shared vision and commitment to the transformation of Adult Social Care*, Department of Health (2007)

2 *Aiming High for Disabled Children: Better Support for Families*, HM Treasury/Department for Education and Skills (2007)

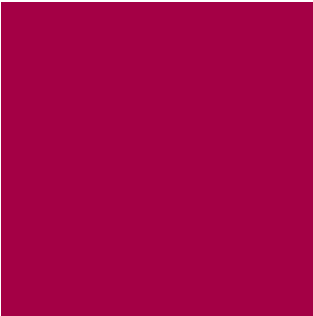
3 *Carers at the Heart of 21st Century Families and Communities*, Department of Health (2008)

4 Safeguarding adults: a consultation on the review of the 'No Secrets' guidance
www.dh.gov.uk/en/Consultations/Liveconsultations/DH_089098

provides a timetable on the availability of best practice guidance and the arrangements to ensure that this is easily available and disseminated.

- 6 The Delivery Plan highlights the key priorities for 2009-10, in addition to the work that will be ongoing throughout the next three years. The plan will be updated annually as part of a yearly review of the implementation of *Valuing People Now*.

2. Key priorities for action: 2009–10

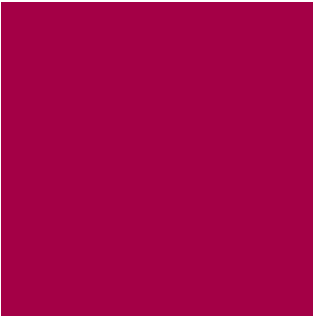


7 For each of the next three years, key priorities will be set in order to ensure that *Valuing People Now* is implemented and embedded in all areas. Progress will be reviewed at the end of each year, and that review will inform the setting of priorities for the subsequent years. National and regional support for local implementation will focus on the annual priorities.

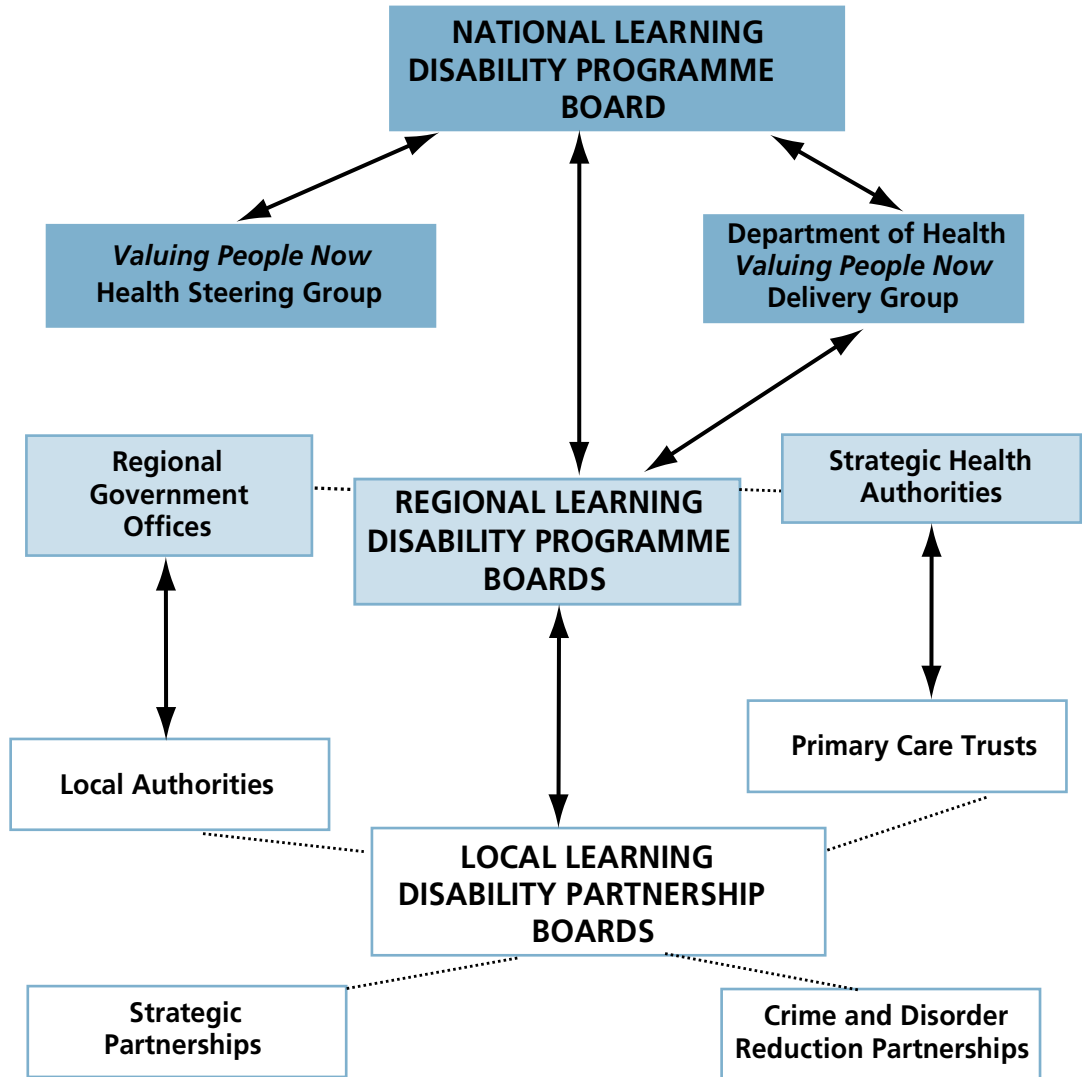
8 For 2009-10 the key priorities are:

- to raise awareness of *Valuing People Now* across national and local government, private and voluntary sectors, and within wider society
- to have an effective Learning Disability Partnership Board operating in every Local Authority area
- to secure access to, and improvements in, healthcare, with Strategic Health Authorities and Primary Care Trusts (PCTs) responsible for, and leading, this work
- to increase the range of housing options for people with learning disabilities and their families, including closure of NHS campuses
- to ensure that the Personalisation agenda is embedded within all local authority services and developments for people with learning disabilities and their family carers, and is underpinned by person centred planning
- to increase employment opportunities for people with learning disabilities

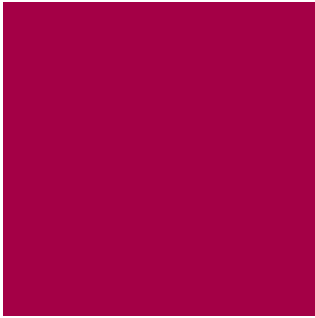
3. The governance structure



- 9 In order to secure and monitor the delivery of *Valuing People Now*, the Department of Health (DH) has established a National Learning Disabilities Programme Board. With cross-Government representation and involvement from people with learning disabilities and family carers, it will link to the new Regional Learning Disability Boards and, through them, to all local Partnership Boards. It will monitor progress, highlight best practice and work to remove barriers to successful implementation.
- 10 The diagram on page 8 sets out the core governance structure for securing the delivery of *Valuing People Now*, along with the local and regional connections.
- 11 The terms of reference, and the proposed membership, for the Regional Boards are given in appendix 1. The National Forum for People with Learning Difficulties and the National Valuing Families Forum will provide representation on these boards, via their respective regional structures, thus ensuring that people with learning disabilities and family carers are represented at all levels.
- 12 Appendix 2 gives the terms of reference and the membership of the DH Delivery Group. Working across DH and with other government departments, the Delivery Group will play a key role in ensuring effective commissioning of work to support the *Valuing People Now* programme and the dissemination of best practice.



4. The leadership challenge



- 13** Making *Valuing People Now* happen will take leadership across the Government, Local Authorities, the NHS, the voluntary and private sectors and other statutory agencies. Local Authority Cabinets, Primary Care Trust Boards, Acute and Mental Health NHS Trust Boards, Strategic Partnerships and Crime and Disorder Reduction Partnerships all have key roles to play if people with learning disabilities are truly to take their place in society as citizens, with the same opportunities for good health, housing, jobs and leisure opportunities and freedom from harassment, crime and discrimination.
- 14** In order to support awareness raising and national and local leadership action the Department of Health will:
- produce a Resource pack, including a DVD, about *Valuing People Now*, to be circulated widely across local government, the NHS, the voluntary and private sectors **(March 2009)**
 - ensure that the National Learning Disability Programme Board, involving people with learning disabilities and their families, acts as an effective, co-ordinating cross-Government body to secure and monitor the delivery of *Valuing People Now* **(2009-10)**
 - work with the Local Government Association, the Improvement and Development Agency for local government (IDeA) and the NHS Confederation to deliver a series of targeted events for Local Authority members and non-executive directors of NHS Trust Boards **(March-December 2009)**
 - work with the Care Quality Commission and the Audit Commission to inform their work in relation to Comprehensive Area Assessments **(Ongoing)**
 - take account of the results of the work commissioned, in preparation for the forthcoming Green Paper, on the demographic profile of the population of people with learning disabilities, in order to inform future policy and spending proposals **(2009)**
 - make links with the Strategy for Housing in Ageing Society,⁵ the Carers' Strategy, the offender health and social care strategy⁶ and the work commissioned by the Learning Disability Coalition to inform future policy and spending proposals **(2009)**

5 *Lifetime Homes, Lifetime Neighbourhoods: A National Strategy for Housing in an Ageing Society*, Communities and Local Government (Department of Health) Department for Work and Pensions (2008)

6 *Improving Health, Supporting Justice: A Consultation Document – A Strategy for improving health and social care services for people subject to criminal justice system*, Department of Health (2007)

- commission scoping work, with other government departments as appropriate, on the collation of existing data on people with learning disabilities and family carers. This will include data on age and gender, as well as on people with complex needs and those from black and minority ethnic communities. The scoping study will then be used to identify gaps and action **(June 2009)**

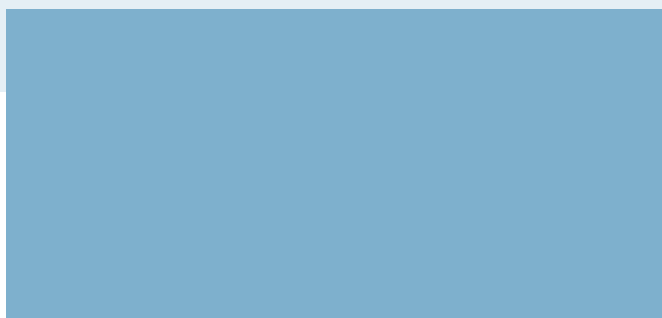
5. The Office of the National Director



- 15 The role of the National Directors, and their Office, is to lead and support the delivery of *Valuing People Now*. The National Director, working with a team of national programme leads, will continue to work across government to support the implementation of *Valuing People Now*. Ongoing full involvement of people with learning disabilities and family carers will be a central element of the work programme led by the Co-National Director. The Office of the National Director will be a national resource to support best practice locally and to collect information about progress made in implementation.
- 16 The Office of the National Director will:
- lead the delivery of *Valuing People Now*
 - promote cross-government working
 - ensure that strategies to support the delivery of PSA16 are in place
 - continue to support the National Forum for People with Learning Difficulties
 - continue to support the National Valuing Families Forum
 - continue to support the National Advisory Group on Learning Disability and Ethnicity
 - support and facilitate the National Learning Disability Programme Board
- 17 Specific actions include the following:
- complete the appointment process for the Co- National Director **(February 2009)**
 - develop the website www.valuingpeople.gov.uk to provide a comprehensive information base **(April 2009)**
 - appoint a team of specialists to lead work around Housing, Employment, Family Carers, Transition, Advocacy, Health (to include people with complex needs) and Ethnicity, as well as other work programmes **(April 2009)**
 - develop a database to monitor and support progress in the implementation of *Valuing People Now* drawing on information from the Care Quality Commission, the NHS Information Centre for health and social care and the work of the Valuing People Regional Leads **(scoping work: July 2009-2010)**

- commission and produce best practice guidance and toolkits to help develop the capacity and capability of services that support people with learning disabilities **(2009-2010)**
- produce an annual report on the implementation of *Valuing People Now* to March 2010, including an updated delivery plan **(annually, starting from April 2010)**
- produce a quarterly newsletter for Partnership Boards, self-advocacy groups and family carer groups **(beginning April 2009)**

6. The National Forum for People with Learning Difficulties

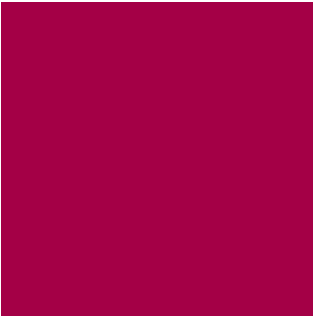


- 18** The National Forum for People with Learning Difficulties is the national and regional voice of people with learning disabilities across government. Led by people with learning disabilities, and with representation from each of its nine regional forums (see appendix 3 for its structure), it provides advice to the Department of Health and other government departments, on the issues for people with learning disabilities.
- 19** Established as part of *Valuing People*⁷ in 2001, the National Forum seeks to raise the profile of learning disability issues nationally, regionally and locally. It has its own work plan, and provides leadership, advice and representation across a variety of national, regional and local bodies, events and work groups, including the National Learning Disability Programme Board, on which its two Co-Chairs sit. The National Forum has built good links with the wider self-advocacy movement over the past eight years.
- 20** The Department of Health has commissioned support for the National Forum for the next three years, and will work closely with them to ensure that people with learning disabilities are involved in implementing *Valuing People Now* and that this strategy reaches everyone.
- 21** The National Forum has agreed the following work priorities for 2008-9:
- Health
 - Advocacy
 - Community Lives (including Hate Crime, access to leisure services, Housing and Individual Budgets)
 - Transport

The National Forum will agree a programme of work focused on these priorities **(June 2009)**

⁷ *Valuing People: A New Strategy for Learning Disability for the 21st Century*, Cm 5086, Department of Health (2001)

7. The National Valuing Families Forum

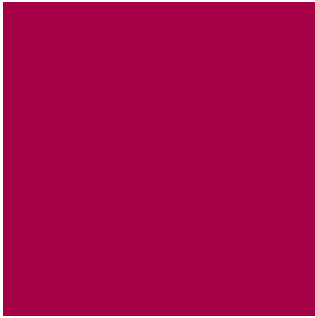


- 22** The National Valuing Families Forum was established in 2007 as a result of co-ordinating the Valuing People team regional networks. Its purpose is to ensure that the things that are important to family carers of people with learning disabilities are heard at government level. Most members are family carers, and they are active in supporting other families. The National Family Carer Network and carers' organisations are also members, and representatives from the National Forum for People with Learning Difficulties attend their meetings. There are Regional Family Carer Networks, supported by the Valuing People Regional Leads, to ensure that family carers involved with local Partnership Boards as well as other interested families can come together to share information and get support. The Regional Networks nominate representatives to the National Valuing Families Forum (see Appendix 4 for its structure).
- 23** The National Valuing Families Forum has agreed the following priorities for 2009:
- building and sustaining the capacity of mainstream carers organisations to meet the needs of family carers of people with learning disabilities
 - supporting people with learning disabilities who are carers
 - supporting families from black and minority ethnic communities
 - supporting older family carers.

The National Valuing Families Forum will agree a programme of work focused on these priorities **(June 2009)**.

Specific action in relation to developing the capacity of mainstream carers' organisations is in the section of this Delivery Plan entitled 'Including Everyone'.

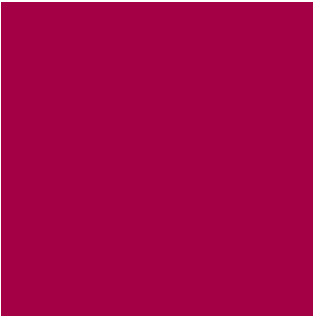
8. Regional action and support



- 24** The Department of Health has increased its presence in the regions by appointing regional Deputy Directors of Social Care and Partnerships, based in the Government Offices and with close links to Strategic Health Authorities. The role of the Deputy Regional Directors, with their teams, is to support at regional level the transformation of adult social care, as laid out in *Putting People First* and specific national strategies including *Valuing People Now*. The Valuing People Regional Leads are now part of those regional teams.
- 25** The Deputy Regional Directors and the Valuing People Regional Leads will:
- work with the Association of Directors of Adult Social Services (ADASS), Strategic Health Authorities and the Government Offices to ensure there is an effective Regional Learning Disability Programme Board, with meaningful representation from people with learning disabilities and family carers **(April 2009)**
 - establish a regional delivery plan to respond to the national delivery plan and the key priorities. For 2009-2010, these are:
 - to have an effective Partnership Board in every local authority area
 - to secure access to, and improvements in, healthcare, with Strategic Health Authorities and Primary Care Trusts responsible for, and leading, this work
 - to increase the range of housing options for people with learning disabilities and their families, including closure of NHS campuses
 - to ensure that the Personalisation agenda is embedded within local authority services and developments for people with learning disabilities, and is underpinned by person centred planning and support
 - to increase employment opportunities for people with learning disabilities
 - one additional regional priority to be agreed by the Regional Learning Disability Programme Board
 - plan regional events to raise awareness of *Valuing People Now*, ensure the dissemination of good practice, key data and information, and monitor agreed regional expenditure **(2009-10)**

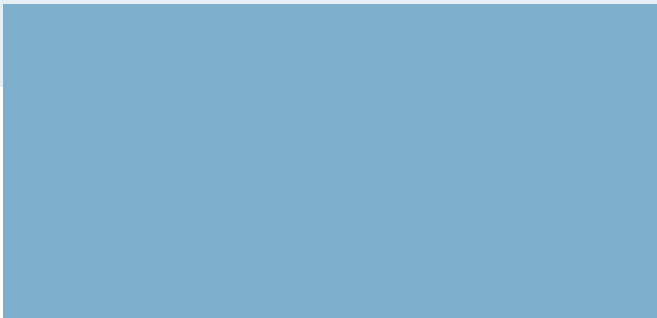
- support their Regional Programme Board in producing an annual report for the National Programme Board, signed off by people with learning disabilities and family carers who are members of the Board **(beginning April 2010)**

9. The role of partnership boards



- 26** Effective Partnership Boards are central to the strategic planning, commissioning, delivery and performance management of services for people with learning disabilities and their families. Based on strong commitment, and with senior membership from Local Authorities and Primary Care Trusts, they have sufficient information and authority to oversee and monitor the delivery of *Valuing People Now* locally.
- 27** In order to support the development of effective Partnership Boards in every area:
- the DH, through the Office of the National Director, will revise and reissue best practice guidance and other resources for Partnership Boards, including toolkits for carrying out an equalities impact assessment, collection of local data, commissioning and performance management **(April 2009)**
 - the DH, through the Office of the National Director, will develop a national self-assessment tool to enable Partnership Boards to benchmark their performance and work programmes **(June 2009)**
 - local prison partnership boards will monitor the effective delivery of services for learning disabled offenders
 - the DH, through the Office of the National Director, will evaluate and review the Partners in Policymaking programme and identify ways to make it stronger and more effective in encouraging people with complex needs, people from black and minority ethnic communities, and family carers to be active members on Partnership Boards, national and regional forums, and self-advocacy groups **(by June 2009)**
 - Valuing People Regional Leads will facilitate mentoring arrangements between Partnership Boards to share best practice **(February-December 2009)**
 - each local Partnership Board will produce an annual report for their Regional Board, signed off by people with learning disabilities and family carers who are members of the Partnership Board **(beginning March 2010).**

10. Including everyone – and the Equalities Agenda

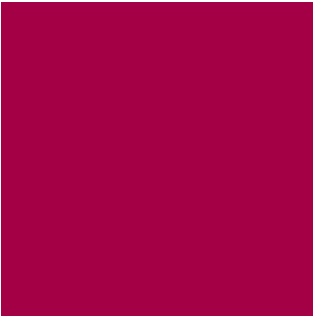


- 28 A key objective of *Valuing People Now* is to ensure that all people with learning disabilities and their families benefit from the policy. This includes people with complex needs, including those whose behaviour challenges services, people from black and minority ethnic groups, people on the autistic spectrum and offenders in custody and in the community. The strategy also highlights the vital importance of family carers as key partners in delivery, as well as people with their own needs and lives.
- 29 The needs of children with learning disabilities are mostly met through Children's Services, and *Aiming High for Disabled Children* sets out the policy objectives. There is a clear and important role for Children's Services, schools and the NHS in developing aspirations throughout childhood and in the transition to adult services.
- 30 In response to the wider Equalities Agenda, and as a direct result of carrying out an Equalities Impact Assessment for the development of *Valuing People Now*, this delivery plan also includes actions to ensure that the strategy maximises its potential impact in the promotion of equality for specified groups, and mitigates the risk of an adverse effect on those groups. The six equalities areas are:
- i) disability
 - ii) ethnicity
 - iii) age
 - iv) gender
 - v) sexual orientation (and identity)
 - vi) religion or belief
- 31 The following actions will be taken:
- The DH, through the Office of the National Director, will commission work to support improvements in basic and best practice communication with people with the most complex needs **(commission in February 2009 and disseminate information in September 2009)**
 - The Department of Health, through the Office of the National Director, will scope work, using information currently available, to identify and support people with the most complex needs. This will then be used to generate models for local application **(commission work: February 09; disseminate information: summer 09)**

- The DH (Office of the National Director) will work closely with the National Advisory Group on Learning Disability and Ethnicity to develop a strand of work around ethnicity
- The DH (Office of the National Director) will commission a revision of *A Framework for Action on Ethnicity* and reissue this **(Autumn 2009)**
- The DH will publish an Autism Strategy for consultation **(2009)**
- The Office of the National Director will support the DH Offender Health team to roll out (across England): a one day training course to increase the understanding of front line prison staff **(Spring 2009)**; training materials for the prison officer induction course **(Summer 2009)**; a learning disability screening tool for use in prisons **(Summer 2009)** and a range of health promotion materials designed to be accessible to offenders with learning disabilities **(Autumn 2009)**
- The DH, through the Office of the National Director and working with the National Valuing Families Forum, has commissioned scoping work from the Princess Royal Trust for Carers and from Crossroads to improve mainstream support for family carers of people with learning disabilities, including carers of people with the most complex needs. Plans for the roll-out of this programme have been developed, and include the production of a toolkit for local implementation and training resources **(2009-10)**
- The DH, through the Office of the National Director and the Carers' Strategy Team, working with the Standing Commission for Carers, will ensure that family carers of people with learning disabilities are included in the implementation of the new national Carers' Strategy **(2009-10)**
- The DH, through the Office of the National Director, will commission the Challenging Behaviour Foundation and the Tizard Centre to lead a scoping exercise to develop better commissioning for individuals with behaviour that challenges services. This will include developing a national programme to support delivery of the recommendations in the Mansell Report (*Services for people with learning disabilities and challenging behaviour or mental health needs (DH revised edition 2007)*) **(scoping work 2009-10; National Programme 2010-11)**

- The DH, through the Office of the National Director, will carry out an additional scoping exercise, building on the Equalities Impact Assessment, to identify the specific Equalities issues in relation to *Valuing People Now*. This will then inform existing and further work strands to ensure that *Valuing People Now* promotes equalities, where possible (**scoping work March 2009**)

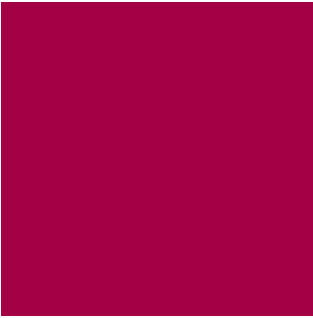
11. Personalisation – starting with the individual and their family



32 Personalisation is at the heart of the transformation programme for adult social care. Self-directed support, the InControl approach, and the use of direct payments and individual budgets have all demonstrated real improvements for individuals as they take control of the support they get to live the lives they want. Making this happen for people with the most complex needs, however, requires a more concerted approach. In order to ensure that all people with learning disabilities have greater control over their lives:

- The DH, through the Office of the National Director, will issue and disseminate new person centred planning guidance, aimed specifically at people with learning disabilities **(spring 2009)**.
- The National Directors for Learning Disabilities will work closely with the National Director for Transformation of Adult Social Care to ensure that people with learning disabilities and their families are fully included in the Transformation Agenda **(2009-10)**
- The DH, through the Valuing People Regional Leads and Deputy Regional Directors, will work in the regions to ensure that locally the Personalisation programme encompasses people with learning disabilities, including those with the most complex needs **(2009-10)**
- The Office of the National Director will work with the DH Personalisation programme team to identify how to engage providers at a national level so that they are better prepared for Personalisation and more responsive to enabling people with learning disabilities to have choice and control over their lives **(2009-10)**
- The Valuing People Regional Leads will work with the DH Personalisation programme team to identify specific issues and risks in relation to the impact of the Personalisation Agenda on people with learning disabilities and their families and to facilitate an action plan to address this **(2009-11)**
- The DH will continue to support InControl as a key partner in delivering the personalisation agenda **(2009-10)**

12. Having a life



Better Health

- 33** A key objective of Valuing People Now is to improve the access to, and the quality of, NHS services for people with learning disabilities. GP practices, Primary Care Trusts, Acute and Mental Health Trusts all have key roles in ensuring that their services are available and accessible, and take account of people's individual needs particularly around information and communication. There are also growing numbers of people with very complex health and social care needs, where a multi-disciplinary approach is essential if these needs are to be met.
- 34** The DH 'Promoting Equality' Steering Group will be renamed the 'Valuing People Health Steering Group' and will become a sub-group of the Learning Disabilities Programme Board. Working closely with the Office of the National Director, it will oversee progress in improving the quality of healthcare for people with learning disabilities. The steering group will have a particular focus on ensuring delivery of the commitments given in the Government's response to the Independent Inquiry report, *Healthcare for All*,⁸ and on supporting regional and local progress in responding to the Inquiry.
- 35** In order to ensure that high-quality healthcare is accessible to all people with learning disabilities:
- The DH will commission a scoping study for a Confidential Inquiry into the premature deaths of people with learning disabilities **(2009-10)**
 - The DH will commission the development of a Public Health Observatory (PHO) to collect, collate and analyse data regarding people with learning disabilities. The PHO will work closely with the NHS Information Centre to identify the practical changes needed to embed more systematic recording of learning disability within general practice, develop more consistent systems to ensure that information is shared with other healthcare providers, and allow appropriate data from GP practice systems to be compared with data from other NHS sources to allow better analysis of uptake of healthcare interventions and health outcomes **(commission 2009-10; set up 2010-11)**

8 *Healthcare for All: Report of the Independent Inquiry into Access to Healthcare for People with Learning Disabilities*, Sir Jonathan Michael, Department of Health (2008)

- The DH will continue to promote annual health checks for people with learning disabilities known to Local Authorities through GPs, both in the community and care settings in the criminal justice system **(2009-10)**
- The DH, working particularly through the Valuing People Regional Leads, will highlight best practice in local commissioning of services and in information sharing between Primary Care Trusts, Local Authorities and provider organisations, to ensure that individuals have their needs met appropriately across all services and that effective adjustments are made that take account of individual disabilities **(2009-10)**
- The DH, through the Office of the National Director and with support from Valuing People Regional Leads and Deputy Regional Directors, will work with Strategic Health Authorities to secure their engagement with, and local implementation of, the regional Health Self Assessment Performance Framework, piloted during 2008 in the Yorkshire and Humber region. This framework includes a whole systems self-assessment tool for Primary Care Trusts, NHS Trusts and local Learning Disability Partnership Boards. The Valuing People regional leads will support local implementation and regional monitoring/overview **(2009-12)**
- The DH, through the Office of the National Director, will publish and disseminate guidance on Health Action Planning and health facilitation **(Spring 2009)**
- The DH, through its Equality and Human Rights Division, will publish guidance for the NHS on the Disability Equality Duty, in relation to people with learning disabilities **(Spring 2009)**
- The DH, through its Workforce Directorate, will work with professional regulatory bodies and educational bodies to support improvements in the training and education of healthcare staff in relation to learning disabilities **(2009-10)**
- The DH, through its Offender Health initiatives on commissioning, will work with PCTs to improve coverage by learning disability specialist nurses in all care settings in the Criminal Justice System **(2009-10)**

Housing

36 Too few people with learning disabilities have a choice as to where they live or with whom, and too few have homes of their own, with rights as tenants or owners, compared to the general adult population. An objective of the strategy, therefore, is that all people with learning disabilities and their families should have an informed choice about where and with whom they live. Effective local Partnership Boards, using information from Joint Strategic Needs Assessments, will develop plans to ensure that a range of housing choices are available for individuals. Additionally:

- The Office of the National Director, through the Valuing People Housing Lead, will work with the Department for Communities and Local Government, the Department for Work and Pensions and other relevant organisations to take forward the following:
 - a joint programme of work with Communities and Local Government, to consider how mainstream housing policies can be made more inclusive of people with learning disabilities **(2009-12)**
 - continued work with the Department for Work and Pensions (DWP) and CLG on Housing Benefit and support issues, including interim guidance to clarify the Turnbull judgement **(2009-2010)**
- The DH Care Services Efficiency Delivery Programme and the Housing Learning Improvement Network Independent Living Choices programme are undertaking work to support commissioners and providers to achieve a market shift from residential care to supported living across different tenures (home ownership and social and private rented accommodation). As part of the early scoping work, the Programme will review current data and benchmark best practice to help inform commissioners, funders and providers **(during 2009)**
- DH will continue to work closely with the Homes and Communities Agency to identify future capital investment opportunities to develop a range of social home ownership options for people with learning disabilities
- The DH, with other Government departments, will build the evidence base on what influences progress towards 'settled accommodation' (this does not include residential care) for people with learning disabilities (as part of the delivery of the PSA 16 Housing objective) **(2009)**

- The DH has launched **(November 08)** and will complete **(April 09)** the NHS Capital Programme allocation (stage 3) as part of the NHS Campus Closure work strand.
- The DH, through the Office of the National Director, will evaluate and review the use of the Housing Pathway tool (developed and piloted by the Valuing People Team) and identify the best way to disseminate this nationally **(2009)**

Education, work and getting a life

37 Too few people with learning disabilities have opportunities to work and study after leaving school, or to enjoy a full range of leisure and social activities in their local communities. The policy objective is to increase the number of people in employment and who have access to post-16 education. The following action will be taken:

- The Office for Disability Issues will chair the cross-government Work, Education and Life Group to ensure cross-government action and support for, and synergy between, their joint work strands on Post-16 Education, Employment and Transition **(2009-10)**
- The Work, Education and Life Group will continue to work with the DH, through the Office of the National Director, the Department for Children, Schools and Families (DCSF), the Department for Innovation, Skills and Universities (DIUS) and the Department for Work and Pensions (DWP) to support the development and implementation of a national Employment Strategy for people with learning disabilities, led by the Office for Disability Issues **(publication in Spring 2009)**
- The DH, through the Office of the National Director, will continue to work with DCSF, DIUS and DWP on implementing the post-16 education strategy, *Progression through Partnership*⁹ **(2009-12)**
- The Office of the National Director will continue to lead the cross-government 'Getting a Life' Programme, which currently includes 10 pilot sites, and will ensure that early learning from the programme is disseminated to regional and local Partnership Boards and other local partners **(2009-11)**

9 *Progression through Partnership: A joint strategy between DfES, DH and DWP on the role of Further Education and Training in Supporting People with Learning Difficulties and/or Learning Disabilities to Achieve Fulfilling Lives*, Department for Education and Skills (2007)

- The DH will continue to lead the 'NHS as Employer' work strand, which explicitly aims to increase the number of people with learning disabilities employed by the NHS **(2009-10)**
- The Transition Lead in the Office of the National Director, with support from the Valuing People Regional Leads, will continue to oversee a programme to embed Person Centred Transition Planning in the statutory Transition process nationally **(2009-10)**
- The DH, through the Office of the National Director and Valuing People Regional Leads, will support DCSF's regional work to improve transition planning for young people with learning disabilities **(2009-10)**
- The Cabinet Office will continue work to support the Civil Service to increase the number of people with learning disabilities that are employed by it **(2009-10)**

Relationships and having a family

- 38** Like everyone else, people with learning disabilities value relationships, both friendships and relationships of a personal and sexual nature. They want to meet new people and to maintain friendships.
- 39** Some people with learning disabilities are parents, and evidence suggests that it can be difficult for them to access information and appropriate support, and that they are at disproportionate risk of losing their children into care. Supporting disabled people to sustain a family unit is one of the outcomes identified in *Putting People First*. The following action will, therefore, be taken:
- Valuing People Regional Leads will support Partnership Boards, linking to Children's Services, to collate data on the number of parents with learning disabilities, and the Office of the National Director will include this in its developing database (2009-10)
 - The Office of the National Director will ensure that its website includes references to the various sets of 'guidance' for supporting parents with a learning disability, and will support the dissemination of the good practice guidance in children's services (2009-10)
 - The DH will work to develop advocacy services which include support for parents with a learning disability

13. People as local citizens



Advocacy

- 40** If people with learning disabilities are to be treated as equal citizens in society and are to have real choices and control over their lives, it is essential that they have appropriate support to access information and to express their views. Individual and group advocacy is essential if this objective of the strategy is to be achieved.
- 41** The Office of the National Director, through the Valuing People Advocacy Lead, will:
- take a lead and offer support to other Government Departments in ensuring that all government information for people with learning disabilities is made available in accessible formats, where appropriate
 - disseminate the learning from the DH User-led Organisations Action and Learning sites **(Summer 2009)**
 - publish a set of standards for producing and commissioning information that is easy to understand **(Spring 2009)**
 - publish and disseminate a toolkit for self-advocacy groups in order to ensure that they are effective in representing the views of people with learning disabilities in local planning and commissioning processes, have appropriate work programmes linked to local objectives, and actively seek to involve people with complex needs and those from black and minority ethnic groups **(Summer 2009)**
 - commission work to demonstrate best practice around enabling people with learning disabilities to access the support they need **(Summer 2009)**
 - explore, with other government departments, ways to further support or develop independent advocacy for parents with learning disabilities **(Summer 2009)**
 - work with DH policy leads to ensure that people with learning disabilities are included in any policy development and implementation work in relation to:
 - the Mental Capacity Act, including Deprivation of Liberty Safeguards
 - the Mental Health Act
 - No Secrets
 - LINKs

- work with the National Forum for People with Learning Difficulties to collect evidence and data via the regional forums about the development and effectiveness of local advocacy services **(2009-10)**

Transport

42 Being able to travel around, to work, to leisure activities and to meet friends and family, is a key priority for people with learning disabilities. However, many find this difficult because of accessibility, information and the attitude of some staff:

- The DH, through the Office of the National Director, will link with the Department for Transport to support its work programme in this area and to ensure that people with learning disabilities, including the National Forum for People with Learning Difficulties, contribute to it **(2009-10)**

Hate crime

43 Many people with learning disabilities have been the victim of bullying and hate crime. People from black and minority ethnic and newly arrived communities are particularly at risk. Many people also report that they do not feel they are taken seriously when they complain about abuse or report a crime against them. The National Forum for People with Learning Difficulties has already raised the profile of this issue and continues to review it as part of its work programme. Action across the Government to tackle hate crime includes the following:

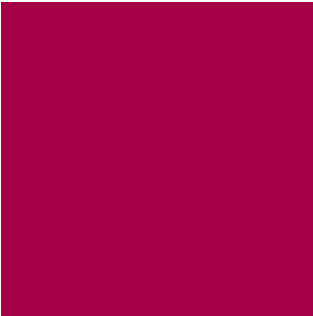
- The DH, through the Office of the National Director, will continue to work with the Home Office and other government departments to develop and implement the Hate Crime Strategy, ensuring it addresses the issues for people with learning disabilities
- The DH, through the Office of the National Director and linking with the National Forum, will work with the Home Office and other relevant agencies to support the linkage between local Partnership Boards and Crime and Disorder Reduction Partnerships **(2009)**
- The DH, through the Offender Health team, will work with the police, probation and prison services to address hate crime in the criminal justice system **(2009)**

Access to leisure services

44 Having a social life and access to leisure services is important to people with learning disabilities. They want to lead a fulfilling life with access to a diverse range of social and leisure activities:

- DH, through the Office of the National Director, will liaise with the Department for Culture, Media and Sport to explore how local leisure services can be made more accessible to people with learning disabilities **(2009-11)**

14. Making it happen



Commissioning

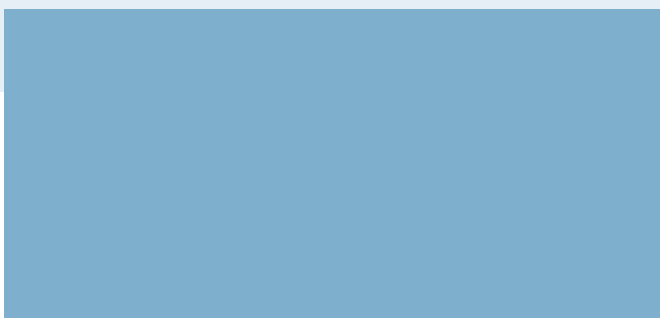
- 45** Good commissioning, based on sound information from Joint Strategic Needs Assessments and collation of information from person centred plans, is the key to improving outcomes for people with learning disabilities. It enables Local Authorities and Primary Care Trusts to identify gaps in services, develop new models of service provision, working with providers, and decommission inappropriate models.
- The Office of the National Director will work with the Transformation Team to design and commission a piece of work that identifies how person centred information can be used to inform commissioning at a strategic level, and will organise regional events to disseminate the findings
 - The DH, through its Commissioning and System Management Directorate, will publish, and monitor the impact of, a guide to World Class Commissioning for the commissioning of learning disability health services. The Office of the National Director and the Valuing People Regional Leads will help to promote and disseminate this **(Spring 2009)**

Developing the workforce

- 46** Making *Valuing People Now* happen means raising awareness of the specific needs of people with learning disabilities, and especially of those with more complex needs or behaviour that challenges, among workers across all areas of public service. This includes those working in health, social care, education, employment support, the criminal justice system, transport and leisure. The following actions will support this:
- The Office of the National Director will work with the DH to ensure that the forthcoming Adult Social Care Workforce Strategy reflects the needs of people with learning disabilities **(during 2009)**
 - The Department of Health, through the Office of the National Director, will work with other government departments and public services to influence the way in which they approach the recruitment, training and development of staff in relation to supporting people with learning disabilities. This will include offering expertise and advice, drawing on the National Forum for People with Learning Difficulties and the National Valuing Families Forum, and highlighting best practice where people with learning disabilities and family carers are involved in all aspects of staff training **(2009-12)**

- The Office of the National Director will commission a review of training materials on human rights and people with learning disabilities in order to identify gaps and good practice, and will consider commissioning the development of additional training materials on human rights **(review during 2009)**

Appendices



Appendix 1: Terms of reference and proposed membership of Regional Learning Disability Programme Boards

Regional Learning Disability Programme Board

Terms of reference

Purpose

To ensure the delivery of *Valuing People Now (VPN)* inregion.

The Regional Learning Disability Programme Board expects to provide evidence to people with learning disabilities and their families that:

- measurable improvements are taking place to make the strategy happen in each locality across the region;
- obstacles to delivery are proactively addressed through national, regional and locally led action, and in partnership with relevant agencies.

Accountability

The Regional Board will be accountable to the National Learning Disability Programme Board and will provide regular reports on regional progress as well as its approach in mitigating any risks to the local delivery of *Valuing People Now* in its region.

The Board will also pro-actively provide reports on progress to the regional:

- Forum for People with Learning Difficulties
- Family Carers Network
- Adult Social Care Joint Improvement Partnership Group
- Strategic Health Authority (and regional PCT commissioning forum)
- Government Office

Regional Accountability Framework

Accountabilities in delivering <i>Valuing People Now</i>	Regional Learning Disability Programme Board Member
<p>Accountable for ensuring that there is an effective Regional Board and Regional Delivery Plan, reporting on progress on priority areas to the National Learning Disability Programme Board.</p> <p>Accountable for ensuring the delivery of the annual priorities for adult social care in <i>Valuing People Now</i></p>	<p>DH's Deputy Regional Director for Social Care and Partnerships</p>
<p>Accountable for ensuring delivery of the outcomes in the Better Health section in <i>Valuing People Now</i></p>	<p>Strategic Health Authority (SHA)</p>
<p>Accountable for ensuring the delivery of wider government strategy, including housing, employment and transport</p>	<p>Government Office for the Region</p>

Regional *Valuing People Now* Delivery Team

The Valuing People Regional Lead will coordinate the support for the Regional Learning Disability Programme Board.

The SHA and Government Office will nominate staff to work with the Valuing People Regional Lead and identify leads in local delivery organisations to:

- draft the Regional Delivery Plan
- provide reports on delivery against the Regional Delivery Plan, including risk and mitigation reports
- assess the effectiveness of Partnership Boards, against the national best practice and planned assessment framework

Regional Programme Board key objectives

- 1 To establish a Regional Delivery Plan for 2009/10. This will focus on delivery of the priorities in the national Delivery Plan for 2009/10 and then be reviewed for 2010/11 and 2011/12.
- 2 To establish the baseline of performance for each Local Learning Disability Partnership Board and benchmark against the national position in order to identify the strengths and priorities for support in the region's progress towards *Valuing People Now*. The Regional Board will then draw on the Valuing People Regional Team and local best practice to develop and support local action plans.
- 3 To ensure that the Regional Delivery Plan is underpinned by a regional resource plan to support delivery. This will use Department of Health and NHS funds, allocated to ensure the delivery of *Valuing People Now*, the Adult Social Care Reform Grant and resources allocated by other government departments and additional resources e.g. from Regional Improvement and Efficiency Partnerships.
- 4 To assess the annual reports from local Learning Disability Partnership Boards submitted to the Regional Board (starting December 2009), providing a 'confirm and challenge' process for the Partnership Boards against the self-assessment tool developed nationally to support best practice.

Frequency of meetings

Regional Programme Boards should meet at least every three months, but regions may decide to meet more frequently.

Process of meetings

The Regional Board meeting will need to be organised so that everyone involved can contribute. This means that:

- Self advocate and family carer representatives will require support before, during and after board meetings;

- Funding for both support costs and also to pay self advocates and family carer representatives for their time and contribution (in accordance with DH guidance 'reward and recognition') will need to be identified and agreed;
- The agenda, papers and record of meetings will need to be produced in an easy to understand format and provided at least two weeks in advance.

Core membership and responsibilities for Board Members

- Chair (a credible regional leader, for example, this might be a Director of Adult Social Services or Elected Member)
- Deputy Regional Director Social Care and Partnerships
- Valuing People Regional Lead
- Two nominated leads from the Regional Forum for People with Learning Difficulties
- Two nominated leads from the Regional Family Carers' Network
- A Director of Adult Social Services, nominated by the regional ADASS group to provide leadership for *Valuing People Now*
- An elected Member nominated by Adult Social Care Member leads
- Strategic Health Authority Executive lead
- PCT Executive lead
- Government Office nominee(s): recommend Deputy Regional Director with a lead for Housing

Additional membership

Delivery of *Valuing People Now* will involve a wide range of partners. The Regional Programme Board may also wish to involve a range of partners either directly in the Board or through work stream groups e.g. focusing on improving health or delivering housing and employment opportunities, such as:

- Skills for Care
- Regional Improvement Efficiency Partnership
- Regional Development Agency
- Independent/third sector providers
- NHS patient forum

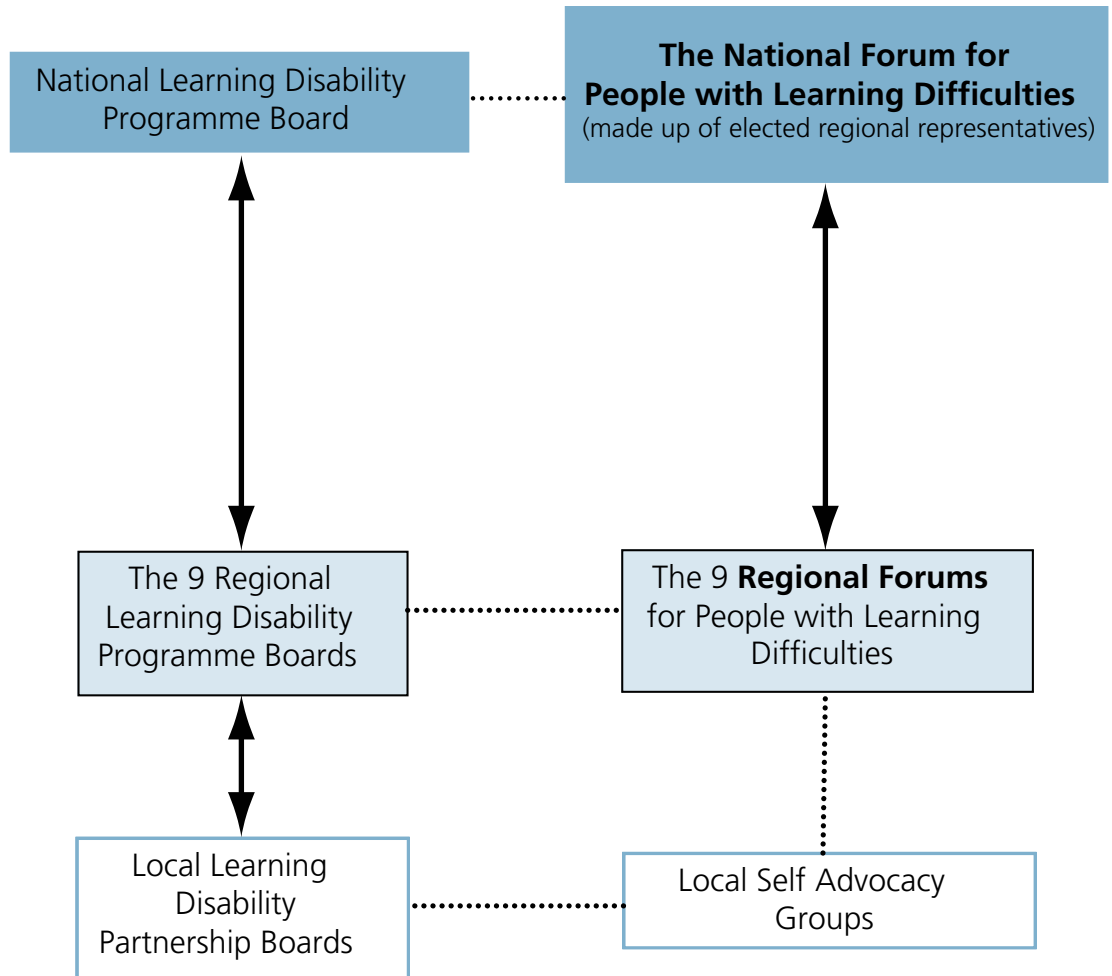
Appendix 2: The DH *Valuing People Now* Delivery Group terms of reference and membership

The DH *Valuing People Now* Delivery Group is made of senior policy leads, the National Directors, the Head of Office of the National Director, the Office of the National Director Business Manager and the lead Deputy Regional Director for Learning Disabilities.

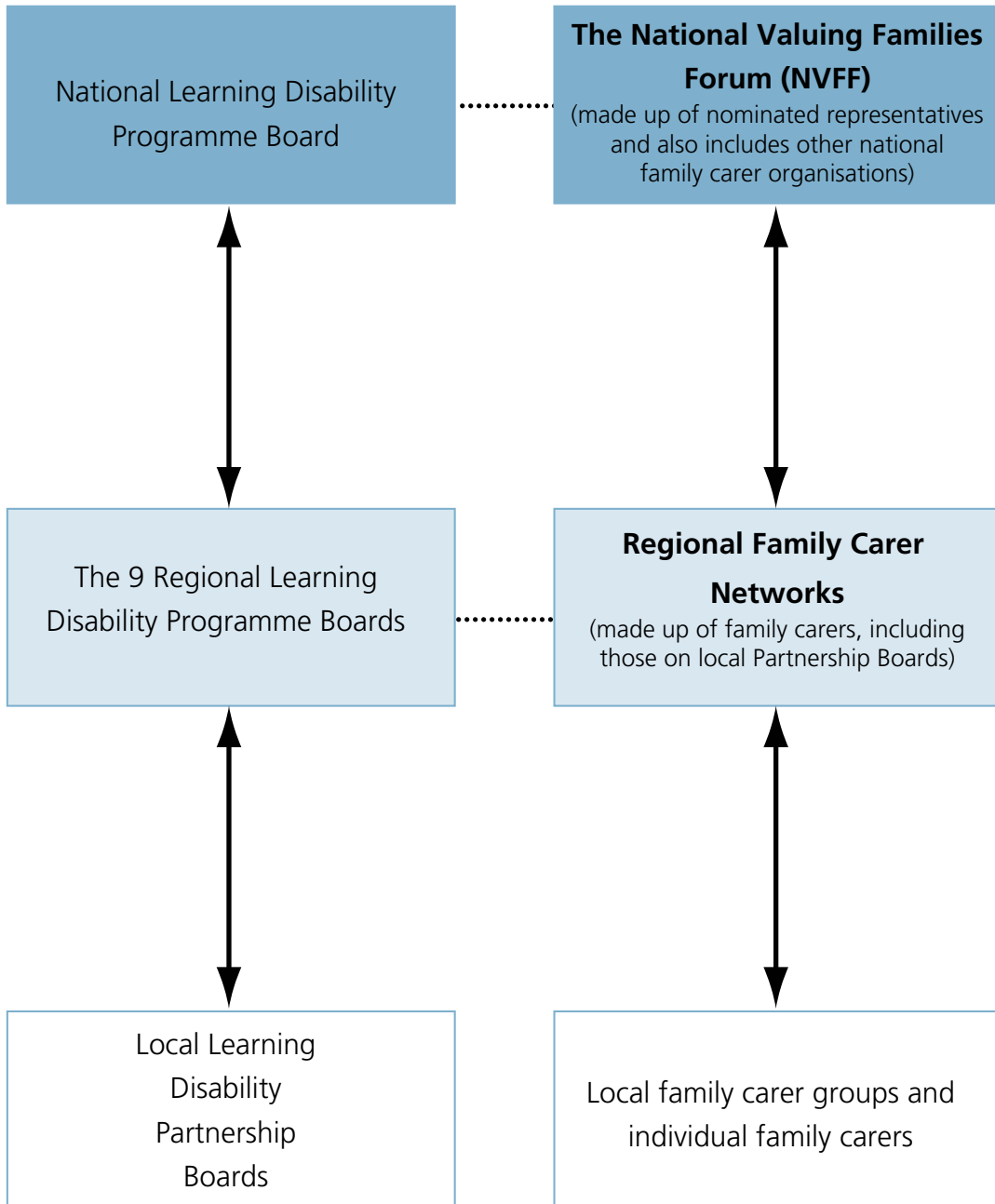
This group will:

- Oversee the DH *Valuing People Now* programme budget
- Agree work to be commissioned to secure implementation
- Quality assure work to be published through the programme
- Analyse regional board progress reports and prepare papers for the National Learning Disability Programme Board

Appendix 3: National Forum for People with Learning Difficulties structure



Appendix 4: The National Valuing Families Forum structure





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