

PERTH AND KINROSS COUNCIL

Housing and Health Committee –15 August 2012

JOINT STRATEGY FOR LEARNING DISABILITY SERVICES 2012-15**Report by Executive Director (Housing and Community Care)****ABSTRACT**

This report seeks approval for the Joint Strategy for Learning Disability Services 2012-2015. This Strategy for people with a learning disability and those on the autism spectrum is a comprehensive, three-year local plan for service improvement and development to be undertaken in places such as hospitals, accommodation with support, resource centres across a wide range of places throughout our communities. The Strategy promotes the aims of Perth and Kinross Council, NHS Tayside and a wide range of partners in the public, voluntary and independent sector. It guides all agencies in the delivery of high quality care, housing and support services at a time of significant financial constraints through sharing resources and redesigning services where required.

1. RECOMMENDATIONS

It is recommended that Committee:

- 1.1 Approve the Joint Strategy for Learning Disability Services 2012-2015 attached as an appendix 1.
- 1.2 Endorse the adoption of a local co-production model of joint leadership as outlined in section 3 of this report.
- 1.3 Approve the adoption of an Integrated Resource Framework (IRF) approach which shall help provide accurate information on how to unlock resources currently employed in institutional settings and moving them toward more individualised service delivery approaches as outlined in section 3 of this report.

2. BACKGROUND

- 2.1 This Strategy follows the completion of the Best Value Review for Learning Disability Services 2007-2008, and the subsequent Improvement Plan which brought about a range of service developments throughout 2008 to 2011. The Review focused on the whole learning disability service provision across Perth and Kinross. This major redesign culminated in the improved co-ordination and quality of all the separate learning disability service elements. The national development agenda for services, informed by the Scottish Government report entitled 'Same as You' incorporated the following challenges which were addressed locally:

- A new focus on person centred planning; empowering and developing inclusive approaches to supporting service users and their families.
 - Shifting the balance of care from residential-based to living in tenancies or more homely settings in the community.
 - The changing nature of the client population, (i.e. more older people).
 - The growing cost of care.
- 2.2 The Joint Strategy for Learning Disability Services provides a robust framework and a necessary focus for the main service improvements and investment priorities over the next three years. It is informed by a combination of new legislation, the requirement to develop modern and enabling services and to respond to the findings of extensive consultation with service users, family carers, parents, statutory and voluntary sector service providers.
- 2.3 The Joint Strategy makes provision for the increasing numbers of people in our community who, because of improved diagnosis are found to have a learning disability or a condition on the autism spectrum. Numbers are also rising because medical advances have brought about increased longevity in this client group with the effect of more service users being diagnosed with dementia. Unlike the general population, almost every service user with Down's Syndrome for example is likely to show symptoms of dementia in their 40's. Ever increasing numbers of people are being diagnosed with Attention Deficit Hyperactivity Disorder in adulthood. Presently there are 506 clients known to Perth and Kinross Council Housing and Community Care Services alone and are in receipt of some level of service. This figure is projected to rise to 568 by 2015.
- 2.4 The Scottish Government is currently working with NHS Scotland and local authorities on extensive reform of health and social care by means of a comprehensive, nationally led integration programme. Entitled 'Integration of Adult Health and Social Care', consultation on the proposals in this report is currently underway. The report outlines the key features of effective integration, the potential impact on particular groups in society and provides an opportunity to offer views on the new legislation which will support the changes. In many ways, the Action Plan contained within the Joint Strategy supports the reform objectives in relation to integration, leadership, community capacity building and shared accountability.
- 2.5 In a range of ways, the Strategy addresses new legislation in the form of the Self Directed Support Bill. Through direct payments and other means, the Scottish Government plans to enable people to access options for the way in which their social care is delivered. It is designed to empower service users and their families with regard to control and responsibility for their own support arrangements. Presently the Bill requires Councils to offer people four choices:
- Option 1 - direct payment.
 - Option 2 - the person directs the available support.
 - Option 3 - the local authority arranges the support.
 - Option 4 - a mix of the above.

The Bill also makes provision for other duties and powers, including the directive to support unpaid carers and obligations on Councils to provide information to help recipients make an informed choice.

- 2.6 The Joint Strategy addresses the recent publication of the 'Scottish Strategy for Autism 2011'. Along with a range of other services and community groups, local learning disability services will contribute where needed to progress service developments that better meet the needs of people with Autism. The Scottish Strategy for Autism recommends 10 indicators for best practice and 26 recommendations for improved provision of Autism services.
- 2.7 The Joint Strategy takes account of the impact of national welfare reform and makes provision in several areas of the action plan to support services in protecting and assisting service users and carers to protect and maximise their income wherever possible.
- 2.8 The Christie Commission on public sector reform suggested that radical change is needed to tackle deep rooted social problems which exist in our communities. One of the main approaches to tackling these issues is to work in partnership through joint strategies to focus on prevention and develop responsive services that meet the needs of individuals and communities.

3. PROPOSALS

- 3.1 It is proposed that Committee approve the Joint Learning Disability Services Strategy 2012-2015 as attached in Appendix 1.
- 3.2 The Strategy is underpinned by a Charter which comprises twelve 'pledges'. The themes for each pledge were formed after consulting a range of stakeholders, including service users and family carers about what they felt was needed. Each pledge is addressed in the action plan and supported by a number of objectives which were formulated from consultation findings, national guidance and legislation.

Charter Pledges and Selected Action Plan Objectives

- 3.3 **Pledge 1 - Listening to you:** Your family, carers and other important people in your life. We will ask you what you need, how you think we can do things better and provide everyone with more information about what is available in our communities.
 - All stakeholder groups will be consulted at regular intervals and at least annually on key aspects of the Joint Strategy, other important local plans and developments.
 - We will establish a service user and a parent/carer focus group.
 - Appointed representatives will attend meetings of the Joint Strategic Planning Group.
 - People who use services will be offered accessible information through the publication of 'easy read' versions of plans, committee reports about learning disability services, bulletins and newsletters on a regular basis.
 - We will improve the content and accessibility of web based information.

3.4 Pledge 2 - Helping you to live independently safely and to enjoy living in your home: We will help you to live in your own home, or in a homely setting and with access to enabling and supportive networks.

- Assistance and advice will be provided for those wishing to rent a home. This will incorporate additional care or support if needed as an alternative to residential care. We will also provide information and advice on other options such as home ownership.
- We will identify and support those who may be interested in living with a family, considering an adult family placement known as a 'Shared Lives' arrangement. This is a type of adult placement offering personalised services to people unable to live independently.
- Services will plan and develop new housing for people with autism, and profound and multiple learning disabilities.

3.5 Pledge 3 - Physical, mental and spiritual wellbeing: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with your personal spiritual needs.

- 'Live Active' will widen participation through promotion and encourage more people with learning disabilities to take part in physical activity, sport or active recreation and we plan to continue to offer additional access to sport through a sports academy.
- Services will assist people with learning disabilities to access the best healthcare, advice and support they need to live happy, healthy and full lives (e.g. dietetics, dentistry, GPs, physiotherapy and assessment of sight problems).
- Services will support people with personal spiritual needs including assistance to attend worship and spiritual fellowship activities of their choosing.
- We will help people to access services such as 'grief counselling'.

3.6 Pledge 4 - Building friendships, loving relationships and active social lives: In different ways that you choose, we will help you to meet new people and make more friends.

- Support will be provided for people to access leisure, sports and social activities in order to increase their circle of friends and enjoyment of life.
- Implement the local policy and good practice guidelines 'Making Choices Keeping Safe', which was produced for those caring for people with learning disabilities, to help, support and protect people with learning disabilities in sexual relationships.
- Develop a 'Friendship Network' to enable people to make new friends and relationships, enjoy mutual support and access help to make changes in life, or to problem solve.

3.7 Pledge 5 - We will help you to stay safe at home, in the community and on the internet.

- In partnership with people with learning disabilities, we will work with community groups to raise awareness of learning disability and autism, in order to tackle stigma and bullying
- We will work with the Police and Fire Services to provide advice about how to be safe in your own home. This will include promoting fire safety assessments and additional work to reduce the harm caused by falls.
- We will help people with learning disabilities and autism who use the internet, to keep safe and to stay away from exploitation.
- We will support parents who have learning disabilities to ensure their children are kept safe.

3.8 Pledge 6 - Moving on from school – ‘Transitions’: You will receive help to move from school into adulthood. Integrated planning for this will begin prior to 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.

- Establish a single streamlined process for children and young people with learning disabilities and autism including the appointment of a Transitions Co-ordinator to support families.
- We will set-up an Enablement Team to provide support carers and their children, developing the most inclusive and independent life options for children and young people as they grow into adulthood.
- Supports will include the development of life skills such as support with independent travel to promote inclusion, choice and control.
- We will provide additional local supports to enable children, young people and adults to remain within Perth and Kinross, including using self directed support as an alternative to traditional services.

3.9 Pledge 7 - Further Education: We will work with all colleges and training services to help you find the right courses, apprenticeships and further education that will help you achieve your personal ambitions and goals.

- The Joint Strategy Group will work with colleges and establishments to identify areas where joint working will bring quality and cost benefits.
- Evaluate the outcomes from the involvement of the Community Learning Disability Nurse within the Perth College UHI Faculty of Social and Vocational Studies to help improve services.
- To widen access for people with higher support needs and those with Profound and Multiple Disability, we will assess the feasibility of delivering educational programmes from other sites in the wider community (e.g. Gleneagles Day Opportunities).

3.10 Pledge 8 - Getting a job or working as a volunteer: We will provide employability services to help you improve your chance of getting paid work. If you prefer, we will support you to find worthwhile volunteer placements, either as a permanent activity or as training in preparation for paid work.

- Through the services within the local Employability Network, we will provide effective employability services and help people to access other agencies that will improve their chances of getting paid work.
- Create new jobs and supported employment in local social enterprises.
- Develop job retention services to support employees and employers to find solutions to challenges in the workplace.
- Help people find worthwhile volunteer placements, either as a permanent activity or as a training and development experience in preparation for paid work.

3.11 **Pledge 9 - Helping parents and family carers:** We will support you as a parent or family carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also support clients and their parent/carer to arrange short breaks through the Short Breaks Bureau or direct payments.

- Provide additional support to people with a learning disability and their carers to enable them to arrange their short breaks through Self Directed Support to promote choice and control.
- Increase the number of carers in receipt of a support plan, increasing the uptake of carers' respite and wellbeing services.
- We will work with older carers to ensure plans are in place for their son or daughter with learning disabilities when they are no longer able to provide care and support.

3.12 **Pledge 10 - Taking control and making choices in your life:** 'Personalisation' of community health and social care services means you will have more choice and control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.

- We will give more people the opportunity to access self-directed care packages as an alternative to residential care and current day service provision.
- We will work with Cornerstone's self directed support service to provide carers help with the practicalities of setting up more flexible care options using direct payments.
- We will work with carers and service users to develop more local community supports and develop alternative options to traditional services, including opportunities for volunteering and employment.

3.13 **Pledge 11 - We will help older people to enjoy better lives in older age:** Supporting the needs of older people with a learning disability, older carers and older parents.

- Ensuring people are well supported, safe and cared for as they grow older in the best possible ways through enabling and personalised services.

- For people with dementia and increasing support needs, planning ahead and developing suitable housing options with personalised support packages to support them in a homely setting for as long as possible.
 - Establishing joint planning and development arrangements with 'dementia services' to ensure the best possible support packages are available.
- 3.14 **Pledge 12 - The Scottish Strategy for Autism:** We will work with our partners to improve provision for people who are living with the additional challenge of a condition on the Autism Spectrum and who need social work support and /or health care.
- Through a dedicated local working group, we will develop better joined-up services and community networks, supporting the national strategy that promotes the rights of people on the spectrum to live a full life and to enjoy the same opportunities as everyone else.
 - Through the development of a 'One Stop Shop' in Perth for people on the autistic spectrum there will be a single, visible contact point, where people will be able to access information and advice about services that can help.
 - Services will improve the provision of support and guidance for families and carers; particularly in relation to planning the transition from school to adult services.
 - Health services will work with partner agencies to develop better pathways for people with autism who need support from 'mental health services'.
- 3.15 It is proposed that Committee endorses the adoption of a local co-production model of joint leadership as introduced in the Joint Strategy. This will help to encourage the expansion of 'co-production' within our communities, where services are developed and delivered through equal and reciprocal relationships between professionals, people using services, their families and their neighbours. Where activities are co-produced in this way, both services and neighbourhoods will become far more effective agents of change.
- 3.16 Section 2.3 of this report advises on the projected future increase in demand on services which will require changes to the existing approach and to mitigate any increasing costs of care as the number of future clients rises from 506 to 568 in 2015. It is further proposed to underpin the Joint Strategy with the adoption of an Integrated Resources Framework (IRF) which has been designed to reduce the impact of future demands on statutory bodies.
- 3.17 Expanding the IRF approach will enable NHS Tayside and Perth and Kinross Council to work together more efficiently and to bring greater clarity about the real cost and quality implications of local decision making in health and social care provision. The IRF will help this partnership to gauge more accurately the current resource use across health and social care, thus enabling better local understanding of costs, activity and variation across service planning and provision for different population groups.
- 3.18 Partners will be better able to realign their resources to support shifts in clinical or care activity with the additional information required for strategic planning and service reviews. Additionally, the service planning and current

resources within education services will also be developed to encourage more emphasis on inclusive and early planning which involves parents and carers. This collaboration between statutory bodies, alongside a co-productive model will enable better care outcomes and better value for money.

4. CONSULTATION

- 4.1. Three extensive consultation exercises were undertaken with service users, unpaid carers/families and service providers in the statutory, voluntary and private sector respectively to help inform the development of the Joint Strategy
- 4.2 Consultation with service users produced some 153 completed questionnaires from adults with a learning disability and/or autism all of whom are currently known to services. This is from a total of approximately 300 surveyed. The survey gave the opportunity to respond to a comprehensive questionnaire which addressed all twelve Charter pledges. Assisted by staff from Independent Advocacy and a range of other services, respondents were also asked to complete an additional short survey to ensure the collective response was representative of gender, age, ability, locality and ethnicity.
- 4.3 Family carers and parents were formally consulted through a combination of an online questionnaire and invitation to a special event. At this consultation seminar, 43 family carers or parent delegates formed focus groups, addressing three key questions relative to each Charter Pledge. The many helpful comments and recommendations will be further analysed, formulated into actions and addressed by the Joint Strategic Planning Group.
- 4.4 A consultation and participation exercise was carried out with 70 organisations including all partner agencies across Perth and Kinross as well as statutory sector staff. Service Managers were given the opportunity to respond to the draft Joint Strategy and to submit details of their own plans for the next three years that will contribute to the wider action plan. This approach was designed to ensure the Joint Strategy is inclusive, comprehensive and feasible, and above all to support a partnership approach that will improve services and the lives of people with a learning disability or autism, their parents and family carers.
- 4.5 The Head of Democratic Services, the Head of Legal Services and the Head of Finance have been consulted on the content of this report.

5. RESOURCE IMPLICATIONS

- 5.1 Detailed budgets are included in the Joint Strategy in the section entitled 'Funding of Services'. The annual joint investment in service provision for 2012 to 2013 by Perth and Kinross Council and NHS Tayside is a combined revenue budget of £16,782,455. The gross budgets are as follows:
 - Perth and Kinross Council Housing and Community Care Services - £14,321 Million.
 - NHS Tayside and Perth Community Health Partnership - £2,461 Million.

5.2 New strategic investment in service improvement includes the following:

- Capital Funding –£738,000 to invest in ‘new build’ special housing for people with profound and multiple learning disability.
- Investment in Improvement Fund – a total of £805,000 to the redesign of services for children, young people and adults with learning disabilities and/or a condition on the autism spectrum. This has been allocated in the following way:
 - Housing and Community Care £425,000 divided between Enablement Team/Transitions Co-ordinator - £185,000 and bridging finance for Self Directed Support - £240,000
 - Education and Children’s Services £380,000 divided between an Increase in respite care of £260,000, an increase in home support for families of £40,000 and enhanced individual learning support of £80,000.

5.3 Other general principles applied to future spending priorities on service provision will be:

- To ensure adequate resources are available to support the most vulnerable clients in our communities.
- Taking account of the immediate and longer term effects of the downturn in the economy, and the resultant reduction in health and social care budgets both nationally and in Perth and Kinross.
- Through scrupulous financial governance, effective commissioning and monitoring of services to ensure best value.
- Fair and equitable charging arrangements, applied in accordance with the local Charging Statement, and in line with effective approaches taken in other Scottish local authorities.
- The further development of ‘self directed support’ to enable clients and their families to have greater choice and control; to achieve standards of best practice and meet the requirements of the forthcoming legislation.
- Related to self directed support’, a commitment to working within a model of ‘enablement’ which simply means helping clients move on from traditional services wherever it is best for them to do so, and to chose alternative activities and pursuits in the community.
- To encourage the expansion of ‘co-production’ within our communities, where services are developed and delivered through equal and reciprocal relationships between professionals, people using services, their families and their neighbours. Where activities are co-produced in this way, both services and neighbourhoods will become far more effective agents of change.

6. COUNCIL CORPORATE PLAN OBJECTIVES 2009-2012

The Council’s Corporate Plan 2009-2012 lays out five objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. The following are relevant to this report:

- (i) A Safe, Secure and Welcoming Environment.
- (ii) Healthy, Caring Communities.
- (iii) A Prosperous, Sustainable and Inclusive Economy.
- (v) Confident, Active and Inclusive Communities.

7. EQUALITIES IMPACT ASSESSMENT (EqIA)

- 7.1 An equality impact assessment has been carried out for functions, policies, procedures or strategies in relation to race, gender and disability and other relevant protected characteristics. This supports the Council's legal requirement to comply with the duty to assess and consult on relevant new and existing policies.
- 7.2 The function, policy, procedure or strategy presented in this report was considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:
- Assessed as relevant and the following positive outcomes expected following implementation:
 - A range of positive impacts on adults with a learning disability and/or autism living in our communities

8. STRATEGIC ENVIRONMENTAL ASSESSMENT

- 8.1 Strategic Environmental Assessment (SEA) is a legal requirement under the Environmental Assessment (Scotland) Act 2005 that applies to all qualifying plans, programmes and strategies, including policies (PPS).
- 8.2 The matters presented in this report were considered under the Environmental Assessment (Scotland) Act 2005 and no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

9. CONCLUSION

- 9.1 The report seeks approval to for the Joint Strategy for Learning Disability Services 2012 -2015 including endorsing the adoption of a local co-production model and approving the adoption of an Integrated Resource Framework approach. This will drive forward a range of required improvements and ensure that the considerable resources are invested properly and in a way that ensures good quality and well targeted services.

David Burke
Executive Director (Housing and Community Care)

Note: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

Contact Officer: Lorna McCurrach, Planning and Policy Officer
Email Address: lmccurrach@pkc.gov.uk

Tel: 01738 476780

Address of Service: Perth and Kinross Council,
Housing and Community Care,
5 Whitefriars Crescent, Perth PH2 OPA

Date: 1 August 2012

If you or someone you know would like a copy of this document in another language or format, (on occasion only, a summary of the document will be provided in translation), this can be arranged by contacting **Lorna McCurrach**



Council Text Phone Number 01738 442573



**PERTH AND KINROSS
JOINT STRATEGY FOR
LEARNING DISABILITY SERVICES
2012 – 2015**

**Better lives for people with a learning
disability and those on the autism
spectrum**

August 2012

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Appendices which are available upon request

- A Consultation with Service Users
- B Consultation with Parents and Family Carers
- C Consultation with Service Providers
- D Equalities Impact Assessment
- E Joint Strategic Planning Group – Membership and Terms of Reference

There is a shorter summary Strategy. It is available in Braille, large print and in some minority languages, upon request. Please use the contact details below for further information or copies.

If you have questions about the Joint Strategy please contact:

Lorna McCurrach - Planning and Policy Officer
Housing and Community Care
Perth and Kinross Council
5 Whitefriars Crescent
PERTH PH2 0PA

Tel: 01738476780
Fax: 01738 476822
Email: lmccurrach@pkc.gov.uk

FOREWORD

This Joint Strategy for Learning Disability Services 2012-2015 is published in an ever changing national and local environment. We are facing the most radical reform of the welfare benefits system in many years and are confronted with a national financial picture which is exceptionally challenging. In response to these challenges we have embarked on a reform of public sector services which will take forward Adult Health and Social Care Integration.

Exciting approaches have been embraced in this Strategy which will enable people with learning disabilities to participate more fully in their community, develop wide circles of friends, go to work where possible and enjoy living in their own homes, or at least in more homely settings. We will continue to work in close collaboration with service users, parents, families and communities, to build on the progress made in recent years with the commitment to greater choice and control, improved personalisation, independent living and increased protection from harm.

In 2010 the Scottish Government set up an Evaluation Team to review the evidence on progress made throughout Scotland since the publication of 'The same as you' (Scottish Executive 2000). The findings were published in summer 2012 in a report which identified a range of new challenges that have been formulated into a schedule of priorities. The key message from this report states that the original principles and focus established by 'The same as you?' in 2000 remain largely fit for purpose today.

We need to continue working in close partnership to maintain the progress already made. It is essential that all available resources are used wisely to achieve good outcomes for people, and in particular those who are most at risk of deteriorating health, isolation, abuse or poverty. We have also taken account of the recent publication of the 'Scottish Strategy for Autism. Along with a range of other key services and community groups, local learning disability services will contribute where needed to progress service developments that better meet the needs of people with Autism.

Legislation in the form of the Self Directed Support Bill will give people a range of options for the way in which their social care is delivered. Through new approaches such as direct payments, service users and their families will be able to control and self-direct their support arrangements. The national agenda for the future Integration of Adult Health and Social Care will drive forward the development of the partnership between NHS Tayside and Perth and Kinross Council towards an integrated system of health and social care, underpinned by joint accountability for improved delivery and sustainable financial mechanisms.

We look forward to working alongside service users, parents, family carers, voluntary and independent sector organisations and other public bodies to improve the lives of people through high quality services that enable individuals to live the life of their choice.

David Burke
Executive Director
Housing and Community Care
Perth and Kinross Council

Bill Nicoll
General Manager
Perth and Kinross
Community Health Partnership

1. INTRODUCTION

This is the Perth and Kinross Joint Strategy (2012-2015) for people with a learning disability and those on the autism spectrum. It has a three-year local plan for service improvement and development, to be undertaken in areas such as hospitals, supported accommodation, resource centres and on a wide range of places through our community. This Strategy addresses the aims of Perth and Kinross Council, NHS Tayside, Perth College UHI and partners in the voluntary and independent sector. It will guide these partners to continue to deliver high quality public services at a time of significant financial constraints through sharing resources and redesigning services.

2. WHO IS THE STRATEGY FOR?

This Strategy relates to the following groups:

- **Adults including older people with a learning disability** - in recognition of the need for excellent services and fulfilling lives for people with a learning disability and/or a condition on the Autism Spectrum who need support in the community; acknowledging and making special provision for the imminent rise in ¹earlier onset of dementia in people with Down's syndrome.
- **Family carers and parents** – in recognition of the challenges of the caring role and its impact on all aspects of personal and work life.
- **Older children planning to leave school** - in recognition of the need for adult services to intervene early; at least two years prior to the leaving date of children with a learning disability who are facing the transition from education to adulthood, and into the wider community.
- **Voluntary, private and statutory sector agencies, staff and volunteers alike** – in assisting and guiding all local service providers to ensure the best possible provision through joint planning, commissioning, shared training, workforce development and effective working partnerships.
- **Our local neighbourhoods** – in acknowledgement of the UN declaration on people with a learning disability; 'the right to an ordinary life within the community'. Accordingly, services will work with local communities in supporting them to play an active role in ²co-production, challenging stigma and to widen community inclusion of people with learning disability and autism.

¹ People with Downs' Syndrome have an increased risk of developing Alzheimer's disease in middle age

² The importance of neighbourhood level support systems, families and communities in developing mutually supportive and productive relationships for all citizens; both able bodied and less able.

- **Other Groups** - this Joint Strategy also acknowledges current concerns regarding the lack of research and increasing prevalence of ³Attention Deficit Hyperactivity Disorder (ADHD) diagnosed for the first time in adulthood. The Tayside Learning Disability and Autism Executive Group has undertaken to consider the specific needs of this group and will issue recommendations in due course.

This Joint Strategy also takes account of the recent publication of the 'Scottish Strategy for Autism 2011'. Along with a range of other services and community groups, local learning disability services will contribute where appropriate to progress developments required to meet the needs of people with Autism who do not have an additional learning disability. ⁴The Scottish Strategy for Autism 2011 recommends ten indicators for best practice in the provision of effective Autism services. These are:

- A local Autism Strategy ('whole life').
- Access to training and development for all staff.
- An ASD Training Plan for staff providing direct support services.
- A process for comprehensive data collection.
- Improved communication about the condition and access to current and accurate information.
- Development of multi-agency, integrated care pathways.
- Framework for stakeholder participation and consultation.
- Well co-ordinated services.
- Multi-agency protocols to support effective joint working.
- Performance management Frameworks.

The Strategy contains 26 recommendations under these general categories:

- Strategic Leadership – by the Scottish Government/National ASD Reference Group.
- Achieving ⁵Best Value.
- Collaboration and involvement in decision making.
- Cross agency working through stronger networks.
- High quality diagnosis, intervention and support.
- Wider opportunities.

³ Further information about the condition can be found at <http://www.nhs.uk/Conditions/Attention-deficit-hyperactivity-disorder/Pages/Symptoms.aspx>

⁴ The Strategy Document can be downloaded from <http://www.scotland.gov.uk/Resource/Doc/361926/0122373.pdf>

⁵ The Autism Strategy refers to Knapp's Work on the economic costs of autism; invest to save assertion that if people with Asperger's were supported into work they would contribute to the economy and no longer require support services <http://www2.lse.ac.uk/newsAndMedia/news/archives/2009/05/MartinKnappAutism.aspx>

3. DEFINING LEARNING DISABILITY AND AUTISM

The individuals that this strategy is concerned with belong to three broad groups.

3.1. Learning disability is defined as “a significant lifelong condition which has three facets: reduced ability to understand new or complex information or to learn new skills; reduced ability to cope independently; and a condition which started before adulthood (before the age of 18) with a lasting effect on the individual's development” (The Same as You? p.103).

This means that people with a learning disability may need help with understanding information, learning new skills and coping independently. This definition does not apply to children or adults with specific learning challenges such as ⁶dyslexia or ⁷dyspraxia. Many people with a learning disability also suffer additional health problems such as epilepsy, various physical disabilities, and medical problems such as respiratory disorders. Additionally, up to half of this group may also experience mental health problems, (e.g. depression, anxiety or dementia in older age). It is generally considered useful to include an IQ assessment to support the definition. Currently people with an IQ above 70 are not considered as having a learning disability.

3.2. Autistic Spectrum Condition (ASC) is a complex developmental condition, usually identified in early childhood and remaining with the person throughout their life. A ‘triad of impairment’ is a common term applied to ASC to describe three main areas of difficulty. These include forming relationships, problems with verbal and non-verbal communication and a limited capacity for social imagination which may lead to rigid, repetitive and imitating behaviour. As the name suggests, this is a spectrum condition with different levels of severity, which means people can enjoy a successful and pleasant life, whilst others may experience some problems.

3.3. Asperger Syndrome belongs within a similar spectrum of conditions to Autism. It is a disability which affects males in the main and is characterised by difficulties in social and communication skills and patterns of behaviour similar to those in autism. Levels of intelligence tend to be within normal ranges. People with this condition usually have great difficulty with change, preferring consistency and tending to stick to routines or becoming engrossed in particular interests.

3.4. Adults with Attention Deficit Hyperactivity Disorder (ADHD) – adults with ADHD have difficulty staying focused and attending to ordinary daily activities. Symptoms are often overlooked in earlier life because they are not always outwardly disruptive. Inattention and concentration difficulties are common, as are poor listening skills, difficulties with following instructions and retaining information.

⁶ Dyslexia is a continuum of difficulties in learning to read, write and/or spell which does not reflect an individual's cognitive abilities or performance in other areas

⁷ Dyspraxia is an impairment or immaturity of the organisation of movement. Associated with this may be problems of language, perception and thought.

4. THE VISION AND PURPOSE OF THE JOINT STRATEGY

The **Vision** expresses the main outcomes which all services and community partners are working together to achieve: “People with a learning disability will live a rewarding life, enjoying the same opportunities as everyone else; whilst their carers and families get the support and advice they need too”.

The **Purpose** of the Strategy is: “To improve services and opportunities for people with a learning disability and those on the autism spectrum, by guiding and supporting all partners stakeholders, clients and their families to work together in an effective way towards common goals.”

5. THE CHARTER AND ACTION PLAN

This Joint Strategy is shaped by a **Charter** which contains twelve ‘**pledges**’ or promises. The pledges provide a framework for the action plan which addresses all the key areas where services can make a difference to service users’ lives. Each pledge is supported by a number of objectives which form the Action Plan. The 12 Charter pledges are:

1. Listening to, communicating with and involving service users, carers, other important people and services in the community

- Ensuring we know what service users and their families need through good consultation and involvement systems that make improvements happen.
- Communicating more effectively with all stakeholders through a range of media.
- Establishing a local co-production model applied to joint leadership which creates the conditions for greater empowerment and involvement of service users and family carers in strategic planning and policy making processes.

2. Helping people to live independently, safely and to enjoy life in their own home or in homely settings and have access to enabling and supportive networks

- Assisting people to rent or buy a home for life with additional care or support if needed.

3. Supporting people to improve physical, mental and spiritual wellbeing:

- Assisting people with learning disabilities to get the best healthcare, advice and support they need to live happy, healthy and full lives. Where appropriate, they should also be supported with spiritual needs through attending worship and fellowship activities of their choosing.

4. Building friendships, loving relationships and active lives

- Helping people to make the most of sports activities, social and leisure opportunities to increase their circle of friends and enjoyment of life in general. We will develop more informal supports in the localities where people live.

5. Staying safe at home and in the community

- Tackling the increased frequency and under-reporting of bullying, crimes such as harassment or theft and other dangers such as fires and accidents in the home.
- Working with colleagues under ⁸GIRFEC guidance to ensure that the children of parents with learning disability are safe.

6. Delivering Transitions: Ensuring the move from school to adult life is managed well, so young people can access all possible opportunities for a rewarding life

- Working with young people through our new ⁹'Enablement Team' to live as independently by maximising their living skills and to live unaided by services where possible.

7. Improving further education opportunities

- Supporting people to find the right training courses, apprenticeships and adult education courses that will help them to achieve their personal ambitions and goals.

8. Helping to get a job or working as a volunteer

- Providing improved employability services and helping service users to access other agencies that will improve their chances of getting paid work, creating new jobs and supported employment in local social enterprises.
- Helping service users who choose volunteering to have a fulfilling and worthwhile experience, enjoying the status of being an active citizen who gives something back to their local community.

9. Helping carers and families supporting people to continue in their caring role, to maintain their health, wellbeing and the chance for a rest when they need it

- Helping service users and their family carers to arrange personalised short breaks through the Short Breaks and Respite Service.

10. Taking control and making choices (Personalisation)¹⁰

⁸ GIRFEC – *Getting it Right for Every Child* and young Person – Scottish Government guidance on protecting children; more information at <http://www.scotland.gov.uk/Topics/People/Young-People/gettingitright>

⁹ Enablement Teams provide time limited intensive care and support service, to help people to learn new skills, or re-learn capabilities they may have lost. This approach aims to maximise the person's long term independence, choice and quality of life.

¹⁰ Self Directed support and personalisation allows people to choose how their support is provided by giving them as much control over the individual budget spent on their support.

- Providing increased opportunities for people to organise their own support through self-directed support packages, ensuring people have more choice and control over their lives.

11. Better lives in older age: Making plans early enough to make sure service users and their carers are well supported, safe and cared for as they grow older.

- Making provision for the growing numbers who have a diagnosis of dementia.

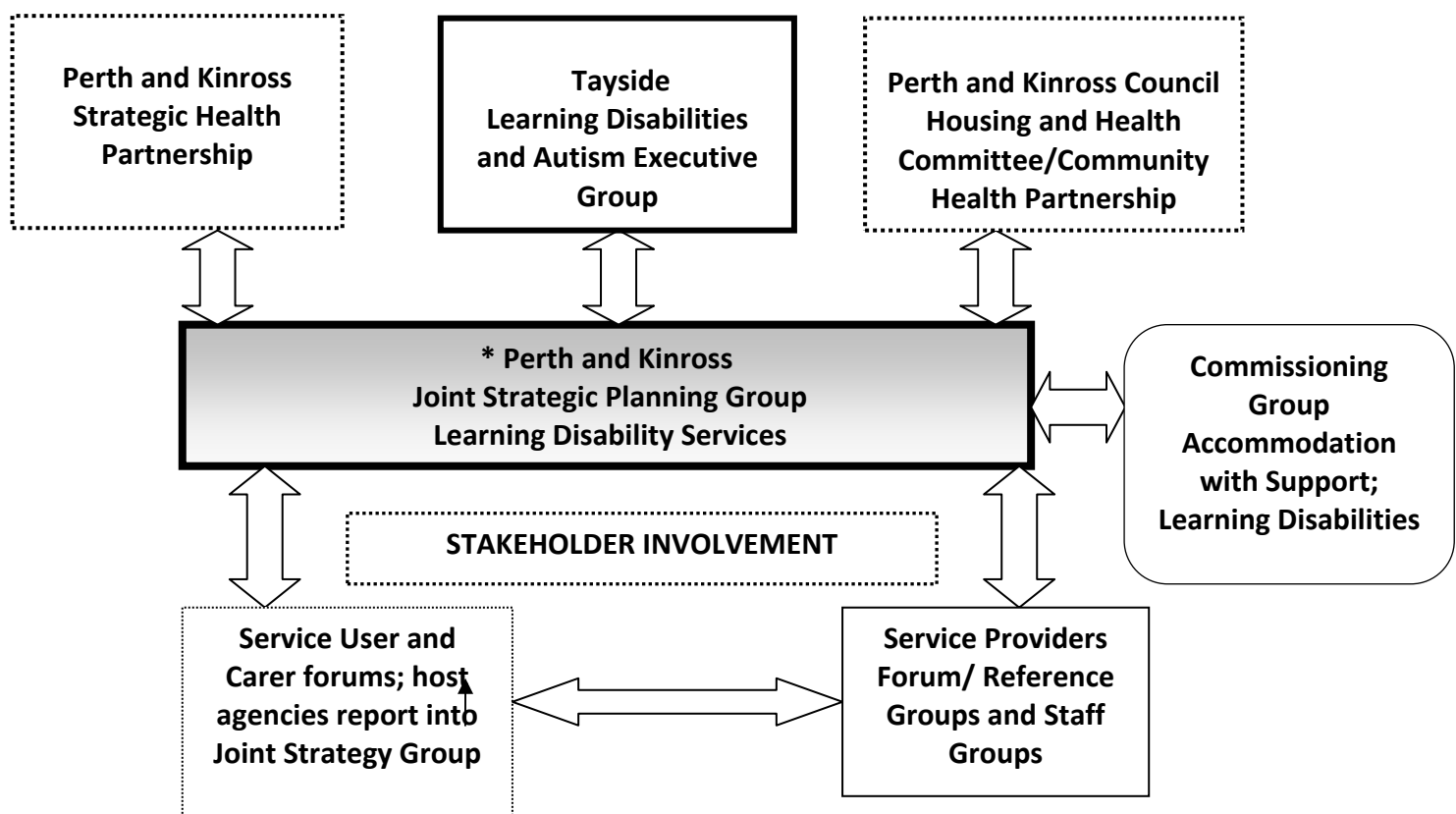
12. Local delivery of the Scottish Strategy for Autism (2011)

- Working with our partners to improve community provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.

6. A FRAMEWORK FOR PLANNING IMPROVED SERVICES

Figure 1 shows how all the local planning groups and forums fit together to form the local framework for developing learning disability services.

Figure 1: Joint Planning Structure



The Perth and Kinross Joint Strategic Planning Group is responsible for developing the Joint Strategy. It is jointly chaired by the Service Manager Adult Support and Wellbeing, Perth and Kinross Council and the Head of Integrated Mental Health Services, Perth and Kinross Community Health Partnership. The other main responsibilities of the group include the promotion of the involvement and participation of service users, carers, partner service providers and other key stakeholders in the formulation of the Strategy. It is also responsible for monitoring service developments by keeping a track of progress against all the actions in the plan. The Terms of Reference for the Strategy Group are outlined in Appendix E.

7. LINKS WITH OTHER LOCAL JOINT STRATEGIES

The assessed needs of people with a learning disability and their carers are also addressed in other local plans and through related developments. There are a range of other strategies and plans which relate to the needs of people with a learning disability. These include the following:

- Perth and Kinross Single Outcome Agreement.
- Perth and Kinross Joint Strategy for Carers 2011-2014.
- Perth and Kinross Change Fund Plan.
- Forthcoming Perth and Kinross Joint Commissioning Strategy.
- Perth and Kinross Joint Strategy for Physical Disability 2012 – 2014.
- Perth and Kinross Joint Strategy for Mental Health Services 2012-2015.

8. STAKEHOLDER CONSULTATION

Participation and formal consultation with stakeholders is undertaken on a regular basis and through a range of different means by many local agencies to gauge the quality of services and to assist the Joint Strategic Planning Group to prepare and respond to people's needs. For the purposes of producing this Strategy, three extensive consultation exercises were undertaken with service users, unpaid carers/families and service providers in the statutory, voluntary and private sector respectively.

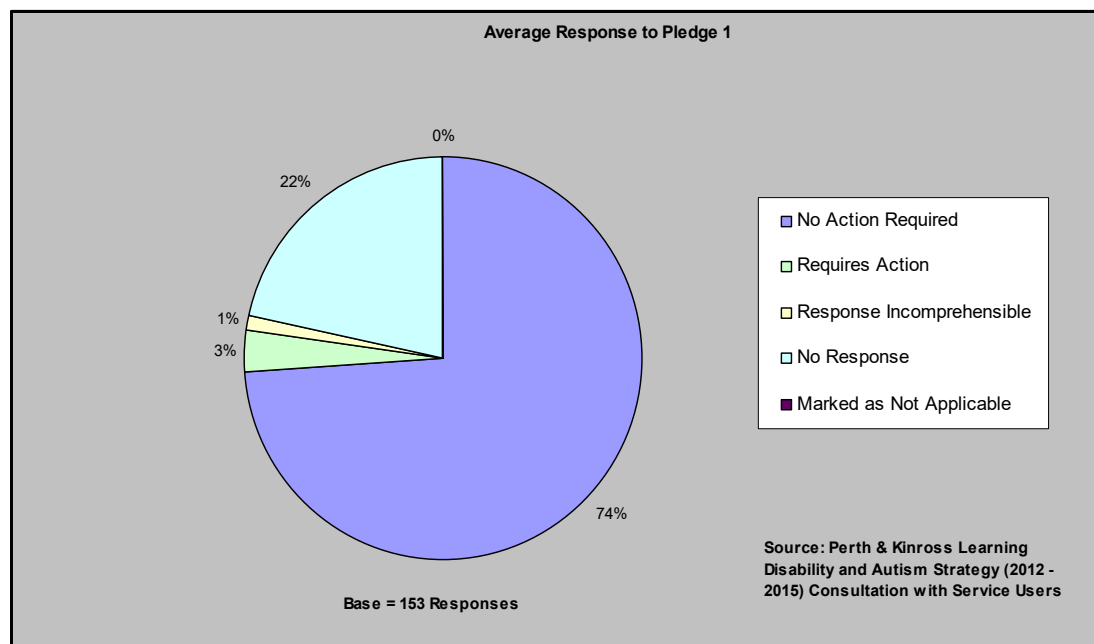
8.1 CONSULTATION WITH SERVICE USERS

153 completed questionnaires from adults with a learning disability and/or autism were received all of whom are known to services from a total of approximately 300 issued. The survey gave the opportunity to respond to a comprehensive questionnaire which addressed all 12 Charter pledges. Assisted by staff from Independent Advocacy and a range of other services, respondents were also asked to complete an additional short survey to ensure the collective response was representative of gender, age, ability, locality and ethnicity. This was achieved and the full report of service users' views can be found in Appendix A.

Selected Findings (Full report in Appendix A)

The overall impression suggested that the majority of clients were either satisfied with the services they receive, or had all the supports they require in place to meet their needs. The demographic profile of the group of respondents showed an even spread across gender, rural, town or city dwellers, type and combination of disability and age ranges. Ethnicity monitoring showed that all but two respondents were white/British or white non/British.

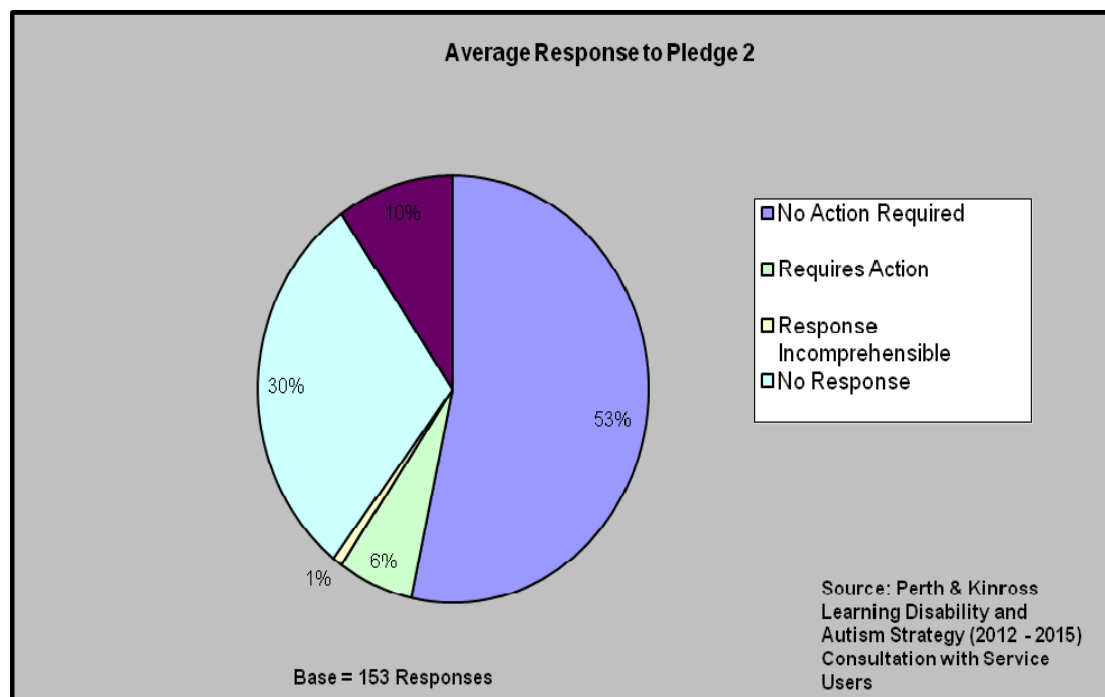
Figure 2: Responses to Pledge 1 (listening to and involving people, carers, other important people and services in the community)



Respondents were asked four different questions related to this pledge. 74% were satisfied that they were listened to and their wishes and preferences taken into account. 3% of respondents felt they needed someone to speak up for them or believed that the people in their lives didn't listen to what they said. The remainder offered no recordable response.

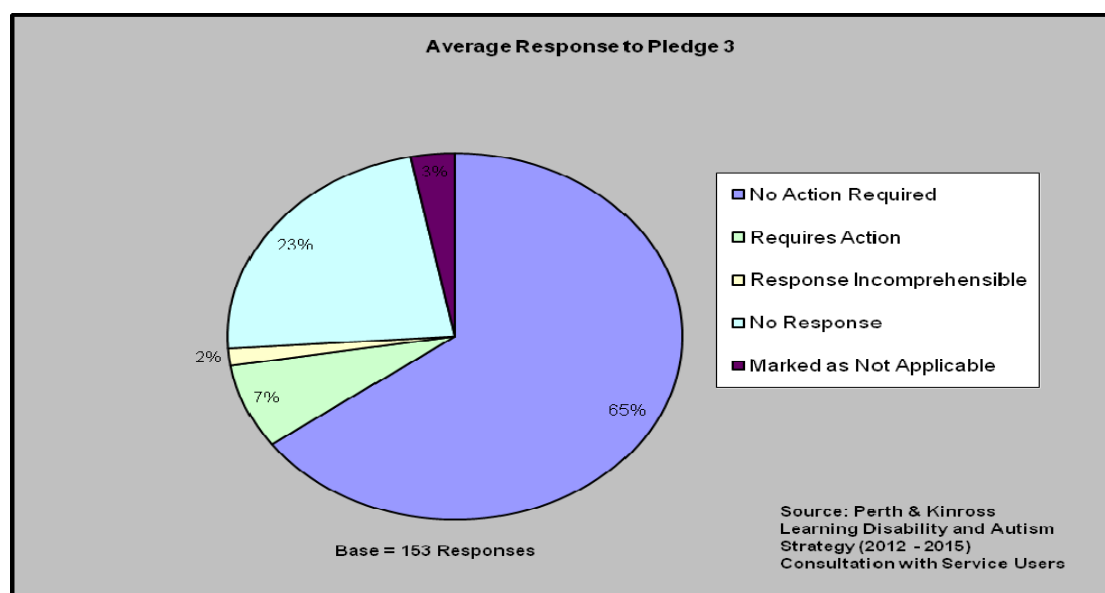
Respondents were asked four questions related to choices about housing, planning support in their homes, preferred locations and adequacy of support and advice to make a move. 6% of respondents had some concerns with actual location, choices of location on offer and who makes those choices for them. 53% of respondents were happy with their housing (the remaining 41% offered no recordable response).

Figure 3: Responses to Pledge 2 (helping people to live independently, safely and to enjoy life in their own home or in homely settings with access to enabling and supportive networks)



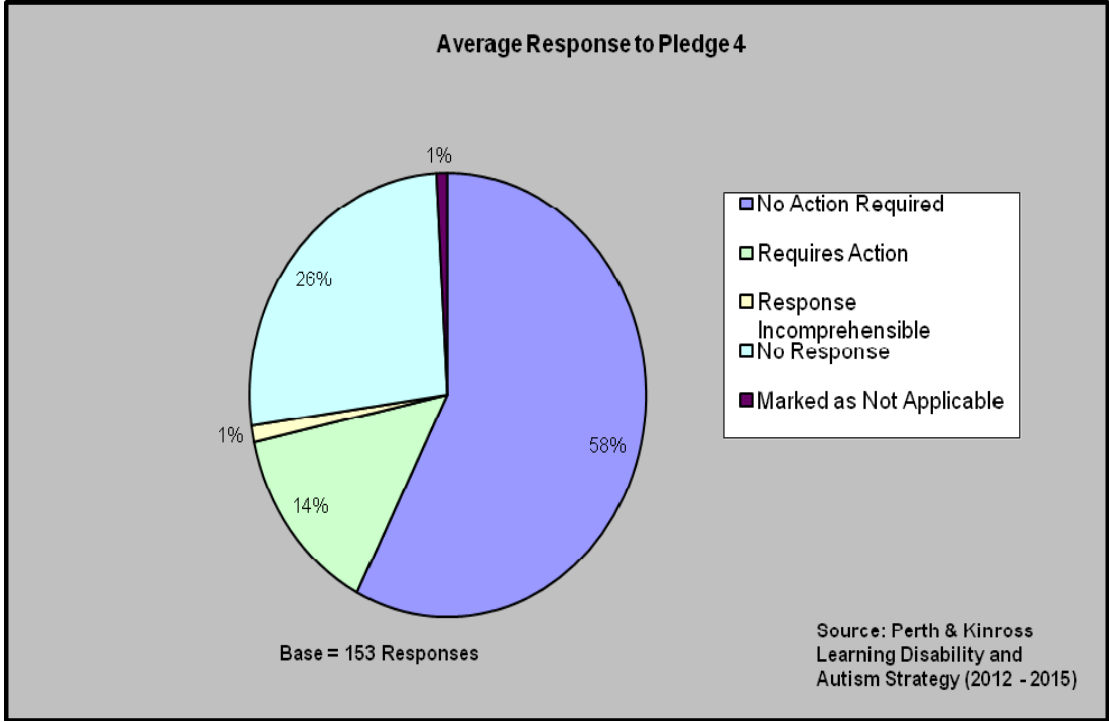
Respondents were asked seven different questions related to physical and mental healthcare needs, sporting activities and about faith and worship in their lives. 65% of respondents felt satisfied with these aspects of their lives. Of the 7% that reported concerns, these were related to infrequency of dental check-ups, doctor's visits and the need for more help to access sporting activities and attending places of worship.

Figure 4: Responses to Pledge 3 (supporting people to improve physical, mental and spiritual wellbeing)



Respondents were asked six different questions about relationships and social lives. 58% were generally satisfied with these aspects of their lives. However, 14% reported problems and unmet needs in a few areas. Within this group, 48 respondents recorded a concern about lack of friends, 20 hadn't been on a holiday, 17 felt they had no one to talk to about sexual relationships and 16 didn't get enough help to go out to places like cinemas and cafes. Loneliness was experienced by 12 respondents.

Figure 4: Responses to Pledge 4 (building friendships, loving relationships and active lives)



8.2 CONSULTATION UNPAID CARERS, PARENTS AND FAMILIES

Unpaid carers and families were formally consulted through a combination of an online questionnaire and invitation to a special event. At this seminar, 43 carer/parent delegates formed focus groups, addressing three key questions relative to each Charter pledge. The full report of carers' views can be found in Appendix B. It contains many more comments and recommendations. These will be further analysed and addressed by the Joint Planning Group. A précis of the concerns, comments and recommendations made by parents and carers is presented in table 1 below.

The Joint Planning Group for Learning Disability Services will undertake a fully comprehensive review of these comments and recommendations through October 2012, to ensure the objectives in the Strategic Action Plan respond to carer's views.

Table 1: Consultation with Unpaid Carers, Parents and Families Summary

Charter Pledge	What Works Well?	What Doesn't Work Well?	Recommendations
1. Listening, Consultation and Communications	<ul style="list-style-type: none"> • Consultation events are positive • Staff from voluntary organisations listen well • Welfare Rights Team are extremely helpful 	<ul style="list-style-type: none"> • More advocacy is needed • Not enough involvement in planning services • Questionnaires disliked • Some professionals don't know what is available 	<ul style="list-style-type: none"> • Use social media and better websites • Ensure actions follow from this event • More consultation with carers
2. Housing	<ul style="list-style-type: none"> • Flexibility • Clients choices respected • Housing support packages 	<ul style="list-style-type: none"> • Possibility of isolation • Large teams may lead to inconsistency of care • Lack of rural outreach 	<ul style="list-style-type: none"> • More information on options • Contingency for crisis • Specialist support for autism
3. Physical, Spiritual and mental wellbeing	<ul style="list-style-type: none"> • Sports Academy • Live Active • Blackruthven Farm • Broxden Dental Surgery 	<ul style="list-style-type: none"> • Services in GP Surgeries • Down's syndrome screening; too many professionals at once. Unclear benefits of locality working 	<ul style="list-style-type: none"> • Mental health training • Improve awareness of people's spiritual needs • Train nurses and doctors about learning disability
4. Friendships	<ul style="list-style-type: none"> • Independent travel • Sports initiatives • Support provided by parents 	<ul style="list-style-type: none"> • Availability of toilet and changing facilities • No opportunities to make natural friends outside office hours 	<ul style="list-style-type: none"> • Support the 'Friendship Network' steering group • Help existing clubs to be more inclusive • Awaken community interest and promote befriending
5. Staying Safe	<ul style="list-style-type: none"> • Safe parking arrangements 	<ul style="list-style-type: none"> • Access to information and advice • Education for carers 	<ul style="list-style-type: none"> • Designated safe places; recognised schemes • Sex education • Closer liaison with Fire, Police and Ambulances

Charter Pledge	What Works Well?	What Doesn't Work Well?	Recommendations
6. Transitions	<ul style="list-style-type: none"> • PAMIS Transition Pack • Help at Hands Event • Acknowledgement of the key role of Transition Coordinator • Investing in life skills development 	<ul style="list-style-type: none"> • Lack of adequate assessment at an early stage • Lack of information about available options • Social work is overly administrative 	<ul style="list-style-type: none"> • Establish an accountability trail • Website with comprehensive information/directories of services • Improve evidence-based practice
7. Further Education	<ul style="list-style-type: none"> • Liaison between schools and colleges • Adequate transition period • Ample time to ensure the students placement is right for them 	<ul style="list-style-type: none"> • Dealing with different social workers through transition • College holidays leave a long gap where there are fewer available activities 	<ul style="list-style-type: none"> • Explore more work based training and qualifications • Improve transport facilities • Training and awareness raising of issues related to autism/Aspergers
8. Employability	<ul style="list-style-type: none"> • Employment Support Team • ASDA training/work experience • PKAVS Volunteer Network • PUSH 	<ul style="list-style-type: none"> • Engagement with employers • More redundancies • Voluntary work: objections to working for nothing 	<ul style="list-style-type: none"> • Create long term jobs with large employers • Training for employability support workers • Social enterprise and supported employment
9. Carers and Families	<ul style="list-style-type: none"> • Respite Bureau • Parent to Parent • Splash • Enable • Spectrum Club(Autism) • Direct Payments 	<ul style="list-style-type: none"> • More respite is needed • Lack of signposting; what's out there • Links between mental health and learning disability • Waiting time for carers assessments 	<ul style="list-style-type: none"> • Designate one key link worker for carers • Develop crisis prevention and intervention services • Carers awareness training – mandatory for all front-line staff
10. Personalisation	<ul style="list-style-type: none"> • Satisfied with current services • Lengthy process but worthwhile in the end 	<ul style="list-style-type: none"> • The process is harder than anticipated; lots of meetings and negotiation. 	<ul style="list-style-type: none"> • Run an information event for carers
11. Older People and Carers	<ul style="list-style-type: none"> • Flexible respite that meets individual needs • Consistent staffing in one residential home 	<ul style="list-style-type: none"> • Information about changing services • Increased healthcare needs not always addressed 	<ul style="list-style-type: none"> • Early preparation for changing future needs; involving whole family • More information; both general and on legal matters
12. Autism Strategy	<ul style="list-style-type: none"> • Employment Support Team • Autism Initiatives • Perth Academy - Autism Support Unit • Council crisis responses • Spectrum Club 	<ul style="list-style-type: none"> • Wide recognition in Children's Services • Respite for children with ASD 	<ul style="list-style-type: none"> • A 'one-stop-shop' model • More integration between services • Improve available information about services

8.3 INVOLVING STAFF FROM SERVICE PROVIDERS

A formal consultation and participation exercise was carried out with approximately seventy organisations. All partner agencies across Perth and Kinross including statutory sector staff. Managers were provided with the opportunity to respond to the proposed plans and to submit details of their own plans for the next three years that will contribute to the Strategy. This approach was designed to ensure that the Strategy is inclusive, comprehensive and feasible and to support a partnership approach that will improve services and the lives of people with a learning disability or autism, and their parents and carers. The full report on the views of staff and service providers can be found at Appendix C.

8.4. A CULTURE OF CONSULTATION AND INVOLVEMENT

Whilst there have been focused consultation and participation exercises undertaken for this purposes of the Joint Strategy, the practice of involvement is a constant feature of local learning disability services. In shaping the framework of this Strategy, findings from the following events were referred to:

People who use services, their carers and family members attended the following meetings and events.

- Perth and Kinross Citizen Leadership Group.
- Discussions in the workshops at 'Us and the Housing' event.
- Focus Group with carers of people with Autism - Spectrum Club.
- Consultation event with service users on the pledges.
- Regular discussion groups and forums held by PUSH and Independent Advocacy Perth and Kinross.
- Regular consultation forums run by Perth and Kinross Council day opportunities services, Employment Support Team and other services.

Wider groups of stakeholders including carers and service providers

- Stakeholder Information sharing event.
- Various local meetings and surveys carried out under the auspices of NHS Tayside 'Informing, Engaging, Communication and Consultation Plan
- Health, Housing and Community Care staff who work in learning disability services.
- A series of formal consultation meetings with managers, staff and volunteers in all learning disability services.
- Private and voluntary sector agencies and housing providers through the Service Providers Forum.

9. WHAT IS THE CURRENT AND PROJECTED DEMAND FOR SERVICES?

Table 2 below shows the actual and forecasted demand for Housing and Community Care services provided by Perth and Kinross Council. Many of the clients supported by Council services also receive Nursing and Allied Health Professional services. It is anticipated that there shall be a growing demand for services.

Table 2: Nos. of Service Users (Actual and Projected)

	Actual			Projections			
	2009	2010	2011	2012	2013	2014	2015
Adults known to PKC	437	452	488	506	527	548	568
ASD	67	70	86	89	93	97	100
Adults 65 and over	31	37	41	43	44	46	48
Supported Accommodation	106	127	142	147	153	160	165
Lives with Parent	166	188	182	197	205	214	221
With Day Opportunities	162	113	194	201	210	218	226

Source: ESay Data - current numbers and projections at April 2012. A full **DIRECTORY OF RESOURCES AND SERVICES** can be accessed through this link www.pkc.gov.uk/learningdisabilities from 31st November 2012

10. THE FUNDING OF SERVICES

10.1 CURRENT FUNDING PROFILE

Table 3: Learning Disability Gross Budget – Perth and Kinross Council Housing and Community Care Services (2012-2013)

Category	£000's	% of Budget
Residential placements	4,022	28.1%
Supported Living	3,635	25.4%
Housing Support	1,843	12.9%
Day Opportunities	1,839	12.8%
Autism Support	1,040	7.3%
Assessment, Local Area Co-ordination and Care Management	521	3.6%
Self Directed Support	456	3.2%
Respite Services	383	2.7%
External Transport	267	1.9%
Employment Support	258	1.8%
Voluntary Organisation Payments	41	0.3%
Further Education Support	16	0.1%
Total Gross Budget 2012-2013	14,321	100%

Source: Council approved budget for LD services 2012-2013. NB Budgets do not include non-direct budgets which include the cost of general administration, property and central office costs

At current price levels, over £16 million is spent on dedicated services for adults with a learning disability jointly delivered by Perth and Kinross Council, NHS Tayside and a range of commissioned service providers in the independent and voluntary sector. This figure excludes the cost of further education and special programmes provided by Perth College UHI.

The budget shown in Table 3 includes £2,492,000 'resource transfer' to the local authority from NHS Tayside. This is the sum of money freed up when hospital beds (usually long stay) are closed. The money released is used by Housing and Community Care Services to purchase social care and for reinvestment in other community health services.

NHS Tayside including Perth and Kinross Community Health Partnership spends around £2.5 million services dedicated to people with a learning disability. Table 4 shows how this money is spent.

Table 4: NHS Tayside including Perth and Kinross Community Health Partnership Budgets for Learning Disability Services (2012/13)

Category	£000's	% of Budget
Specialist in-patient services	*918,717	37.3%
Perth and Kinross Community Learning Disability Team - Nursing and Allied Health Professionals	554,646	22.5%
Allied Health Professionals (e.g. physiotherapy, dieticians etc)	*395,205	16.1%
Scone Day Hospital – Day Services including Nursing and Allied Health Professional Support	315,514	12.8%
Medical services, medical records and administration	*211,096	8.6%
Specialist Community Teams	*66,277	2.7%
Total	2,461,455	100%

NB * Indicative budgets representing an estimated allocation of 25% for Perth and Kinross of the Tayside-wide budgets for Centralised services. Net Budget excludes NHS Tayside "Resource Transfer" to Perth and Kinross Council. The above budgets do not include the impact of 2% efficiency targets for 2012/13 which are currently held at CHP Level. Figures relate to direct Clinical and Administration Staff costs and do not include support services or property costs.

10.2. FUTURE JOINT FUNDING PRIORITIES AND CONSTRAINTS

Future commissioning and spending on services will be influenced by the 12 Charter Pledges and the related objectives in the action plan. Other general principles applied to local spending priorities will be:

- To ensure adequate resources are available to support the most vulnerable clients in our communities.
- To take account of the immediate and longer term effects of the downturn in the economy, and the resultant reduction in health and social care budgets both nationally and in Perth and Kinross.

- Through scrupulous financial governance, effective commissioning and monitoring of services to ensure best value.
- Fair and equitable charging arrangements, applied in accordance with the local Charging Statement, and in line with effective approaches taken in other Scottish local authorities.
- The further development of 'Self Directed Support' to enable clients and their families to have greater choice and control; to achieve standards of best practice and meet the requirements of the forthcoming legislation in summer 2012.
- Related to 'Self Directed Support', a commitment to working within a model of 'Enablement' which means helping clients move on from traditional day services wherever it is best for them to do so, and to chose alternative daytime activities and pursuits in the community.
- To encourage the expansion of 'Co-production' within our communities, where services are developed and delivered through equal and reciprocal relationships between professionals, people using services, their families and their neighbours. Where activities are co-produced in this way, both services and neighbourhoods will become far more effective agents of change.

10.3 MAJOR PLANNED INVESTMENTS IN LOCAL SERVICE IMPROVEMENT

Planned new investment in strategic service improvements includes the following:

- Capital Funding – approximately £750,000 to invest in 'new build' special housing for people with profound and multiple learning disability
- Investment in Improvement Fund – a total of £805,000 to the redesign of services for children, young people and adults with learning disabilities and/or a condition on the autism spectrum. This has been allocated in the following way:
 - Housing and Community Care £425,000 between Enablement Team/Transitions Co-ordinator (£185,000) and Bridging Finance for Self Directed Support (£240,000).
 - Education and Children's Services £380,000 divided between an increase in respite care (£260,000), an increase home support for families (£40,000) and enhanced individual learning support (£80,000).

11. LEGISLATION AND NATIONAL POLICY TO PROTECT PEOPLE WITH A LEARNING DISABILITY

Numerous national policies, guidance papers and laws relate to the care of people with a learning disability or autism. Those that are most pertinent to the Joint Strategy include the following:

11.1 SAME AS YOU? (2000)

In 2010 the Scottish Government set up an Evaluation Team to review the evidence on progress made throughout Scotland since the publication of *The same as you?* (Scottish Executive 2000). The findings were published recently in a report which identified a range of new challenges that have now been formulated into a schedule of priorities. The key message from this report is the view that the original principles and focus established by 'The same as you?' remain largely fit for purpose today.

11.2 INTEGRATION OF ADULT HEALTH AND SOCIAL CARE (Consultation Paper)

The Scottish Government are currently working with NHS Scotland and local government on extensive reform of health and social care by means of a comprehensive, nationally led integration programme. Entitled 'Integration of Adult Health and Social Care', consultation on the proposals in this report is underway. The report outlines the key features of effective integration, the potential impact on particular groups in society and provides an opportunity to offer views on the new legislation which will support the changes. In many ways, the Action Plan contained within the Joint Strategy supports reform objectives in relation to integration, leadership, community capacity building and shared accountability.

11.3 ADULT PROTECTION

Clients with a learning disability can be vulnerable to risk, neglect or mistreatment. Where such cases arise, all services that fall within the scope of this Joint Strategy have a duty to ensure that any suspected or actual harm is identified, recorded and investigated in accordance with legislation and local guidance as outlined in the ¹¹Tayside Multi Agency Adult Support and Protection Protocol.

11.4 WELFARE BENEFIT REFORM

The Joint Strategy takes account of the impact of Welfare Reform and makes provision in several areas of the action plan to support services in protecting and assisting service users and carers to maximise their income wherever possible.

¹¹ Guidance can be accessed at <http://www.pkc.gov.uk/NR/rdonlyres/D8ED1670-AEBD-4984-ABE9-DFB017FA04D6/0/TaysideASPprotocolFeb2011.pdf>

11.5 THE CHRISTIE COMMISSION

The Christie Commission on public sector reform suggested that radical change is needed to tackle deep rooted social problems which exist in our communities. One of the best approaches to tackling these issues is to work in partnership through joint strategies such as this one, to focus on prevention and develop responsive services that meet the needs of individuals and communities. Public and voluntary sector agencies will support individuals and families in these areas to pursue and achieve positive outcomes in their own lives within a 'sense of place'.

11.6 GETTING IT RIGHT FOR EVERY CHILD (GIRFEC)

Getting it Right for Every Child is the Scottish Government programme to improve children's lives. Locally, services are building on current good practice by fully involving children, young people, families and carers in the key decisions which affect their lives; and doing so by working in partnership with all key services to ensure families get the right help when they need it. Accordingly, Learning Disability Services will develop close working partnerships with colleagues in Children's Services to ensure that the children of parents with a learning disability get the best start in life.

11.7 EQUALITY ACT 2010

Scottish public authorities are subject to the new general duty and must have 'due regard' to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. It is important that services have due regard to equality and ¹²build on existing systems and good practice which developed from the previous duties. An Equalities Impact Assessment (EqIA) has been completed for this Strategy - Appendix D

11.8 SELF DIRECTED SUPPORT BILL (SCOTLAND)

In a range of ways, the Strategy addresses new legislation in the form of the Self Directed Support Bill. Through direct payments and other means, the Scottish Government plans to give people a range of options for the way in which their social care is delivered. It is designed to empower service users and their families with regard to control and responsibility for their own support arrangements. The Bill requires Councils to offer four choices:

- Option 1 - direct payment.
- Option 2 - the person directs the available support.
- Option 3 - the local authority arranges the support.
- Option 4 - a mix of the above.

¹² The Equality and Human Rights Commission have placed **guidance** on their website.
<http://www.equalityhumanrights.com/scotland/public-sector-equality-duty-in-scotland/>

11.9 STRENGTHENING THE CORE ECONOMY IN OUR LOCAL COMMUNITIES - HOW CO-PRODUCTION WORKS IN OUR LOCALITIES

The practical application of co-production may include programmes such as the 'Shared Lives' scheme which pairs up disabled people with families (some of whom may also have support needs), where caring becomes a joint activity between the disabled person and the family they live with. Another example is the 'Expert Patient Scheme UK' where people with long-term health conditions teach others how to develop ways of coping. In 2009 it had already involved over 50,000 participants. Through recognising the huge potential of people as experts and local neighbourhoods to create effective, supportive social networks, public services can help to mobilise these resources to improve and widen services. In so doing, this approach referred to as 'co-production' acknowledges that:

- People are valuable assets because they represent the real wealth of society. For instance, by recognising clients as potential assets, as opposed to passive recipients, their capacities and knowledge can be utilised to create mutually supportive networks. This encourages greater community inclusion, independence and a deeper sense of self worth.
- Beyond services, realising the worth and value of the work that people do every day to bring up families and care for others. The sum of all this contributes to healthy, safe and happy communities.
- Encouraging reciprocity is important because beneficial relationships create mutual respect and build up trust.
- Social networks are vital to everyone's mental and physical wellbeing.

12. SUPPORTING THE TWELVE PLEDGES AND IMPLEMENTING THE ACTION PLAN

Over the course of the three years, the Joint Strategy Group will identify key staff and working groups who will be responsible for putting these Charter pledges into operation. It will meet regularly to consider progress reports and to monitor and evaluate all partner services' performance. This Group will report into the Boards and Committees governing all partner services. The Joint Strategy Group will monitor and oversee the progress through reports from the staff that are responsible for each area of work. The 'Action Plan' contains goals and how to measure progress against the desired outcome. The Chairs of the Joint Strategy Group will make public the progress reports and present this information to committees and governing bodies as required.

Ensuring staff teams receive the correct training and support the action plan is supported by a Joint Workforce Training Plan. All partners who are involved in delivering services also have plans linked to service needs ensuring staff have the correct level of training and aptitude to deliver current and future services. Many of the courses and programmes detailed are available to staff in the voluntary sector.

13. TWELVE CHARTER PLEDGES AND THE JOINT STRATEGIC ACTION PLAN (2012 TO 2015)

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
PLEDGE 1 – INVOLVING SERVICE USERS, FAMILY CARERS AND OTHER IMPORTANT PEOPLE IN IMPROVING SERVICES -We will listen more, involve and empower service users and family carers in strategic planning and policy making processes, and provide better information about services for everyone who needs to know.					
1.1	ESTABLISH A LOCAL ¹³'CO-PRODUCTION' MODEL APPLIED TO JOINT LEADERSHIP ; thus creating the conditions for greater empowerment and involvement of service users and family carers in strategic planning and policy making processes STAGE 1 - ESTABLISH AND SUPPORT TWO FOCUS GROUPS; ONE FOR SERVICE USERS AND A SECOND FOR FAMILY CARERS – to provide the foundations for this model and a means of ensuring that service users and family carers are empowered and involved in effective ways	Begin developing the structures December 2012 Appoint a suitable voluntary sector lead by March 2013	<ul style="list-style-type: none"> Representatives from each focus group will attend all meetings of the Joint Strategic Planning Group and participate fully in all decision making Focus Groups will function within and be supported by a 'two-way communication flow' that records and produces evidence of effective participation and involvement that shapes plans and policies 	£2,000 – the Year One budget for 'out of pocket expenses' for member representatives and venue costs. Review budget allocation prior to year two and adjust accordingly	Focus Groups will be supported by an appointed voluntary sector agency
1.2	PROVIDE MORE OPPORTUNITIES FOR CARERS AND FAMILIES TO MEET WITH SERVICE PROVIDERS - through information sharing events and themed seminars; such initiatives will be linked into the overarching ¹⁴ Joint Strategy for Adult and Parent Carers - Perth and Kinross 2011-2014	First event October 2012 and annually thereafter	<ul style="list-style-type: none"> Evaluation forms will be provided and collected following events and seminars; event organisers will report outcomes to delegates, the Joint Strategic Planning Group and respective committees/boards 	Budget for catering and out of pocket expenses for delegates	Joint Strategic Planning Group, the Focus Groups and the Learning Disability Service Providers Forum

¹³ Public Services Inside Out , *The New Economics Foundation* 2010 pp20-21 http://neweconomics.org/sites/neweconomics.org/files/Public_Services_Inside_Out.pdf

¹⁴ Further information on Carers Services and Plans in Perth and Kinross are at <http://www.pkc.gov.uk/Social+care+and+health/Care+and+carers/>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
1.3	IMPROVE RESPONSES FOLLOWING CONSULTATION WITH STAKEHOLDERS the Joint Strategic Planning Group will undertake a comprehensive review of the findings recorded from the following consultation exercises undertaken for this Strategy: <ul style="list-style-type: none"> Service user consultation Consultation with unpaid carers and parents Consultation with service providers and our own staff, completed July 	<ul style="list-style-type: none"> September 2012 October 2012 December 2012 	<ul style="list-style-type: none"> Recommendations gathered from the three consultation exercises are incorporated into the Action Plan for this Strategy and communicated to service users, carers and all groups involved in consultation Service user consultation will prove to be widely representative through comprehensive equalities monitoring that takes account of: All types of assessed need – from low-level community support to 24 hour care Locality - consider rural and city dwellers Generational – young people, adults and older people Equalities – race, gender etc	Within existing resources A budget for catering, venue costs and 'out of pocket expenses' for service users and carer's attending consultation events	Joint Strategic Planning Group
1.4	IMPROVE CO-ORDINATION AND SCHEDULING OF CONSULTATION review current arrangements for consultation exercises, surveys, events and information seminars managed by the Joint Strategic Planning Group	Annual Events <ul style="list-style-type: none"> May 2013 May 2014 May 2015 	<ul style="list-style-type: none"> A joint programme of co-ordinated consultation exercises and events will be established to ensure all stakeholders are consulted at appropriate intervals and at least once, on all relevant themes at least annually 	Within existing resources	Joint Strategic Planning Group
1.5	IMPROVE THE FORM AND ACCESSIBILITY OF ALL WRITTEN PUBLICATIONS - FORM AN 'EASY READ' PUBLISHING GROUP – reporting to the Joint Strategic Planning Group, to ensure all local developments and news is communicated in an accessible way for service users.	'Easy Read Group' formed by Dec 2012	Service users and their families will have access to important information through publications in 'easy read' versions; both paper and online <ul style="list-style-type: none"> Plans and reports about Learning Disability Services New legislation and developments Directories of information about available services Where to find help, advice or support 'What's On' in our communities that people with a learning disability can access and enjoy (i.e. sports, leisure activities) 	Purchase subscriptions to 'Easy Read' graphic packages Estimated cost £1,200 (one-off) Budget for external training	Joint Strategic Planning Group PKC HCC / NHST Communications Teams PKC Design Team

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
1.6	PRODUCE A MAP (DIRECTORY) OF MAINSTREAM COMMUNITY RESOURCES to inform service users and their families about all local amenities and resources that are accessible and welcoming to people with a disability (i.e. restaurants, cinemas, transport etc.)	September 2013	<ul style="list-style-type: none"> The map/ directory will be completed and published on line and in paper versions 	Within existing resources	Joint Strategic Planning Group
1.7	LIVE ACTIVE LEISURE WILL BUILD COMMUNICATION LINKS with the Joint Strategy Group to inform the work of their Disability Sport and Active Recreation networking group	September 2013	<ul style="list-style-type: none"> Improved communication and planning consistency 	Within existing resources	Live Active Leisure and the Disability Sport and Active Recreation networking group
1.8	IMPROVE ACCESSIBILITY, QUALITY AND CONTENT OF ALL ONLINE INFORMATION <ul style="list-style-type: none"> Enable service users to use the internet - through training and individual support Produce an online directory of care and support services – where service users and their families can 'shop around' and make best use of personal budgets 	October 2012	<ul style="list-style-type: none"> More service users will be using online resources and telling us through consultation. A Directory of Care and Support Services will go online - www.pkc.gov.uk/learningdisabilities Use website analysis tools to measure increasing usage of online directory 	Within existing resources	Joint Strategic Planning Group
1.9	FOR SERVICE USERS WHO HAVE PROFOUND AND MULTIPLE LEARNING DISABILITY (PMLD), WE WILL WORK IN PARTNERSHIP WITH AND SUPPORT PAMIS TO IMPROVE PARTICIPATION AND INFORMATION SHARING <ul style="list-style-type: none"> PAMIS will continue meetings with library service at North Inch Community Campus; working to improve use of the community facilities 	Ongoing for life of Strategy 2012 - 2015	<ul style="list-style-type: none"> PAMIS will gather feedback from the Community librarian as to how PAMIS input has improved services. 	Within existing resources	PAMIS With support from partner service providers and the Joint Strategy Group

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<ul style="list-style-type: none"> PAMIS will ensure provision of information relating to workshops, and activities for young people with PMLD are available and included on the PK website and in the newsletter PAMIS will continue to liaise with partners to address any issues that arise through the Family Support Service. 		<ul style="list-style-type: none"> By monitoring the information that <i>PAMIS</i> is submitting to the website and newsletter. Also by evaluation of PAMIS training workshops. Through PAMIS Service Level Agreement monitoring 		
1.10	PROVIDE OPPORTUNITIES FOR CARERS AND FAMILIES TO MEET WITH SERVICE PROVIDERS through information sharing events and themed seminars. Such initiatives will be linked into the overarching ¹⁵ Perth and Kinross Joint Strategy for Adult and Parent Carers Perth and Kinross 2011-2014	First event October 2012 and annually thereafter	<ul style="list-style-type: none"> Evaluation forms will be provided and collected following events and seminars; event's organisers will report outcomes to the Joint Strategic Planning Group at regular intervals 	Budget for catering and expenses	Joint Strategic Planning Group Learning Disability Service Providers Forum
1.11	CONSULT ON THE DEVELOPMENT OF A 'ONE STOP SHOP' FOR PEOPLE WITH AUTISM IN PERTH AND KINROSS – Autism Initiatives, in partnership with Perth and Kinross Council and NHS Tayside will consult with service users, carers and care providers to help shape the new 'One Stop Shop'. Steering group to be formed	Started May 2012	<ul style="list-style-type: none"> Stakeholder events organised and Steering group in place 	From £150K fund provided by Scottish Government to Autism Initiatives	'Autism Initiatives' to lead on this Joint Strategic Planning Group

¹⁵ Further information on Carers Services and Plans in Perth and Kinross are at <http://www.pkc.gov.uk/Social+care+and+health/Care+and+carers/>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
1.12	DEVELOP THE COMMUNICATION AND INVOLVEMENT PLAN IN DAY OPPORTUNITY SERVICES in the following ways: <ul style="list-style-type: none"> Ensure all new service users have a personal plan that is regularly reviewed Run 'Information Events' for everyone during times of change or development. (either a group event or one to one) Co-produce (staff, service users and family carers) and publish a regular newsletter about Blairgowrie Day Opportunities Ensure service users are given regular opportunities to give their views i.e. through questionnaires and focus groups etc Participate in the 'easy read' publishing group to ensure consistency of communication across all Day Opportunity Services 	<p>Ongoing</p> <p>As required</p> <p>As required</p> <p>At least twice yearly</p> <p>At least annually</p> <p>Ongoing</p>	<ul style="list-style-type: none"> Successful outcomes for individuals identified and actions in place. All stakeholders are provided with useful and current information regarding developments. (feedback from annual strategic consultation exercise) Seek reader's views on the newsletter; invite 'letters to the Editor'. A high return of questionnaires issued Seek feedback through annual strategic consultation exercise – all stakeholders 	<p>Staff, (review time)</p> <p>Other Agencies working in partnership.</p> <p>Venue provision and catering resources</p> <p>IT and paper supplies</p> <p>Speech therapy and other key partners</p>	<p>Blairgowrie Day Opportunities</p> <p>Other key partner services i.e. Cornerstone Independent Advocacy</p>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
1.13	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 1 – the following training programme will be offered:</p> <ul style="list-style-type: none"> SVQ's Codes of Practice Training Outcome Focussed Assessment Training Facilitation skills Communication Skills for Staff Listening Skills for staff Non Verbal Communication Training Producing 'Easy Read' Publications 	<p>All Courses offered on an ongoing basis and on request</p> <p>Individual applicants will be responded to on an as required</p>	<ul style="list-style-type: none"> Staff will gain required qualification Staff practice will be compliant with professional Codes of Practice Improved satisfaction recorded in feedback from service users and carers Staff report increased confidence in their abilities, interactions and achievements; measured in supervision and Employee Review and Development sessions 	<p>SVQ Team</p> <p>SSSC codes of practice booklet</p> <p>Learning and Development team (LOD team)</p> <p>Learning and Development Team Plus the following partners:</p> <ul style="list-style-type: none"> PAMIS Independent Advocacy PK Enable Scotland 	<p>PKC HCC Learning and Development Team</p>
<p>PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks</p>					
2.1	<p>DEVELOP ACCOMMODATION WITH SUPPORT FOR FOUR PEOPLE WITH PROFOUND AND MULTIPLE LEARNING DISABILITY (PMLD) - this will involve identifying the preferred model i.e. shared or individual tenancies, necessary building adaptations etc</p>	March 2015	<ul style="list-style-type: none"> Funding will be secured and developers appointed by 2014, as specified in the Strategic Housing Investment Programme for Perth and Kinross 	<p>£735,000 Capital Building Fund</p>	<p>PKC HCC Planning and Commissioning Team</p> <p>PAMIS</p> <p>NHS Tayside Occupational Therapy Services</p>
2.2	<p>ENSURE SERVICE USERS WITH PMLD AND FAMILY CARERS ARE CONSULTED AND ADVISED ABOUT THE DEVELOPMENT OF THIS HOUSING</p>	October 2012	<ul style="list-style-type: none"> Reporting of the information gathered from carers relating to discussions around housing models and the options available. Information sessions for carers will be attended to ensure they are advised about different housing 	<p>Within existing Resources</p>	<p>PAMIS working alongside the PKC HCC Planning and Commissioning Team</p>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<p>PAMIS will organise information sessions/focus groups and gather information at home visits to enable full consultation with carers in any review or development of future housing models.</p> <p>PAMIS will ensure carers are advised about the Shared <i>Lives Service</i> by offering awareness sessions and by continuing to support families who wish their sons/daughters to enter supported living services</p>	Ongoing support through family support service	<p>models and the implications of the various options.</p> <ul style="list-style-type: none"> Monitoring through the contracts team. PAMIS will provide information through Service Level Agreement monitoring and by sharing information and evaluations from information sessions with Perth and Kinross Council 	Within existing Resources	
2.3	<p>DEVELOP INNOVATIVE APPROACHES TO SUPPORT PEOPLE IN THEIR OWN HOMES - Assess the feasibility of developing services based on alternative models i.e. the ¹⁶<i>Key Ring Living Support Networks</i> of good neighbours who help out vulnerable clients living alone. Consider other housing support models where someone without a disability can support others with a disability in a flat-share.</p>	Complete Options Appraisal March 2013	<p>Stage 1- Local research will show evidence of a demand for this type of service.</p> <p>Stage 2. Subject to demand, feasibility and resources, develop in partnership with a suitable voluntary sector partner</p>	Budget to be calculated	PKC HCC
2.4	<p>INCREASE AND IMPROVE HOUSING CHOICES - We will work with specialist housing organisations such as ¹⁷Ownership Options, (soon to be re-named Housing Options Scotland), to increase opportunities and access to housing in the tenure of people's choice.</p>	Review March 2013	From the baseline taken at 1 st March 2012; by the end of Year 1 a greater number of people will either own their own home if they choose to do so, or live in good quality rented properties in or near the area of their choice.	Budget to be calculated	PKC HCC

¹⁶ Further information about this scheme can be found at <http://www.keyring.org/Home>

¹⁷ Soon to be re-named 'Housing Options Scotland' the primary aim of this organization is to ensure that disabled people have access to suitable housing in the tenure of their choice. More information at <http://ownershipoptions.org.uk/>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
2.5	ASSIST SERVICE USERS WITH A HISTORY OF OFFENDING, AND/OR THOSE AT RISK OF OFFENDING TO MOVE FROM INSTITUTIONAL SETTINGS TO A SAFE LIVING ARRANGEMENT IN THE COMMUNITY working with the police, we will assess and quantify needs, explore options and wherever possible assist people in this group to move from institutional settings to more homely settings in Perth and Kinross; putting into place the most rigorous risk management systems to prevent offending/re-offending	Commenced June 2012	<ul style="list-style-type: none"> From the baseline taken at 1st June 2012; by the end of Year 1 a greater number of service users will have moved into a homely setting in the community Rigorous risk management arrangements will prevent offending behaviours from occurring Through regular reports via the Purchased Services Board 	To be calculated on a case by case basis	Joint Commissioning Group
2.6	MAXIMISE INCOME AND HOUSING BENEFIT services will ensure that client's income and good financial status is preserved and well managed in light of imminent Welfare Benefit Reforms.	Ongoing	<ul style="list-style-type: none"> Monitor number of referrals to the Welfare Right Team Case file audit 	Within existing resources	Welfare Rights Team
2.7	SUPPORT AND PREPARE SERVICE USERS TO LIVE INDEPENDENTLY – by the following means <ul style="list-style-type: none"> Support individuals to attend the Housing Forum thus ensuring their involvement in the development agenda Provide development groups which enable and support service users to build on their independent living skills Service users will be supported to develop independent travel skills and abilities 	Ongoing	<ul style="list-style-type: none"> Audit numbers attending the Forum Audit review records of service users Personal Plans Audit review records of personal plans - numbers on service users travelling independently 	Within existing resources	Blairgowrie Day Opportunities PKC HCC Employment Support Team independent travel trainers

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
2.8	REVIEW, ASSESS AND DEVELOP SUITABLE 'HOUSING WITH SUPPORT' FOR PRIORITY GROUPS – those who remain in institutional settings and young people leaving residential schools in the near future. We will undertake an assessment of current needs with a focus on the type and level of housing support provision, and plan for more housing tailored to the specific needs of service users with a condition on the Autism Spectrum	Ongoing	Budgets permitting, funding will be secured and developers appointed by 2014, as specified in the Strategic Housing Investment Programme	To be calculated on outcome of needs assessment	PKC HCC PAMIS PKC ECS
2.9	DEVELOP ACCOMMODATION WITH SUPPORT FOR ADULTS WITH HIGH FUNCTIONING AUTISM (ASPERGERS) WHO ALSO HAVE COMPLEX NEEDS – NHS Tayside and Perth and Kinross Council to develop joint model of accommodation support with care provider (initially Cornerstone) to support adults with high functioning autism and complex needs	October 2012	<ul style="list-style-type: none"> Accommodation support developed. Less inpatient admission to NHS Facilities. Less out of area private provision purchased 	Within existing resources	NHS Tayside Perth and Kinross Council Cornerstone
2.10	ESTABLISH A LOCAL ¹⁸SHARED LIVES SERVICE/KINSHIP CARE – commission a Care Provider who already provides this type of service elsewhere in Scotland to develop and enlarge their current 'Shared Lives' service to include Perth and Kinross.	<p>Lead care provider identified by December 2012</p> <p>1st Review to take place in Sept 2013</p>	<ul style="list-style-type: none"> Shared Lives Carers will be recruited and registered to the Scheme Successful matching of service users and Shared Lives Carers will progress to the placement stage A formal review of placements will be undertaken 6 months into the scheme; or ad hoc should the need arise. 	<p>One off start up funding to be calculated</p> <p>Resources will be drawn from investments in existing case management</p>	PKC HCC Lead care provider

¹⁸ Shared Lives arrangements involve individuals and families in local communities (*Shared Lives Carers*) provide accommodation and/or support for people who need help to live the lives they choose. More information can be found at www.naaps.co.uk

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
2.11	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 2 – the following training programmes will be offered:</p> <ul style="list-style-type: none"> SVQ Self Directed Support (SDS) training SMART technology training Outcome focussed assessment training Circles of support Community Connecting Working with Risk training CALM training <p>Adult Support and Protection Act – NHS Tayside</p> <p>Level of Training/Delivery:</p> <ul style="list-style-type: none"> Level 1: Staffnet, e-learning Level 2: General Awareness Workshops Level 3: Specialist/Detailed Training 	<p>Ongoing and on request</p> <p>Training dates available from the LOD Team</p>	<ul style="list-style-type: none"> Staff will gain the required qualifications and aptitudes Increasing numbers of service users opting for SDS SMART Technology installed / used by Individuals Staff awareness and understanding will increase More service users will have circles of support Undertake Case File Audits to evaluate improvements to risk assessments Risk and CALM Training - reduction in incidents (measured through collation of incident report forms), and staff report increased confidence in dealing with incidents - reported through supervision and ERD 	<p>Within existing resources</p> <p>SVQ team LOD team Rapid Response team LOD team CALM Trainers</p>	<p>PKC HCC Learning and Development Team</p> <p>NHS Tayside Learning and Development Department</p>
2.12	<p>MANAGE OCCUPATIONAL HEALTH RISKS:</p> <p>Handling and Moving Training to ensure safe practice in people's homes</p>	Ongoing	<ul style="list-style-type: none"> Staff are equipped to support individuals safely, and are less likely to be absent due to injury. Reduction in number of incidents and accidents reported 	Within existing resources	PKC HCC Learning and Development Team
<p>PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing</p>					
3.1	<p>LIVE ACTIVE WILL WIDEN PARTICIPATION through promotion and attracting more service users to take part in physical activity, sport or active recreation.</p>	Throughout 2012 to 2014	<ul style="list-style-type: none"> By comparison with 2011 figures, higher numbers of service users will be participating in physical activity programmes; including those in areas of social deprivation 	Live Active to budget for these developments	Live Active

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	Particularly in areas of social deprivation, Live Active will promote initiatives that improve service users physical and mental health, and increase participation in physical activity		<ul style="list-style-type: none"> By comparison, a higher number of referrals will be received by Live Active By comparison with baseline data, indicators show some evidence of physical and mental health improvement at pre-agreed intervals 		
3.2	PROMOTE HEALTHY LIFESTYLES Live Active will improve information and signposting/referral pathways to existing opportunities	Throughout 2012 to 2015	<ul style="list-style-type: none"> By comparison with 2011 figures, higher numbers of service users will be participating in physical activity programmes including those in areas of social deprivation By comparison, a higher number of referrals will be received by Live Active 	Live Active to budget for these developments	Live Active
3.3	TRAINING AND STAFF DEVELOPMENT Live Active will work with partners to develop new opportunities for participation; and develop the workforce to better respond to the needs of service users	Adults and secondary age - 2012 Early years and school age - 2012/13	<ul style="list-style-type: none"> The establishment of new programmes informed by the results of consultation The workforce will have increased skills and capacity to respond to the needs of service users 	Live Active to budget for these developments	Live Active
3.4	WIDEN ACCESSIBILITY TO SPORTS ACTIVITIES Support the development of the new Community Sports Academy; a collaboration between Perth and Kinross Council and St Johnstone Football Club *Continue to report on the work of the 'SAINTS Academy' so that informed decision can be made about future sustainable funding	Contract commenced 2011	<ul style="list-style-type: none"> An increasing number of service users will have access to sports activities and coaching Feedback and evaluation /uptake of different sports (all measured by regular monitoring report) Feedback from the projects/service users/carers 	Through the Service Level Agreement with St Johnstone Football Club (*1 year only and evaluate)	A partnership approach through the Disability Sport and Recreation Network Meetings Live Active PKC HCC NHS Tayside PAMIS
3.5	SUPPORT THE DUKE OF EDINBURGH AWARDS for Adults with a Learning Disability	Started 2012 Final expedition August 2012	<ul style="list-style-type: none"> Pilot Group first evaluation – Autumn 2012 	PKC Grant funding	PKC NHS Tayside

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
3.6	IMPROVE THE HEALTH OF PEOPLE WITH A LEARNING DISABILITY THROUGH EARLY INTERVENTION: – support the development of the Down's Syndrome Health Screening Clinic, (a new initiative established in May 2011), ensuring the multi-disciplinary service model is well co-ordinated and effective	Est. May 2011 Blairgowrie Clinic August 2011 First Evaluation Report October 2012	<ul style="list-style-type: none"> From the results reported on in the annual audit/evaluation report OT and Physiotherapy will continuously evaluate assessments and actions; reporting outcomes and findings on an ongoing basis 	Within existing Resources	Perth and Kinross CHP
3.7	IMPROVE MOBILITY AND SAFETY - Introduce a Learning Disability Specific Falls Service to meet the needs of those most at risk	May 2013 commence development	<ul style="list-style-type: none"> Reduced number of falls recorded in the target group 	To be calculated	Perth and Kinross CHP
3.8	IMPROVE THE GENERAL WELLBEING AND QUALITY OF LIFE FOR PEOPLE WITH PROFOUND AND MULTIPLE LEARNING DISABILITY PAMIS will apply for funding from 'Creative Breaks' to increase the opportunities for people with PMLD	<p>Creative Breaks Fund Applicants to be notified week comm. September 2012</p> <p>Stories Project expected to start - Fairview School August 2012.</p> <p>Funding application for Dance Project to Creative Scotland August 2012</p>	<ul style="list-style-type: none"> Monitoring the level of inclusion of people with PMLD in these activities. Evaluation of the projects through service user feedback The success of the PAMIS funding bid to 'Creative Breaks' will bring about the appointment of a leisure officer who will work to increase access to arts and cultural activities for people with PMLD. 	'Creative Breaks Fund' Applicants will be notified week comm. September 2012	<p>PAMIS partnership approach through the Disability Sport and Recreation Network Meetings</p> <p>'Along Came Kirsty' (fundraising organisation)</p> <p>Gleneagles Day Opportunities (for the story telling)</p>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
3.9	INCREASE OPPORTUNITIES AND IMPROVE ACCESS TO ARTS ACTIVITIES FOR PEOPLE WITH PMLD <i>PAMIS</i> will seek funding for dance programmes, access to the story telling tradition and development of the stories.		<ul style="list-style-type: none"> Monitoring the level of inclusion of people with PMLD in these activities. Evaluation of the projects through service user feedback The success of the <i>PAMIS</i> funding bid to 'Creative Breaks' will bring about the appointment of a leisure officer who will work to increase access to arts and cultural activities for people with PMLD. 	Funder – 'Creative Scotland' Storytelling funding application submission due August 2012	Gleneagles Day Opportunities (story telling)
3.10	IMPROVE ACCESSIBILITY TO HEALTHCARE SERVICES Learning Disability Service providers will work jointly to improve the experience of, and accessibility to the following health services: <ul style="list-style-type: none"> General Practitioners General in-patient services Mental Health Services Art Therapy NHS 24 Dentists, Opticians Physiotherapy, Dietetics, Speech Therapy Health screening 	Scope the project and establish a working group by Dec 2012. Complete Nov 2013	<ul style="list-style-type: none"> Service user and key worker feedback through case file reviews Health data bases 	Training Programmes for target health staff	Perth and Kinross CHP
	FOR PEOPLE WITH PROFOUND AND MULTIPLE DISABILITY IMPROVE ACCESSIBILITY TO AND EXPERIENCE OF THE AFOREMENTIONED HEALTHCARE SERVICES – PAMIS and family carers will also work with a range of professionals to improve the experience of people with PMLD admitted to hospital	CPD Course will be presented to NHS Tayside Board July 2012	<ul style="list-style-type: none"> The establishment of a CPD foundation course for 'Continuing Professional Development' for all staff working in the acute hospital setting – monitor attendance rates The establishment of the self selected component of medical student training 	Within existing Resources	Reference group advising on NHS Tayside improvement plan for people with learning disabilities <i>PAMIS</i> Family Carer Reps. Medical Director

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
					NHS Tayside Associate Nurse Director Head of patient safety NHS Tayside
3.12	DEVELOP MORE ACCESSIBLE EYE SERVICES FOR PEOPLE WITH A LEARNING DISABILITY support and maintain the Bridge to Vision Tayside Initiative - Vision Support RNIB Project	2012 to 2015	<ul style="list-style-type: none"> • More people with a learning disability will undergo eye tests • Previously undiagnosed conditions will be diagnosed /treated • Vision needs are incorporated into person centred plans – checked through case file audit • Increased staff awareness of visual impairment in the client group – training needs analysis and case file audit 	NHS Tayside and RNIB Budget allocation	RNIB NHS Tayside
3.13	SUPPORT AND DEVELOP ART THERAPY SERVICES – to provide an additional psychological treatment option for people with intellectual disabilities who have identified emotional, behavioural, mental health problems and / or who may challenge services	2012 to 2015	<ul style="list-style-type: none"> • Use of standardised outcome measurement tool – Clinical Outcome of Routine Evaluation (CORE-LD) 	Art Therapy is part of the LD Specialist Health Team and provides an area wide service across NHS Tayside	NHS Tayside Art Psychotherapy Service, Craigmill Skill Centre, Strathmartine Hospital

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
3.14	¹⁹ FOR SERVICE USERS WITH COMPLEX NEEDS, ENSURE ACCESS TO THE LEARNING DISABILITY NUTRITION AND DIETETIC SERVICE – provide good quality services and community nutrition projects in partnership with statutory and voluntary sectors services, people who use services and their carers.	2012 to 2015 with annual reviews	<ul style="list-style-type: none"> We will consult service users and their families on an annual basis about access to all healthcare services 	Within existing resources	NHS Tayside Dietetic Service
3.15	IMPROVE GENERAL NUTRITION AND WEIGHT MANAGEMENT PROVISION FOR SERVICE USERS; PROVIDE ACCESS TO TRAINING COURSES - for support staff to enable service users and their families to self-manage nutrition and tackle weight management needs	Provide one REHIS Course per year in PK	<ul style="list-style-type: none"> Annually, 20 support staff will complete the REHIS – elementary food and health course for carers of people with a learning disability 	Within existing resources	NHS Tayside Dietetic Service
3.16	<p>SUPPORT SERVICE USERS WITH THEIR SPIRITUAL NEEDS - through consultation with service users and family carers, form a general assessment with regard to spiritual needs, and the extent to which peoples choices regarding worship and fellowship are met or unmet</p> <p>DEVELOP ACCESSIBILITY FOR SERVICE USERS TO ATTEND WORSHIP/SPIRITUAL ACTIVITIES – through developing locality links to Church/faith groups to support the accessibility for adults with learning disabilities and autism.</p>	<p>2012 to 2015</p> <p>Sept 2013</p>	<ul style="list-style-type: none"> Annual Case file reviews and analyse feedback from annual service user consultations Locality links in place with Church/faith groups and increased accessibility to church/faith groups 	<p>Within existing resources</p> <p>Access to the Spiritual Advisory Service</p> <p>Local Area Co-ordination</p>	NHS Tayside Spiritual Care Services with PKC HCC

¹⁹ Further information about the service can be found at <http://www.knowledge.scot.nhs.uk/taysidenutrition/learning-disabilities.aspx>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
3.17	<p>RESEARCH THE NEEDS OF PEOPLE WITH PMLD AND THEIR FAMILY CARERS IN RELATION TO BEREAVEMENT – PAMIS will use the findings (content analysis of transcribed discussions) from focus groups held with bereaved parents on how they could have been better supported when their son/daughter died. <i>PAMIS</i> will develop learning materials to bring about better understanding of how bereavement and loss affects people with PMLD and those who care for them.</p> <p>DEVELOP BEREAVEMENT SUPPORT SERVICES FOR PEOPLE WITH PROFOUND AND MULTIPLE DISABILITY – building on existing developments undertaken by <i>PAMIS</i> in collaboration with NHS Tayside; establish new links with specialist bereavement and palliative care services to also improve accessibility for people with a learning disability and their family carers</p> <p>SUPPORT PROFESSIONAL TEAMS WITH SPECIALIST GUIDANCE – <i>PAMIS</i> to continue seminars with teachers and other professionals which focus on the unique needs of people with PMLD i.e. how they access memory and reminiscence.</p>	<p>March 2013</p> <p>2012 to a formal review in Dec 2013</p> <p>Ongoing</p>	<ul style="list-style-type: none"> The completion of learning materials to guide staff working with this group Refer to the Specialist Bereavement Counsellor evaluation records for all referrals to the service Feedback from participants 	Within existing resources	<p>PAMIS</p> <p>In conjunction with service users and family carers NHS Tayside Palliative Care Services</p>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
3.18	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 3 the following training programmes will be offered:</p> <ul style="list-style-type: none"> • Stress management • Mental Health Awareness • Dementia Awareness • Understanding Personality Disorder • Palliative Care training • Recovery Training • Safe Talk training • Assist Training • Coping with Loss and Bereavement • PAMIS Learning Materials • Life Story Work • Equality and Diversity Training • ²⁰REHIS course - food and health course for carers of people with a learning disability • LearnPro training modules links - accessed via Tayside Centre for Organisational Effectiveness (TCOE) - www.t-coe.org.uk available for NHS Tayside staff to access. 	Ongoing	<ul style="list-style-type: none"> • All courses and learning experiences are routinely evaluated by attendees and facilitators on completion • Numbers of staff completing training • Annually, 20 support staff will complete the REHIS course 	Within existing resources	<p>PKC HCC Learning and Development Team:</p> <p>PAMIS</p> <p>PKC Business Support Trainers</p> <p>NHS Tayside Dietetic Services</p> <p>Tayside Centre for Organisational Effectiveness</p>

²⁰ <http://www.rehis.com/community-training/courses/course/elementary-food-and-health-course-carers-adults-learning-disabilit>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
PLEDGE No 4: BUILDING FRIENDSHIPS, LOVING RELATIONSHIPS AND ACTIVE SOCIAL LIVES: We will help you in different ways that you will choose to meet new people and make more friends.					
4.1	<p>IMPROVE SOCIAL AND EMOTIONAL WELLBEING All services will play a key role in increasing the opportunities for people with a learning disability to develop a range of relationships and social networks.</p> <p>PAMIS will help to ensure people with PMLD and their carers continue to socialise through increased leisure opportunities, training days and fun days.</p>	2012 to 2015	<ul style="list-style-type: none"> Using standard assessment tools to measure indicators of social and emotional wellbeing Evaluate initiatives and report into the Annual Performance Review for the Joint Strategy PAMIS activities will be evaluated and monitored through PAMIS service level agreement 	Within existing resources	<p>Joint Strategic Planning Group</p> <p>Voluntary Sector Providers Forum</p> <p>PAMIS</p>
4.2	<p>DEVELOP FRIENDSHIP AND RELATIONSHIP NETWORKS with the aim of creating a network to provide a way for people to come together and meet friends and potentially partners. Ensure longer-term sustainability is considered as part of the ongoing monitoring of the new Friendship Network</p>	2012 - 2013 Service Level Agreement for 'My Kind of People'	<ul style="list-style-type: none"> Measure 'customer satisfaction' through various means e.g. people with learning disabilities on the 'My Kind of People' steering group, social media tools, graffiti boards at events and through case studies 	Total £19,036 (Comprised of £9,518 PKC and 'match funding' of £9,518 ENABLE Scotland)	PKC HCC Enable Scotland
4.3	<p>DEVELOP RELATIONSHIP SUPPORT GROUP FOR SERVICE USERS to ensure service users can talk about the things that matter to them</p>	March 2013	Support group started, care provider identified. Service user consultation and feedback	Within existing resources	PKC HCC Care provider
4.4	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 4 the following training programmes will be offered:</p> <ul style="list-style-type: none"> SVQ Making Choices Keeping Safe (April 2013) 	<p>Ongoing and on request</p> <p>Training dates available from the LOD Team</p>	<ul style="list-style-type: none"> Staff will gain the required qualification Making Choices Keeping Safe (April 2013) staff will be running courses for groups and information will be gathered from participants <p>The following will be reported through supervision and ERD</p>	Within existing resources	PKC HCC Learning and Development Team:

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<ul style="list-style-type: none"> Social Networking and Online Safety Adult Support and protection Act Awareness workshops Working with Risk Community Connecting <p>Adult Support and Protection Act – NHS Tayside</p> <p>Level of Training/Delivery:</p> <ul style="list-style-type: none"> Level 1: Staffnet, e-learning Level 2: General Awareness Workshops Level 3: Specialist/Detailed Training 		<ul style="list-style-type: none"> Staff will have increased confidence to discuss and deal with issues raised Individuals will be more aware of their own rights in relation to harm and risk in relationships Staff will be confident in balancing risks and protection 		NHS Tayside Learning and Development Department
PLEDGE No 5: STAYING SAFE AT HOME AND IN THE COMMUNITY: We will work with the police to help you if you are being bullied or if you are worried about others who may hurt you. This could be people who might steal from you, hit you or damage your property. We will also help you to stay safe in other ways such as understanding fire prevention in your home.					
5.1	<p>ESTABLISH AN ANTI-BULLYING NETWORK – using good practice examples from other areas, develop a comprehensive local action plan and joint working protocols which will address the following areas/tasks:</p> <ul style="list-style-type: none"> Research the extent of the problems locally; identify 'hot spots' Build links with services who can help; develop a 'Network Approach' Establish and agree actions for each agency, group to take forward <p>LINK INTO THE - Disability-related harassment sub-group and ensure issues raised are appropriately addressed and link in with the strategic priorities of each relevant care group</p>	Implement Action Plan by Sept 2013	<ul style="list-style-type: none"> Carry out a comprehensive review in October 2014 Review and evaluate through the Disability-related Harassment sub-group 	<p>Design a multi-agency training programme</p> <p>Release staff for training</p>	<p>PKC HCC</p> <p>Tayside Police</p> <p>Chair of the Disability-related Harassment sub-group</p>

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
5.2	<p>HELP SERVICE USERS STAY SAFE FROM HAZARDS develop a range of training resources and access to services that can help people to be 'safety aware' in their own homes; tackling the following:</p> <ul style="list-style-type: none"> • Fire prevention • Trips and falls • Basic First Aid training for service users • PAMIS to raise awareness and provide specialist advice to service users with Profound and Multiple Learning Disability and their family carers <p>HELP SERVICE USERS TO PROTECT THEMSELVES FROM - 'cyber bullying' or exploitation via the internet</p>	2012 to 2015	<p>Audit case files and accident/incident reports</p> <ul style="list-style-type: none"> • Refer to training evaluation feedback 	Within existing resources	<p>Tayside Fire Service</p> <p>Perth and Kinross CHP (New Falls Service)</p> <p>PKC For First Aid</p> <p>PAMIS for PMLD service users and family carers</p>
5.3	<p>PROTECTING THE CHILDREN OF PARENTS WITH A LEARNING DISABILITY - with colleagues in 'Children and Families', ensure the safety of children who have parents with a learning disability. Raise awareness of child protection issues and ensure learning disability staff attend Child Protection training and Awareness sessions.</p>	March 2013	<ul style="list-style-type: none"> • Audit case files and accident/incident reports • Refer to training evaluation feedback 	Within existing resources	All services within the scope of this Strategy
5.4	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 5 – the following training programmes will be offered:</p>	Ongoing	<ul style="list-style-type: none"> • Staff will gain required qualification • All courses and learning experiences are routinely evaluated by attendees and facilitators on completion 	Within existing resources	PKC HCC Learning and Development Team

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<ul style="list-style-type: none"> SVQ Adult Support and Awareness Reporting harm and abuse –ASP workshops for service users Fire safety Basic first aid Food hygiene Getting it Right for Every Child (GIRFEC) Making Choices Keeping Safe 	April 2013	<ul style="list-style-type: none"> Case file audit of records of investigations to assess how incidents have been reported to staff. Ongoing reduction in incidents of concern An increased number of staff will be trained to deliver Making Choices Keeping Safe Courses for groups. Formal evaluation with participants will be completed each time 		
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin at 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.					
6.1	STREAMLINE AND IMPROVE EFFECTIVENESS OF THE TRANSITION PROCESS develop a new approach to increase the take-up of Self-Directed Support packages. Review, modernise and re-design joint working protocols and procedures; i.e. apply more emphasis to early and inclusive joint planning with parents	Enablement Team in place by September 2012	<ul style="list-style-type: none"> Annual case file audits will show an: Increased numbers of young people accessing packages of self-directed support at the 'Transition' stage 	Within existing resources and supported by the new investment of £185, 000 for the Enablement Team	PKC HCC Adult Health and Wellbeing Services PKC ECS NHS Tayside Perth College UHI
6.2	ESTABLISH AN ²¹'ENABLEMENT TEAM' Work in partnership with Perth and Kinross Council - Education and Children's Services to establish an Enablement Team to work with young people with a condition on the Autism Spectrum and those with Profound and Complex Needs to develop independent living skills	September 2012	<ul style="list-style-type: none"> Young people will receive personalised and self-directed support packages to provide for their community care needs On completion of initial assessment at 14 years, future healthcare needs (i.e. dietetics, physiotherapy) are referred to the respective service to enable future resource planning 	Enablement Team £185, 000	PKC HCC Adult Health and Wellbeing Services PKC ECS NHS Tayside Perth College UHI

²¹ 'Enablement' is sometimes also referred to as 'reablement' and is a term used to describe a type of service for people with poor physical or mental health or a disability. It is an approach that emphasises independence and to help the client live with the minimum aid required. Such teams usually comprise a broad skills mix to help clients learn, or restore life skills that are necessary for daily living.

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
6.3	IMPROVE METHODS OF COST PROJECTION TO BRING ABOUT BETTER JOINT FINANCIAL MANAGEMENT OF TRANSITIONS the adoption of an Integrated Resource Framework (IRF) approach to the long term management of Joint Learning Disability Services	Adopt new approach by March 2013 Review Sept 2013	<ul style="list-style-type: none"> Projected budgets in place for all young people in transition 	Within existing resources	PKC HCC Transitions Coordinator PKC HCC Finance Team
6.4	IMPROVE TRANSITION FOR YOUNG PEOPLE WITH PROFOUND AND MULTIPLE LEARNING DISABILITY PAMIS Transition planners and information packs will be available for families and staff working with young people during transition. Personal Passports will also be provided and the PAMIS family support service will continue to offer support to families that requested advice or information.	Ongoing	<ul style="list-style-type: none"> Monitor through the service level agreement with PKC HCC 	Within existing resources	PAMIS
6.5	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 6 the following training programmes will be offered: <ul style="list-style-type: none"> SVQ Personalisation and Self Directed Support Community Connecting Collaboration/partnership working 	Ongoing and on request Training dates available from the LOD Team	<ul style="list-style-type: none"> Staff will gain the required qualification Increase in the number of families accepting personal budgets Case file audit will show that plans reflect a range of connections beyond traditional providers Increased number and frequency of links with Education Services, Perth College UHI, NHS Tayside and Voluntary Sector partners 	Within existing resources	PKC HCC Learning and Development Team

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
PLEDGE NO 8: GETTING A JOB OR WORKING AS A VOLUNTEER: We will provide employability services to help you improve your chance of getting paid work. If you prefer, we will support you to find worthwhile volunteer placements; either as a permanent activity or as training in preparation for paid work.					
8.1	ENSURE YOUNG PEOPLE AND ADULTS WITH A LEARNING DISABILITY/AUTISM HAVE READY ACCESS TO EMPLOYABILITY SERVICES through Perth and Kinross Employability Network, the needs of people with a learning disability are fully addressed in the Perth and Kinross ²² Employability Network Development Plan 2011 -2014. The Network also helps people into volunteering and placements in social enterprises	2011 to 2014 Website launch October 2012	<ul style="list-style-type: none"> Performance Measures as detailed in the Network Development Plan and in the Employment Support Team Targets Increasing numbers of people with a learning disability getting into: <ul style="list-style-type: none"> Paid Work Volunteering Work experience in mainstream workplaces or in social enterprise Vocational training 	Within existing resources	Perth and Kinross Employability Network PKC HCC Employment Support Team
8.2	MAXIMISING INCOME AND ECONOMIC ACTIVITY services will ensure that client's income and good financial status is preserved and well managed in light of imminent Welfare Benefit Reforms. Accordingly services will ensure: Staff training and awareness of welfare benefit reform is current and updated as necessary Service users moved from Incapacity Benefit to Employment Support Allowance are identified immediately and supported to deal with this change or to appeal against such decisions where appropriate	2012 to 2015	<ul style="list-style-type: none"> All staff will attend Welfare Benefit Training courses at regular intervals – checked through appraisal and supervision systems Service users and their families will be consulted annually on income and financial support needs Audit number and type of referrals to the HCC Welfare Rights Team 	Within existing resources	Perth and Kinross Employability Network PKC HCC Employment Support Team PKC HCC Welfare Rights Team

²² Further information about the Employability Network Plan can be found at www.pkc.gov.uk/employabilitynetwork

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	Service users deemed 'fit for work' and moved onto Job Seekers Allowance will receive additional support to face the challenges of the labour market and to maximise their employability.				
8.3	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGES 7 AND 8 – the following training programmes will be offered:</p> <ul style="list-style-type: none"> • SVQ • Collaboration/partnership working • PVG (Protection of Vulnerable Groups) Scheme) • Welfare Benefits Training • A comprehensive Training Plan for Employability Skills can be accessed through the online directory at www.pkc.gov.uk/employabilitynetwork 	Ongoing	<ul style="list-style-type: none"> • Staff will gain the required qualifications • Refer to training evaluation feedback 	Within existing resources	<p>PKC HCC Learning and Development Team</p> <p>Perth and Kinross Employability Network</p>
<p>PLEDGE NO 9: HELPING CARERS AND FAMILIES, PROVIDING RESPITE AND BREAKS: Supporting you as a carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also help you to arrange short breaks through the Respite Bureau.</p>					
9.1	<p>ENSURE FAMILY CARERS AND PARENTS ARE SUPPORTED - The Perth and Kinross Joint Strategy for Carers 2011 – 2014 makes provision for the general needs of carers of people with a learning disability.</p>	2012-2015	<p>Consultation with carers to evaluate the following:</p> <ul style="list-style-type: none"> • Improved emotional and physical well-being. • Increased carer confidence in managing the caring role. 	Within existing resources	<p>Perth and Kinross Council</p> <p>NHS Tayside</p> <p>²³Cornerstone</p> <p>Respite Bureau</p> <p>PKC HCC Welfare Rights Team</p>

²³http://www.cornerstone.org.uk/uploaded_files/Perth%20and%20Kinross%20Leaflet.pdf for information about respite and short breaks

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<p>This local plan responds to the National Carers' Strategy 2010 for Scotland, 'Caring Together'. This National Strategy sets out ten key actions to improve support to carers over the five years from 2010 – 2015. including:</p> <ul style="list-style-type: none"> • The identification of carers • Better outcome - based assessment for carers • Information and advice • Access to support and services for health and wellbeing • Carer participation and partnership in planning services 		<ul style="list-style-type: none"> • The ability to combine caring responsibilities with work, social, leisure, learning opportunities and retain a life outside of caring; ensuring access to short breaks and respite that suits individual needs • The avoidance of disadvantage or discrimination, including financial hardship, as a result of caring (accounting for the new Welfare Reforms) • Ensuring carers are involved in planning and shaping the services required for the service user and support for themselves 		
9.2	REVIEW THE UPTAKE OF SERVICES AVAILABLE TO CARERS OF PEOPLE WITH A LEARNING DISABILITY in particular the older family carers who are reluctant to ask for help	Complete Review by September 2013	<ul style="list-style-type: none"> • From the baseline at August 2013, an increased number of carers will receive a formal carer's assessment and services where required 	Within existing resources	PKC HCC PUSH Independent Advocacy PK PAMIS
9.3	WELFARE REFORMS - MAXIMISE INCOME AND FINANCIAL SUPPORT TO CARERS - ensure all carers are in receipt of the benefits they are entitled to	Ongoing	<ul style="list-style-type: none"> • Incorporate this assessment into the Review of the uptake of services to carers • An increased number of carers will receive specialist benefit advice • Increased numbers of service users with Direct Payments 	Within existing resources	PKC HCC PUSH Perth Independent Advocacy PK PAMIS
9.4	GIVE CARERS AND SERVICE USERS MORE CHOICE AND CONTROL OVER THEIR RESPITE SHORT BREAKS BY EXPLORING MOVING THIS TO FULL SELF DIRECTED SUPPORT (SDS) carers who currently use Cornerstone Respite and Short Breaks Services will be offered support to management themselves as a full direct payment as an option	Systems in place by September 2013	<ul style="list-style-type: none"> • Incorporate this assessment into the review of the uptake of services to carers • An increased number of carers will receive specialist benefit advice • Increased numbers of service users with Direct Payments 	Within existing resources	PKC HCC PUSH Perth Independent Advocacy PK PAMIS

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
9.5	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 9 the following training programmes will be offered:</p> <ul style="list-style-type: none"> SVQ Working with family carers Welfare benefits Outcome Focussed assessment <p>TRAINING FOR CARERS</p> <ul style="list-style-type: none"> PAMIS will provide a training workshop for family carers on future planning, including, Wills and Trusts. 	Ongoing	<ul style="list-style-type: none"> Staff will gain the required qualification Consultation with family carers and parents, at least annually by questionnaire and in person at annual carer's seminars Training evaluation feedback 	Within existing resources	<p>PKC HCC Learning and Development Team</p> <p>PAMIS Cairn Trust - Solicitors</p>
<p>PLEDGE 10: TAKING CONTROL AND MAKING CHOICES IN YOUR LIFE: This is about the ²⁴'Personalisation' of community health and social care services. This means you will have more control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.</p>					
10.1	<p>SUPPORT SERVICE USERS AND THEIR FAMILIES TO HAVE CONTROL AND CHOICE THROUGH SELF DIRECTED SUPPORT now enshrined in forthcoming legislation (²⁵The Self Directed Support Bill, underpinning the National Strategy for Self Directed Support – 2010.</p>	Pilot December 2012	<ul style="list-style-type: none"> An increased number of service users will take up the opportunity to make use of self-directed support packages from the Significantly increase the baseline figure for the number of adults with learning disability and Autism who have a Direct Payment (baseline at March 2012 - 27 adults with a learning disability) 	Bridging Finance £240,000	PKC HCC

²⁴ Changing Lives 2006; more information at <http://www.scotland.gov.uk/Publications/2006/02/02094408/4>

²⁵ The Self Directed Support Bill is included in the 2011/2012 legislative programme scheduled for September 2011 to June 2012

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
10.2	DEVELOP THE LOCAL PERSONALISATION MODEL FOR SOCIAL CARE Establishment of a robust and flexible financial governance/ management system for SDS that makes best use of resources and which streamlines processes.	Pilot December 2012	<ul style="list-style-type: none"> System will be in place and staff will be trained in using it. 		
10.3	FOCUSING ON PARTICULAR LOCALITIES – DEVELOP SELF DIRECTED SUPPORT (SDS) IN NORTH PERTSHIRE -Working with our community care colleagues and Cornerstone Self-directed Support service, we will offer service users and carers an SDS package across North Perthshire as part of the phasing in across Perth and Kinross	Phase 1 Underway in 2011 Complete April 2013	<ul style="list-style-type: none"> An increased number of service users will take up the opportunity to make use of self-directed support packages from the baseline at March 2012 	Bridging Finance £240,000 PKC HCC	Cornerstone Self Directed Support Services Live Active
10.4	DEVELOP SELF DIRECTED SUPPORT AS AN ALTERNATIVE OPTION TO TRADITIONAL DAY SERVICES work with service users, parents and carers to offer self-directed support as an alternative to current Council day opportunities; also in partnership with the Cornerstone SDS service to support people with this transition.	Begin August 2012 Review April 2013	<ul style="list-style-type: none"> Increased number of service users/carers using SDS as an alternative to current day services Through a community resources mapping exercise – compare the baseline at September 2012, review at September 2013 and achieve access to a wider range of alternative options by September 2014 	Bridging Finance £240,000 PKC HCC	Cornerstone Self Directed Support Services Live Active
10.5	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 10 the following training programmes will be offered: <ul style="list-style-type: none"> Personalisation and Self Directed Support 	Ongoing	<ul style="list-style-type: none"> Managers will seek feedback from staff teams to assess if they feel better equipped to support service users and families in making the change and coping with personal budgets We will formally consult with family carers and parents, at least annually by questionnaire and in person at annual carer's seminars 	Within existing resources	PKC HCC Learning and Development Team

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
PLEDGE NO 11: BETTER LIVES IN OLDER AGE: Meeting the needs of older people with a learning disability, older carers and older parents.					
11.1	SERVICES WILL WORK IN PARTNERSHIP TO SUPPORT THE TRANSITION TO OLDER AGE all public, voluntary and independent sector services will review their capacity to provide for the needs of current client groups as they move into older age. Link up with managers responsible for residential and nursing homes and the new Dementia Hub	Establish a multi-agency working group November 2012	<ul style="list-style-type: none"> Complete a full needs assessment (with projections) for this population by June 2013 Produce a comprehensive Action Plan and a 'Network Approach' to address the emerging and projected needs of this group 	Within existing Resources	Joint Strategic Planning Group
11.2	DEVELOP SUITABLE ACCOMMODATION WITH SUPPORT PROVISION Progress the planned agreement to make available 6 cottages/bungalows (including integral housing support plans) in the Perth area for people with a learning disability who are living with older parents	Development Starts Autumn 2012	Adults with a learning disability, living with older parents will have access to suitable housing with additional support	Within existing Resources	PKC HCC
11.3	ENSURE PLANS IN PLACE FOR SERVICE USERS LIVING WITH ELDERLY/FRAIL CARERS – prioritise those in the most need to ensure that options for alternative care and support for service users is in place to use in the event of carer unable to continue caring .	March 2014	Individual plans will be in place for those in the most need	Within existing Resources	PKC HCC
11.4	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 11 the following training programmes will be offered: <ul style="list-style-type: none"> SVQ Dementia Awareness Dementia and Learning Disability 	Ongoing	<ul style="list-style-type: none"> All courses and learning experiences are routinely evaluated by attendees and facilitators on completion Numbers of staff completing training 	Within existing Resources	PKC HCC Learning and Development Team

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
	<ul style="list-style-type: none"> Learning Disability awareness for care homes PAMIS information and library service <p>NHS Tayside Courses</p> <ul style="list-style-type: none"> Communication and Dementia – practical workshop Nutrition and Dementia 		<ul style="list-style-type: none"> All courses and learning experiences are routinely evaluated by attendees and facilitators on completion Numbers of staff completing training 	<p>Speech and Language Therapy</p> <p>Nutrition Standards Project</p>	NHS Tayside Learning and Development Centres
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.					
12.1	<p>ESTABLISH A LOCAL WORKING GROUP WITH KEY PARTNERS TO TAKE FORWARD RECOMMENDATIONS IN THE NATIONAL STRATEGY Perth and Kinross Council, NHS Tayside, Perth College UHI and partners in the voluntary sector will work in partnership to improve access to effective, good quality services that meet individuals' needs. Services will improve the provision of support and guidance for families and carers particularly in relation to planning the transition from school to adult services</p>	December 2013	<ul style="list-style-type: none"> Lead partner agencies will hold a stakeholder event with service users, families and service providers in January/February 2014 to consult on all proposed service developments 	To be calculated by Working Group	Joint Strategic Planning Group PKC ECS Perth College UHI

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
12.2	WORK IN PARTNERSHIP (THROUGH A CONSORTIUM OF AUTISM SERVICE PROVIDERS) TO SUPPORT AND ASSIST 'AUTISM INITIATIVES' - THE LEAD AGENCY FOR DEVELOPING THE PERTH AUTISM CENTRE- Perth has been chosen to receive funding from the Scottish Government to be one of the sites for the base of an Autism Centre.	March 2013	<ul style="list-style-type: none"> Through a single, more visible contact point (A 'One-Stop-Shop' or a 'Centre') families will be able to access information and advice about support services 	Year One Scottish Government Funding £150,000	Autism Initiatives and Consortium inc. NHS Tayside and PKC HCC
12.3	IMPROVE JOINT WORKING ARRANGEMENTS WITH MENTAL HEALTH SERVICES - Perth and Kinross Community Health Partnership will work with all partner agencies to ensure people with autism who need mental health services are able to get the support they need.	2012 to 2014	<ul style="list-style-type: none"> A joint working protocol will be established; efficacy evaluated by case file audits 	Within existing resources	Joint Strategic Planning Group
12.4	FOR CLIENTS WITH PROFOUND AND MULTIPLE LEARNING DISABILITY AND AUTISM - PAMIS will, through the family support service ensure information and support for them/or their families will be available to enable access to services appropriate to their needs.	Ongoing	<ul style="list-style-type: none"> Information provided for families 	Within existing resources	PAMIS
12.5	DEVELOP SPECIALIST PSYCHOLOGICAL INPUT FOR ADULTS ON THE AUTISTIC SPECTRUM DISORDER – NHS Tayside to recruit a psychology post specialising in support for adults on the Autistic Spectrum Disorder	Recruited August 2012	<ul style="list-style-type: none"> Psychology post recruited and working with individuals with autism. Less use made of private specialist psychologists 	Additional cost of post	NHS Tayside

No.	Actions	Timescales	How we will know it's working	Resources	Lead Agencies
12.6	DEVELOP SPECIALIST ACCOMMODATION SUPPORT FOR ADULTS WITH HIGH FUNCTIONING AUTISM (ASPERGERS) WHO ALSO HAVE COMPLEX NEEDS – NHS Tayside and Perth and Kinross Council to develop joint model of accommodation support with Care Provider (initially Cornerstone) to support adults with high functioning autism and complex needs	October 2012	<ul style="list-style-type: none"> Accommodation support developed. Less inpatient admission to NHS Facilities. Less out of area private provision purchased 	Joint funding amount to be confirmed	NHS Tayside PKC HCC Cornerstone
12.7	WORKFORCE DEVELOPMENT PLAN this will be developed in partnership to ensure that all staff who play a role in supporting people and families affected by autism receive the best possible care and attention.	Ongoing	<ul style="list-style-type: none"> All courses and learning experiences are routinely evaluated by attendees and facilitators on completion Numbers of staff completing training 	Within existing resources	PKC HCC Learning and Development Team

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الاسم: Performance & Quality
رقم هاتف للاتصال المباشر: 01738 476894

اگر آپ کو یا آپ کے کسی جاننے والے کو اس دستاویز کی نقل دوسری زبان یا فارمیٹ (بعض دفعہ اس دستاویز کے خلاصہ کا ترجمہ فراہم کیا جائے گا) میں درکار ہے تو اس کا بندوبست سروس ڈیولپمنٹ Performance & Quality سے نمون نمبر 01738 476894 پر رابطہ کر کے کیا جاسکتا ہے۔

如果你或你的朋友希望得到這文件的其他語言版本或形式 (某些時候，這些文件只會是概要式的翻譯)，請聯絡
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P ejete-li si Vy, anebo n kdo, koho znáte, kopii této listiny v jiném jazyce anebo jiném formátu (v n kterých p ípadech bude p eložen pouze stru ný obsah listiny) Kontaktujte prosím Performance & Quality 01738 476894 na vy ízení této požadavky.

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Ma tha thu fhèin neo duine a dh'aithnicheas tu ag iarraidh leth-bhreacden phàipear seo ann an cànan eile neo ann an cruth eile, (aig amannan cha bhith ach geàrr-chunntas a-mhàin ri fhaighinn air eadar-theangachadh) faodar seo fhaighinn le bhith a' cur fios gu:
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