



Valuing People Now: The Delivery Plan 2010-2011

'Making it happen for everyone'



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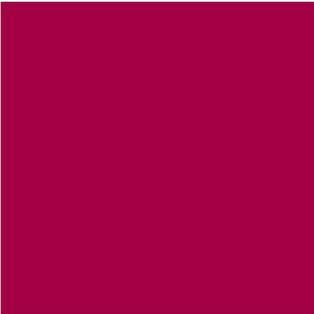
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Executive summary



Introduction and review of 2009-2010

- 1 The Government published *Valuing People Now*¹ in January 2009. This cross government strategy laid out the vision that all people with a learning disability are people first with the right to lead their lives like any others, with the same opportunities and responsibilities, and to be treated with the same dignity and respect. At the same time the Delivery Plan for 2009-2010 was launched outlining six key priorities and the actions that were required nationally, regionally and locally to secure implementation.
- 2 People with learning disabilities, family carers, central and local government, the NHS, the voluntary and private sectors have taken up the challenge of making *Valuing People Now* happen for all people with learning disabilities everywhere. Most of the actions contained in the Delivery Plan for 2009-2010 have been completed and Appendix 1 shows the progress made.
- 3 Much more, however, remains to be done.

The Delivery Plan 2010-2011

- 4 *Valuing People Now* is a three-year strategy and much of the work begun in 2009-2010 will begin to impact on the areas above where sustained progress is needed. This updated *Delivery Plan for 2010-2011* focuses on the further work needed, nationally, regionally and locally to secure implementation everywhere and for everyone.
- 5 The focus of the work in 2010-2011 is to disseminate and imbed best practice everywhere. A cross-cutting priority under the Valuing People Now Delivery Plan 2010-11 is to improve the quality and productivity of services and to make best use of existing resources in Learning Disability services.

The Key Priorities 2010-2011

- 6 Of the six priorities set in the first Delivery Plan, five continue to be relevant. Sufficient action has been taken on raising awareness of *Valuing People Now* so it is no longer a priority, although work will continue. However, a new priority has been added to ensure better

1 Valuing People Now: a new three year strategy for people with learning disabilities, (HMG, 2009)

information sharing, commissioning and transition planning across Children's and Adult Services.

7 The six key priorities for action for 2010-2011 are:

- to have strong leadership and an effective Learning Disability Partnership Board operating in every local authority area;
- to secure access to, and improvements in, healthcare, with Strategic Health Authorities and Primary Care Trusts responsible for, and leading this work;
- to increase the range of housing options for people with learning disabilities and their families, including the closure of NHS campuses;
- to ensure that the Personalisation agenda is embedded within all local authority services and developments for people with learning disabilities and their family carers, and is underpinned by person centred planning;
- to increase the number of people with learning disabilities in real paid jobs of 16 hours a week for all who can – including in the public sector;
- to improve joint strategic planning, commissioning and service development across children's and adult services, so that people are supported to plan for future employment and a full life.

8 Out of these six priorities, three have been identified as having the greatest impact on improving the outcomes for people with learning disabilities. These are:

- health;
- housing; and
- employment.

9 The Delivery Plan and regional work will therefore particularly concentrate on these areas. The other priorities remain very important, underpinning all the work to implement *Valuing People Now*.

Co production – the key to delivering Valuing People Now

10 A partnership approach at national, regional and local level is essential if the vision in *Valuing People Now* is to become a reality for all people

with learning disabilities everywhere. Central to this is the involvement of people with learning disabilities and family carers and the active engagement of all relevant agencies. The Government will continue to work with the National Forum for People with Learning Difficulties, the National Valuing Families Forum and the National Advisory Group for Learning Disabilities and Ethnicity (NAGLDE), as well as other key delivery partners such as the The Association of Directors of Adult Social Services (ADASS) the Local Government Association (LGA), the NHS Confederation and the Providers Forum.

Introduction and review of 2009-10



Introduction and review of 2009-2010

- 1 The Government published *Valuing People Now* in January 2009. This cross government strategy laid out the vision that all people with a learning disability are people first with the right to lead their lives like any others, with the same opportunities and responsibilities, and to be treated with the same dignity and respect. At the same time the Delivery Plan for 2009-2010 was launched outlining six key priorities and the actions that were required nationally, regionally and locally to secure implementation.
- 2 People with learning disabilities, family carers, central and local government, the NHS, the voluntary and private sectors have taken up the challenge of making Valuing People Now happen for all people with learning disabilities everywhere. Most of the actions contained in the *Delivery Plan for 2009-2010* have been completed and Appendix 1 shows the progress made. Where actions have not been completed, an explanation is given.
- 3 Much good progress has been made:

Leadership and governance

- The National Learning Disability Programme Board has excellent cross government membership and support and representation from the National Forum for People with Learning Difficulties and the National Valuing Families Forum;
- There has been a strong focus on awareness raising in all areas;
- Best practice guidance on Partnership Boards was published in October 2009²; this was followed by the self assessment reporting template in November 2009;
- Partnership Boards are being reviewed and more are functioning effectively;
- All Regional Programme Boards are in place, are being well supported and have delivery plans.

Better health – progress

- Updated guidance on Health Action Plans and Health Facilitation was published in March 2009³;

2 Good Learning Disability Partnership Boards: 'Making it happen for everyone' (DH 2009)

3 Health Action Planning and Health Facilitation for people with learning disabilities: good practice guidance (HMG 2009)

- Increasing numbers of people are having annual health checks and some people have health action plans;
- Some acute hospitals are making reasonable adjustments to meet the needs of people with learning disabilities;
- Tenders for the Public Health Observatory and the Confidential Enquiry took place from October 2007 and contracts awarded in March 2010;
- *Improving the Health and Well-being of people with learning disabilities*, a world class commissioning document was published in November 2009 alongside *Equal Access? A practical guide for the NHS: creating a Single Equality Scheme that includes improving access for people with learning disabilities*⁴;
- The regional health self-assessment framework has been agreed with all Strategic Health Authorities;
- There is steady progress on the campus closure programme;
- Joined up work on 'New Horizons' with mental health⁵.

Including everyone – progress

- Scoping work for support for people labelled as challenging has informed the programme for commissioners and providers for 2010/11;
- Professor Mansell has consulted widely and published his report about support for people with the most complex needs,⁶
- Groups of thirty young people in each of the twelve "Getting a Life" demonstration sites include those with complex needs, to demonstrate best practice in implementing a pathway into paid employment and full lives for them;
- The Autism Act was passed in December 2009 and the Autism strategy, '*Fulfilling and rewarding lives: the strategy for adults with autism in England*'⁷ was published on 3 March 2010;

4 *Improving the Health and Well-being of people with learning disabilities* Department of Health (2009) www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_109088
Equal Access? A practical guide for the NHS: creating a Single Equality Scheme that includes improving access for people with learning disabilities. Department of Health (2009) www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_109753

5 *New Horizons: A shared vision for mental health* (HMG 2009) www.dh.gov.uk/en/Healthcare/Mentalhealth/NewHorizons/DH_102051

6 *Raising our sights: services for adults with profound intellectual and multiple disabilities* (Tizard Centre, 2010)

7 www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_113369

- A good start has been made in identifying people with learning disabilities in prisons;
- Awareness raising programmes have begun for staff in prisons and the Criminal Justice System;
- The Bradley Report is very positive in its recommendations for people with learning disabilities in the criminal justice system;⁸
- A comprehensive Ethnicity work programme has been agreed with the National Advisory Group on Learning Disability and Ethnicity (NAGLDE) and is being implemented.

Family carers – progress

- Family carers have a stronger voice at regional and national level via the National Valuing Families Forum which links families from across the nine regions in England;
- A number of practical resources have been commissioned and produced to help local Partnership Boards improve and develop local support services for families, including carers with learning disabilities;
- Mainstream carer organisations are working to further develop the support they provide to families of people with learning disabilities, and carers with learning disabilities.

Personalisation – progress

- The number of people with learning disabilities receiving direct payments has increased from 7,500 in March 2007 to 13,385 in March 2009

Better housing – progress

- Some people are having more choice about where they live and programmes are developing in the regions to increase choice;
- Some local authorities and residential providers are developing supported living options;
- There are some good examples of use of assistive technology to support independent living and employment;
- Some people have active person-centred plans and more fulfilling lives;

- In 2007 it was estimated that 2,140 people remained in campuses. The October 2009 (unverified) return shows that there are around 900 people yet to move – including people who are in the process of moving.

Employment – progress

- *Valuing Employment Now* and its Delivery Plan were published in June 2009⁹. They set out an ambitious goal to radically increase the number of people with moderate and severe learning disabilities in paid employment by 2025. The Government wants as many as possible of these jobs to be at least 16 hours a week. The aspiration is to close the gap between the employment rate of people with moderate and severe learning disabilities and that of the disabled population as a whole. A central cross government team has been established, and a resource hub has been launched, to support delivery of the strategy;
- The cross government “Getting a Life” programme is demonstrating best practice in implementing a pathway into paid employment and full lives for young people with learning disabilities when they leave school or college. There are now twelve demonstration sites covering the nine government office regions. Each site is working with thirty young people, families and local systems;
- 14 Project Search sites were announced in October 2009, offering internships to help people with learning disabilities into employment;
- Jobs First (formerly called the ‘support broker’) demonstration sites have been announced and will show how people with learning disabilities can use personal budgets to buy support to get a job;
- A sustainable hub for innovative employment for people with complex needs has been established;
- In other local areas, there are also some good approaches to increasing the number of people in real paid jobs and careers.

9 Valuing employment now: Real jobs for people with learning disabilities (HMG 2009); Valuing Employment Now: The Delivery Plan (HMG 2009)

People as local citizens – progress

- A cross-Government Hate Crime Action Plan was published in September 2009 with specific actions around people with learning disabilities¹⁰;
- Work on all areas of the advocacy delivery plan is underway;
- The Department of Health (DH) has commissioned two sets of new materials to promote its human rights based approach, a set of training materials aimed at support workers which will be available on our website and new materials done by people with learning disabilities for people with learning disabilities that will be available in 2010-2011;
- The DH has been working closely with Skills for Care on the development of new learning disability focused qualifications, that will support the delivery of *Valuing People Now* as part of the wider development of new health and social care qualifications.

4 These are all very positive steps to improve the lives and opportunities for people with learning disabilities and demonstrate the importance of leadership, real cultural change, rising expectations and a cross government, cross agency approach.

More to do

5 Much however, remains to be done. Leadership across all agencies and sectors continues to be vital if improvements are to be sustained and developed. Expectations remain low amongst some professionals. People with learning disabilities and family carers still do not get all the information and support they need to make informed choices about their lives. Real personalisation remains an aspiration for many people and their families.

6 In particular:

- Some Partnership Boards still need leadership and support to be effective, and to fully involve Jobcentre Plus and Connexions;
- Some Joint Strategic Needs Assessments have failed to include the needs of people with learning disabilities and in others there is insufficient data on which to plan and commission services effectively;

- There is insufficient joint planning and commissioning between Children's and Adult services in many areas;
- Annual health checks have been slow to start in some places;
- It is taking time for hospitals to train staff and make reasonable adjustments to meet the needs of people with learning disabilities;
- Mental Health providers have still to train staff in learning disability awareness and making reasonable adjustments to meet the needs of people with learning disabilities;
- Whilst plans will be in place for all individuals, some campuses will not close completely by the target date;
- There continues to be a growing use of private 'Learning Disability' Hospitals;
- There remains insufficient focus on personalised local support and service development for people whose behaviour challenges services and gaps in implementing the recommendations of the Mansell 2 Report;
- People with profound and multiple disabilities and their families still struggle to get appropriate services which focus on total communication, holistic health and social care assessment, support and care;
- Good transition planning is not happening everywhere and opportunities are being missed to focus on employment and housing options at an early stage, for example by embedding career planning in person centred transition pathways;
- Some young people are being placed in residential schools then residential colleges with expectations that placement in a care home will follow;
- There is no significant reduction in the use of residential care and spending in this area continues to rise, placing major funding pressures on Councils;
- The Ordinary Residence rules have been an obstacle preventing some people moving from residential care to supported living;
- The Turnbull Judgement has reduced flexibility in providing supported living for some people with the most complex needs and there are issues of funding sufficient living space for people with complex needs;

- Progress on enabling more people to access supported living takes time, but more can be done by councils working collaboratively with providers, many of whom are keen to develop alternative models;
- Few Councils are making use of all the different approaches to supported living with insufficient use of the private rented sector, low cost mortgages, family trusts, Shared Lives etc;
- The employment rate for adults with learning disabilities known to councils is shockingly poor at 7.5% – even lower than expected. Expectations and opportunities for people with learning disabilities to work continue to be very low;
- Local authorities spend considerable sums on day services, further education and adult education for people with learning disabilities. Some of this needs to be redirected to supported employment for people with learning disabilities. There is a big opportunity to do this with the new local authority responsibility for funding 16-19 learning (16-25 for people subject to a learning difficulty assessment);
- There is still insufficient awareness of the particular needs of people with learning disabilities and their families from black and minority ethnic and newly arrived communities – across all agencies;
- Parents with a learning disability often do not get the support they need and many are faced with the prospect of having their child taken from them;
- People with learning disabilities are still assumed to be incapable of having relationships or getting married and many are denied the opportunity;
- Many people with learning disabilities still face daily discrimination, insults or bullying; hate crime is still prevalent.

1. The Delivery Plan 2010-2011



1.1 *Valuing People Now* is a three-year strategy and much of the work begun in 2009-2010 will begin to impact on the areas above where sustained progress is needed. This updated Delivery Plan for 2010-2011 focuses on the further work needed, nationally, regionally and locally to secure implementation everywhere and for everyone. It lays out in each section actions to secure these and by whom. The focus of the work in 2010-2011 is to disseminate and imbed best practice everywhere.

The Key Priorities 2010-2011

1.2 Of the six priorities set in the first Delivery Plan, five continue to be relevant. Sufficient action has been taken on raising awareness of *Valuing People Now* so it is no longer a priority, although work will continue. However, a new priority has been added to ensure better information sharing, commissioning and transition planning across Children's and Adult Services.

1.3 The six key priorities for action for this programme 2010-2011 are:

- To have strong leadership and an effective Learning Disability Partnership Board operating in every local authority area;
- To secure access to, and improvements in, healthcare, with Strategic Health Authorities and Primary Care Trusts responsible for, and leading this work;
- To increase the range of housing options for people with learning disabilities and their families, including the closure of NHS campuses;
- To ensure that the Personalisation agenda is embedded within all local authority services and developments for people with learning disabilities and their family carers, and is underpinned by person centred planning;
- To increase the number of people with learning disabilities in real paid jobs of 16 hours a week for all who can – including in the public sector;
- To improve joint strategic planning, commissioning and service development across children's and adult services, so that people are supported to plan for future employment and a full life.

1.4 Out of these six priorities, three have been identified as having the greatest impact on improving the outcomes for people with learning disabilities. These are:

- Health;
- Housing; and
- Employment.

1.5 The Delivery Plan and Regional work will therefore particularly concentrate on these areas. The other priorities remain very important, underpinning all the work to implement *Valuing People Now*.

2. Co production – the key to delivering *Valuing People Now*



- 2.1** A partnership approach at national, regional and local level is essential if the vision in *Valuing People Now* is to become a reality for all people with learning disabilities everywhere. Central to this is the involvement of people with learning disabilities and family carers and the active engagement of all relevant agencies.
- 2.2** Much has been achieved during the last year. The National Forum for People with Learning Difficulties and the National Valuing Families Forum both have active programmes, and are essential members of the National Programme Board and of regional and local partnership boards. They are involved in the development of national and local policies and services.
- 2.3** The National Advisory Group for Learning Disabilities and Ethnicity (NAGLDE) is involved in implementing the Ethnicity work programme and is further developing its own role and remit so that it becomes an elected forum, with stronger representation of the voices of local people with learning disabilities and family carers from black and minority ethnic communities at the national level.
- 2.4** The Association of Directors of Adult Social Services (ADASS) plays a key role on the National Programme Board and is very involved in the regional boards, many of which are chaired by Directors of Adult Social Services. A National Providers Forum has been established to highlight issues and barriers to the implementation of *Valuing People Now* and has a place on the National Programme Board. The Care Quality Commission has a major focus on learning disability services in its work programme. The Local Government Association (LGA), the NHS Confederation, IdeA, SCIE, Skills for Care and Skills for Health all have ongoing work to support the implementation of *Valuing People Now*.
- 2.5** For 2010-2011 the DH will:
- Continue to support the National Forum for People with Learning Difficulties;
 - Continue to support the National Valuing Families Forum;
 - Continue to support the National Advisory Group for Learning Disability and Ethnicity – and to bring the three organisations together to ensure joined up planning and programmes;

- Support the work of the National Providers Forum and undertake some joint work to facilitate increasing the range of housing choices for people with learning disabilities (see section on housing);
- Work with the Care Quality Commission to support improvements in the support and care of people with learning disabilities.

3. Funding of Learning Disability Services



- 3.1** Across health and social care, £6.5 billion pounds is spent providing care and support for people with learning disabilities and their families. In each of the last five years, Local Authorities (LA) and Health Services in England have spent an additional £250m on these services and are facing continuing pressures. In 2008-2009 council spending on learning disability services increased by 10%. Learning disability spend now accounts for £1 in every £4 of adult social care, whilst people with learning disabilities account for 1 in every 12 receiving care and support packages.
- 3.2** The way LAs and Health Services are spending these significant resources is very variable. The Department of Health published a 'use of resources guide'¹¹ in October 2009 which highlighted these variations. The proportion of spending on residential care for people with learning disabilities varies from under 10% to over 80% of overall learning disability budgets. Some Councils have developed supported housing and a range of community support activities for most people in their areas, including those with the most complex needs. For others, residential care remains the predominant model. The most significant rises in unit costs are for residential care. Low spending on care management for people with learning disabilities is associated with high use of residential care.
- 3.3** *Valuing Employment Now* stressed that some of the considerable resources spent on education and day services for people with learning disabilities should be redirected into job coaching and supported employment. The independent evaluation of North Lanarkshire Council has illustrated the business case for local authorities in doing so: the cost of their supported employment is half as much per place than the day service.¹²
- 3.4** A key priority under the *Valuing People Now Delivery Plan 2010-11* is to improve the quality and productivity of services and to make best use of existing resources in Learning Disability services.
- 3.5** The DH, working with LGA, ADASS and the Learning Disability Coalition plans to:
- Undertake more analysis of costs and outcomes;
 - Produce best practice guidance on use of resources in learning disability services;

11 Use of resources in adult social care: a guide for local authorities (DH 2009)

12 S Beyer, . An evaluation of the outcomes of supported employment in North Lanarkshire (2007) Welsh Centre for Learning Disabilities, Cardiff University, June 2008, p17

- Use cost-benefit research to demonstrate the return on investment for local authorities investing in supported employment;
- Provide regional action and support – see the regional section p17.

Commissioning and funding transfer

- 3.6** The *Valuing People Now* Strategy said that commissioning and funding of care services would transfer from the NHS to Local Government. This social care funding is historical and arose within PCTs as the old long stay hospitals closed in the 1980s and adults with learning disabilities moved to social care placements (residential care homes or supported living arrangements). Some moved to NHS campuses or NHS funded nursing homes. All NHS campuses are due to close by the end of 2010.
- 3.7** Currently funding is accessed by local authorities to meet these social care costs through pooled budgets or section 256/7 (formerly section 28a) transfers. The change in funding and commissioning responsibility took effect from April 2009. For the remaining years of the current Comprehensive Spending Review (CSR) transfers are being made locally, via pooled budget or section 256/7 mechanisms. From April 2011 allocations will be made directly to local authorities as part of the wider Department for Communities and Local Government (CLG) settlement – the formula has yet to be agreed.
- 3.8** Local authority and PCT Learning disability (LD) commissioners were asked to provide final agreed returns showing social care spend in 2009/10 by January 2010. This data will form the basis of modelling different options for allocating the funding from 2011. Good progress has been made and 60% of areas have provided final returns. The Department is confident that the remaining returns will be finalised by the end of March 2010 for both 2009/10 and 2010/11 with the support of Strategic Health Authorities, Deputy Directors of Social Care and Valuing People Regional Programme Leads.
- DH in negotiation with Treasury and the Department for Communities and Local Government (CLG) will develop options for allocating social care funding to local authorities from April 2011 based on returns from the NHS and local Government;
 - There will be full consultation on proposed options;
 - DH/CLG will consider responses, decide on options in consultation with Treasury and communicate the outcome.

4. Including Everyone – and the Equalities Agenda



4.1 Including Everyone remains a key objective for *Valuing People Now* to ensure that all people with learning disabilities and their families benefit from the policy. This includes the importance of families, particularly for people with the most complex needs, as key partners to ensure people have the lives they want and need. Policies, actions and service developments should be inclusive of the needs of all groups of people with learning disabilities. The Delivery Plan for 2010-2011 therefore, continues to focus on the needs of those groups identified in *Valuing People Now* as the least likely to be heard and most often excluded. They are:

- People with more complex needs;
- People from black and minority ethnic communities;
- People with autistic spectrum conditions; and
- Offenders in custody and the community.

4.2 DH will therefore:

- Publish a best practice guide on communications to support people with the most complex needs;
- Respond to Professor Mansell's report on people with the most complex needs: *Raising our sights: services for adults with profound intellectual and multiple disabilities* (Spring 2010);
- Work with commissioners and providers, through the Tizard Centre and the Challenging Behaviour Foundation, to embed best practice in the assessment care and support to people whose behaviour challenges services. This will also include working with Skills for Care and Skills for Health on new qualifications, career pathways and other workforce planning and development projects for workers supporting people whose behaviour challenges services to ensure the delivery of the Mansell report recommendations in this area. (2010-2011);
- Continue work to build and sustain the capacity of mainstream carers organisations to meet the needs of family carers of people with learning disabilities;
- Continue work to support people with learning disabilities who are carers;
- Continue to implement the Ethnicity work programme, which includes:

- scoping work around advocacy for people from black and minority ethnic communities;
- work with mainstream black carers organisations to develop their capacity to support families of people with learning disabilities;
- national awareness raising events aimed at commissioners, community development managers and personalisation leads;
- regional race equality training to support the better inclusion of people from black and minority ethnic communities into the regional forums and carers networks, with support from the Regional Ethnicity Networks where they exist;
- work with ARC, BILD and Mencap on the *Giving us a Voice* Programme;¹³
- Publish the first year Autism Delivery Plan in March and the full three year delivery plan and statutory guidance by the end of December;
- The DH will work jointly with offender health to:
 - continue progress on awareness training across the Criminal Justice System;
 - continue to develop the Learning Disability screening tool within the Criminal Justice System;
 - update ‘Positive Practice, Positive Outcomes’¹⁴ for the Criminal Justice System;
 - develop accessible information for the Criminal Justice system;
 - develop systems to prevent people with learning disabilities returning to the Criminal Justice System.

13 ‘Giving us a voice: a charter for inclusion for people with learning disabilities’. For more information go to: www.giving-us-a-voice.org.uk/

14 Positive Practice: Positive Outcomes: A Handbook for Professionals in the Criminal Justice System working with Offenders with Learning Disabilities

5. Personalisation – starting with the individual and their family



5.1 Person centred planning, self-directed support and personal budgets have continued to transform the lives of many people with learning disabilities. The Transforming Adult Social Care (TASC) programme in the Department of Health, and the Association of Directors of Adult Social Services have, agreed milestones to ensure the programme is happening everywhere. It remains a challenge to ensure that people with the most complex needs benefit from this approach, that person centred transition plans are in place for all young people as they prepare to move to adult services and that employment and housing are given sufficient focus.

5.2 People with learning disabilities have highlighted the importance for them to have support to establish and maintain relationships, including marriage. It is important that this is included as part of person-centred planning

- The DH, with the Department of Children, Schools and Families (DCSF), the Department of Work and Pensions (DWP), the Office of Disability Issues (ODI) and the Department of Business, Innovation and Skills (BIS) will take on board the lessons emerging from the Getting a Life sites and development of best practice in transition pathways for young people with learning disabilities;
- The DH will embed employment in its work on personal budgets and will make this a success criterion for the programme;
- The Jobs First sites (which are aligned with the Right to Control trailblazers) will start to demonstrate by March 2011 how individual budgets can be used to buy the support that people with learning disabilities need to get and keep a job;
- The Office of the National Director of Learning Disabilities will work with the team preparing the White Paper on Care and Support to ensure that it will meet the needs of people with learning disabilities;
- The Office of the National Director of Learning Disabilities and the TASC Programme will jointly engage with people with learning disabilities and family carers in designing and developing local support to deliver personalisation in ways that offer real choice and flexibility;

- The Office of the National Director will work with the Adult Social Care Workforce Policy Team on the new Compact and with both Skills for Care and Skills for Health to ensure that the workforce planning, development and workforce redesign nationally, regionally and locally supports the delivery of person centred support for all people with learning disabilities;
- The DH will publish and disseminate person centred planning guidance
- The take up of the new learning disability focused qualifications will enable workers in mainstream and specialist services to develop person centred attitudes, knowledge and skills in supporting people to, among other things, develop and maintain friendships and relationships, think about employment, be part of their local community and have more choice and control.

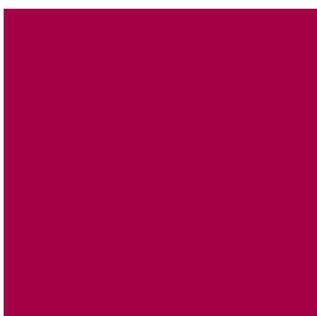
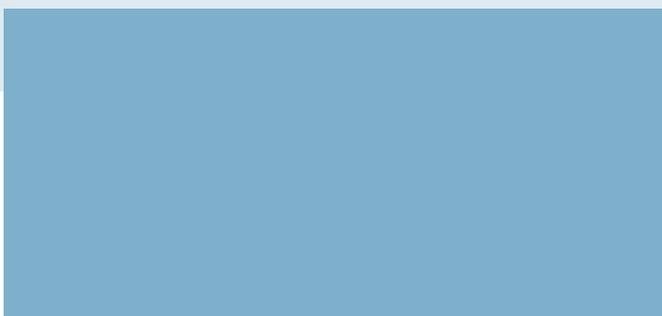
6. Better health



- 6.1** Progress has been made to improve healthcare for people with learning disabilities. The numbers of people receiving an annual health check are increasing, with the checks improving understanding of learning disability in primary care. Although there are examples of excellent practice, progress in acute care has been slower. There is increasing leadership within PCTs and Strategic Health Authorities (SHAs) on improving health care for people with learning disabilities, all have agreed to carry out regional self assessments into progress on this work.
- 6.2** Maintaining focus on meeting the needs of people with learning disabilities within the health service remains vitally important. The report of the Ombudsmen; 'Six lives',¹⁵ received in March 2009 with requirements through into 2010/11 ensures a clear focus for action.
- The DH will work with all partners particularly the Care Quality Commission (CQC) to check that healthcare for people with learning disabilities is improving;
 - Annual health checks will continue for at least another year. Their impact and reach will be monitored by the DH, SHAs and PCTs.
 - The DH will work with the Royal College of GPs on best practice in training and implementing of health checks;
 - The Confidential Inquiry into premature and avoidable deaths of people with learning disabilities and the Public Health Observatory in relation to the health and care of people with learning disabilities were subject to competitive tendering starting in October 2009. Contracts were awarded in March 2010; initially for a 12 month period. The Department will decide in early 2011, based on an evaluation of work and availability of funds, whether to extend the contract for a further two years to March 2013;
 - All SHAs will complete at least the first year of the regional self assessment framework into progress on delivering health care for people with learning disabilities by Summer 2010;
 - The DH will report to the Parliamentary and Health Service Ombudsman and Local Government Ombudsman on progress against the recommendations of 'Six Lives' in Autumn 2010;
 - The Office of the National Director will work to ensure that Mental Health and Commissioned health services are involved in all health actions;

- The DH will develop guidance on 'What is Specialist Healthcare';
- The Office of the National Director will continue to work with CQC on 'Greenlight'/'NewHorizons' for people with learning disabilities indicators;
- The Office of the National Director will continue to work with offender health on better health within the Criminal Justice system;
- The DH will continue to work with Royal Colleges and professional groups on current developments and dissemination.

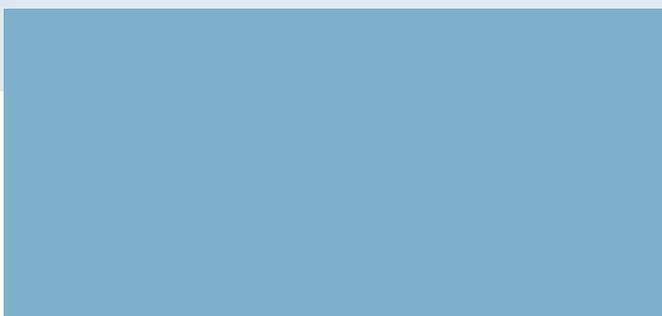
7. Housing



- 7.1** Despite developments in some areas and good work associated with the campus closure programme, 33,000 adults with learning disabilities continue to live in residential care, sometimes placed in an emergency and often a long way from their families. There are wide regional variations and too few people have a real choice as to where they live and with whom. The key priority is to reduce variation and to achieve a significant reduction in individuals living in residential care. A national goal of a 5% reduction for 2010-2011 is being set.
- 7.2** LAs which have made the most significant progress in offering a range of housing options have the following characteristics:
- A strong culture of working to enable people to exercise choice;
 - A good assessment of the housing needs of people with learning disabilities in Joint Strategic Needs Assessments;
 - A comprehensive housing commissioning strategy;
 - Good, early planning across children's and adult services;
 - Use of a broad range of housing options;
 - Collaboration across the council, housing and social care providers;
 - Use of a service development approach as well as more traditional approaches to procurement.
- 7.3** Extending the range and availability of choice of housing and support in order to maximise independence and employment opportunities remains one of the top three priorities for 2010-2011. It is essential that housing choices do not limit individuals' opportunities to take up paid work; good practice promotes planning for housing and employment at the same time. The following actions will therefore be taken to accelerate the reduction in the use of residential care and improve the range of housing with support options available.
- The DH, ADASS, the CQC and the National Learning Disabilities Provider Forum will work to resolve barriers to changing residential care including the issue of Ordinary Residence to develop a transition pathway from residential care to supported living for providers;
 - The DH will continue to make capital and revenue funding available as planned to facilitate the closure of NHS campuses;

- The DH will work with the DWP, on Local Housing Allowance so that reasonable adjustments are made for extra living space for people with complex needs and behaviour that challenges services. CLG will assist where possible;
- The DH and CLG housing delivery toolkit will be promoted to people with learning disabilities, families, carers and professionals;
- The DH will work with CLG to ensure that good practice guidance on Choice Based Lettings and Allocations Policies achieve policy aims of choice, independence and inclusion;
- The DH has published new guidance on Ordinary Residence that provides specific advice on the ordinary residence of people moving from residential care to supported living. In addition, the department has asked the Law Commission to consider as part of their work to review adult social care law, whether the current legal framework on Ordinary Residence contributes to the difficulties that people face when they move from one local authority to another;
- The Valuing People Now Housing lead will work with the National Valuing Families Forum to ensure that older families get the support they need to plan for the future using a range of person centred housing and support options.

8. Employment



- 8.1** Having a real, paid job that you enjoy is the best route to a full life. If we are serious about equality for people with learning disabilities, employment must be a top priority. Real jobs make people better off financially, as well as growing people's confidence, social life and improving health. However, the first national data on employment for people with learning disabilities (NI 146, published August 2009) showed the employment rate to be even lower than expected, at just 7.5%.
- 8.2** *Valuing Employment Now* aims to radically increase this by 2025, especially for people with moderate and severe learning disabilities who have been left behind the furthest. As many as possible of these jobs should be 16 hours or more per week, because this is when people will be financially better off and will achieve greater social inclusion. The aspiration in *Valuing Employment Now* is to close the gap between the employment rate of people with moderate and severe learning disabilities and that of disabled population as a whole, which in today's terms would mean 48% of people with moderate and severe learning disabilities in work.
- 8.3** We know that young people are much more likely to get a real job after school or college if they have had meaningful work experience and support from a supported employment provider from age 14, underpinned by person-centred planning and reviews¹⁶. Research also shows the importance of parents and carers who view employment as a positive and possible option for the young person¹⁷. These factors can be built into a comprehensive transition pathway, which will lead to employment for young people with learning disabilities when they leave school or college.
- 8.4** In 2010/2011, DH, DWP, DCSF, BIS, ODI, Department for Transport (DfT), Lifelong Learning UK (LLUK), Jobcentre Plus and the Cabinet Office will deliver the commitments made in *Valuing Employment Now*. The priorities for the cross-government Valuing Employment Now team in this year will be:
- Work with the Getting a Life demonstration sites to publish and implement the pathway to employment for young people locally, share good practice regionally and report to government on the remaining barriers to young people going into jobs and getting full lives;

16 *What works? Transition to employment for young people with learning disabilities* – Beyer, Kaehne, Grey, Sheppard, and Meek, Shaw Trust, 2009

17 As above

- Support the new Project Search sites to go live in September 2010 and lead a full evaluation;
- Support the work of the Sustainable Hub for Innovative Employment for people with complex needs;
- Work with the Jobs First sites to demonstrate and evaluate how personal budgets can be used for employment;
- Set national targets and milestones for *Valuing Employment Now* in line with the baseline set by PSA 16 in July 2009 and subject to future priorities in the next Spending Review;
- Develop and publish national standards for supported employment and job coaching, and work with BIS and the appropriate Sector Skills Councils to develop job coach qualifications;
- Add to the *Valuing Employment Now* resource hub in line with feedback from regions and local areas;
- Work with people with learning disabilities and family carers across the country to promote the aspiration and expectation of employment;
- *Progression through Partnership*¹⁸ will be updated and a delivery plan will be published setting out actions for national implementation.

8.5 It is essential that the public sector leads by example in recruiting people with learning disabilities. Thirteen Government Departments are committed to developing policies and procedures that will lead to the recruitment of people with learning disabilities throughout the civil service. A similar commitment is in train within the NHS, beginning with a project that will target ten Trusts throughout England.

18 *Progression through Partnership: A Joint Strategy between the DFES, DH and DWP on the role of Further Education and Training in Supporting People with Learning Difficulties and/or Disabilities to Achieve Fulfilling Lives* (HMG, 2007)

9. Children and Adult Services – working together



- 9.1** The vital importance of the early care and education of children with learning disabilities, and support and information for their families is very well researched and documented, as is the importance of good planning and action across children's and adults services. This is especially important at the time of transition for young people and their families.
- 9.2** Practice however, continues to vary, especially around the level of joint planning, commissioning and service development and the robustness of the transition process. Early learning from the Getting a Life sites has highlighted low expectations around independence, employment, relationships and housing choices, although good progress is being made under the Transition Support Programme. Without strong foundations in children's services, health, education and social care, *Valuing People Now* will not meet its vision and objectives. This has emerged as a key priority for this programme during 2009/2010.
- 9.3** DCSF has published new Statutory Guidance on Children's Trusts¹⁹ in March 2010. The guidance emphasises:
- the need for Directors of Adult Social Services and Children's Services working closely together to ensure smooth transition for young people moving from children's services;
 - the importance of decent housing and planning for the needs of children and young people with complex health conditions or disabilities;
 - the importance of consulting widely in the preparation of the Children and Young People's Plan including children who have special educational needs or who are disabled and with parents or bodies representing these children;
 - the importance of each Children and Young People's Plan including an outline of the key actions, as identified by the needs assessment, planned to improve the outcomes, for children and young people who have special educational needs or are disabled;
 - the role of the Director of Children's Services in ensuring that links between Children Trust partners – both statutory and non-statutory – work effectively together. For example, to meet the holistic needs of families with disabled children and young people as well as delivery of their Children and Young Person's Plan.

¹⁹ Children's Trusts: Statutory guidance on co-operation arrangements including the Children's Trust Board and the Children and Young People Plan (DCSF March 2010) www.dcsf.gov.uk/everychildmatters

- 9.4** The Transition Support Programme part of Aiming High Disabled Children will continue to promote local area improvement in transition support to ensure that all areas are at least meeting minimum standards by 2011.
- 9.5** Through our contracted partners, DCSF is:
- Actively raising the profile of transition through national and regional events with children, adult services and a broad range of partner organisations;
 - Funding the SEN regional hubs to deliver improvements in transition across the region, share and promote good practice and develop a lasting regional network;
 - Providing a series of case studies to show good practice in transition, including joint working across children and adult services and how the local area worked together to achieve it;
 - Funding additional innovative outcomes focused work from local areas focusing on the five areas of improvement: participation, personalisation, joint assessments across children and adult services, realistic post 16 options, and strategic joint partnership working;
 - Enabling greater participation from young people from the Making Ourselves Heard project, dedicated area of the Transition Information Network website for young people and encourage the development of disabled young trainers.

10. Other Work/Actions to support implementation



Other work strands and emerging priorities for the future

- 10.1** Those work strands in *Valuing People Now* which are not currently listed as priority areas are still important too. Good advocacy, for example, is crucial in supporting people and their families to get the services they want and need and should be a central part of person centred approaches. Workforce and leadership development are key themes running throughout this delivery plan as they underpin work to improve service planning, commissioning and delivery.
- 10.2** Work around Hate Crime will continue to ensure that people with learning disabilities can live in their own communities free from fear. Similarly, work to support parents with a learning disability will continue and strengthen as new guidance for commissioners is launched and disseminated.
- 10.3** All of the above are part of this year's delivery plan. Some will underpin and facilitate progress in other areas.

Advocacy

- The DH will commission work to develop good practice examples to support access to advocacy for people with learning disabilities with complex needs and those from BME communities;
- The DH will work with the National Forum for People with Learning Difficulties to develop, publish and disseminate a toolkit for self advocacy groups;
- The National Leads for Advocacy and Families will jointly commission some scoping work on family advocacy;
- The National Advocacy Lead will support other Government Departments on the use of accessible information where appropriate and independent advocacy for parents with learning disabilities. They will support work with Inclusion North and the National Forum to collect evidence and data via the regional forums about the development and effectiveness of local advocacy services;

- The Office of the National Director will work with other DH policy leads to ensure that people with learning disabilities are included in any policy development and implementation in relation to the Mental Capacity Act 2005, the Mental Health Act, No Secrets and LINKs.

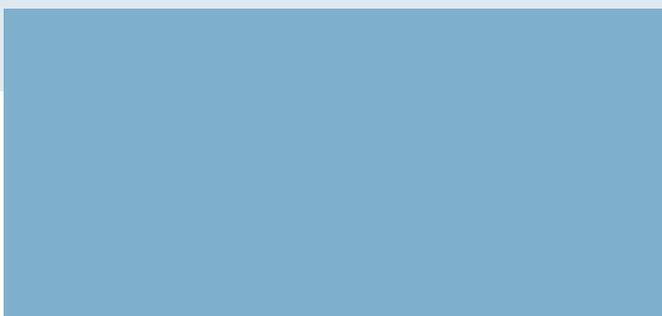
Hate Crime and the Criminal Justice System

- DH And Home Office will continue to be involved in the implementation of the cross-government Hate Crime Action Plan;
- DH will continue to work with the National Forum, the Families Forum and NAGLDE on implementing the specific learning disability actions in the Action Plan.

Parents with a Learning Disability

- DH and DCSF will continue to work with key stakeholder organisations to raise awareness of the issues facing parents with a learning disability;
- DH and DCSF will support the dissemination of the new commissioning guidance as part of a 'pack' to include best practice resources.

11. Regional Delivery Plans 2010/11



- 11.1** At a regional level, Regional Boards will prioritise making it happen for the three priority areas that are identified as having the greatest impact on improving the outcomes for people with learning disabilities:
- Health: to secure access to, and improvements in, healthcare, with SHAs and PCTs responsible for, and leading this work;
 - Housing: to increase the range of housing options for people with learning disabilities and their families, including the closure of NHS campuses – and ensure that these maximise changes of employment;
 - Employment: to increase the number of people with learning disabilities in real, paid jobs (of 16+hours), including in the public sector.
- 11.2** The Regional Boards will also continue to support the underpinning priorities to help make this happen:
- To help make sure that there is strong leadership and an effective Learning Disability Partnership Board operating in every local authority area;
 - To continue to support Partnership Boards following the completion of their annual self assessment reports;
 - To ensure that the personalisation agenda is embedded within all local authority services and developments for people with learning disabilities and their family carers, and is underpinned by person-centred planning;
 - To improve joint strategic planning, commissioning and service development across children's and adult services.

Regional goals and action to secure improvements in health

- 11.3** SHAs have the lead role for ensuring local delivery in the NHS. Regional boards will support them in delivering the national goals for health to:
- Increase the number and quality of annual health checks delivered to people with learning disabilities;
 - Support successful implementation of the regional Performance and Self Assessment Framework which all SHAs have agreed to carry out, with a view to ensuring that local health systems are responding effectively to the issues raised by the Michael's report;

- Develop local leadership on the health agenda for people with learning disabilities;
- Maintain momentum on the closure of health campus provision;
- Increase employment of people with learning disabilities in the NHS.

Regional goals and actions to secure improvements in housing

11.4 DH DRDs have the lead role for improving housing for people with learning disabilities, with support from colleagues in Government Offices. They will draw up Regional Delivery Plans with a work programme on housing for agreement through the Regional Learning Disabilities Programme Boards. These will help to ensure delivery of the national goals for housing:

- to reduce by 5% of the number of people living in residential care by March 2011; and
- to increase the numbers of people in settled accommodation.

11.5 Regional actions to support local delivery will include:

- Working with regional and local partners to improve consistency and quality of data for PSA 16 reporting in relation to settled accommodation and employment;
- Analysis and identification of the local areas that most need support to make this change happen;
- Offer of a regional programme to support local authorities to use their resources to commission cost effective housing solutions, working with DH's Care Services Efficiency Directive (CSED) to spread best practice;
- Help to validate local progress using the national housing toolkit and working with regional colleagues in Communities and Local Government;
- Ensure that the changes needed to transform the lives of people with learning disabilities are integral to the regional work programme for the Putting People First programme. For example:
 - regional work on assistive technology
 - innovations events to encourage providers to bring forward changes

- regional work on provider and market development;
- Work with the National Housing Federation regional networks to encourage providers to adapt to the transformation needed. For example, spreading information about the transition pathway from residential care to supported living for providers, once this is ready.

Regional goals and actions to secure improvements on employment

- 11.6** The National Delivery Plan for *Valuing Employment Now*, published in June 2009 created a regional leadership structure for delivery of the employment strategy through the Regional Learning Disability Partnership Boards. Progress has been made in developing regional plans, but the timetable for setting goals for the numbers employed (originally by November 2009) has been delayed until national goals are agreed.
- 11.7** Regional goals for 2010/11 will now be to:
- Support the national *Valuing Employment Now* goal (national targets and milestones for which will be published in 2010) to radically increase the number of people in real paid jobs, of which as many as possible should be 16 hours or more per week.
- 11.8** DH will be allocating further funding to DRDs to support the delivery of PSA16 (both the employment and settled accommodation outcomes) for adults with learning disabilities and those with severe mental health conditions. Some of this funding is therefore likely to further the ambitions set out in *Valuing Employment Now*.
- 11.9** Regional actions to support local delivery will include:
- To support Local Partnership Boards to develop *Valuing Employment Now* plans for implementation, including plans for using tools in the *Valuing Employment Now* Resource Hub;
 - To work with colleagues in children's services to establish a regional programme for the transition age group 14-25, accelerating the learning from the Getting a Life Programme, with a view to increasing expectations and plans for employment amongst this age group;

- To promote improvement in public sector employment. For example, running joint regional 'valued in public' events for local authority, NHS, probation and civil service and wider public sector employers;
- To work with regional family carers' networks to share a family carer perspective on employment and understand barriers.

Annex A

Valuing People Now Delivery Plan Progress Grid 09/10

VPN Workstrand	Delivery Plan Commitments	Due	Met	Status
Leadership				
	Resource Pack and DVD	Mar-09	Y	Published March 2010
	Programme Board Established	9-Oct	Y	Complete
	Events for LA members etc	Mar – Dec	NA	LAs engaged through regional work
	Work with CQC and Audit Commission: Comprehensive Area Assessment	Ongoing	Y	Complete
	Use Green Paper data for policy/spend	2009	Y	Complete
	Make links with other SC strategies	2009	Y	Complete
	Commission scoping work – data	2009	NY	Underway
OND				
	Appoint Co-National Director	Feb-09	Y	Complete
	Develop Valuing People Now (VPN) website	Apr-09	NY	Yes – provider selected; work underway
	Appoint Core Team	Apr-09	Y	Complete
	Develop database	Oct-09	NY	Underway
	Commission best practice guidance/toolkits	Oct-09	Y	Ongoing and various
	Produce Annual Report /Delivery Plan	Apr-10	Y	Complete
	Produce quarterly Newsletter	Apr-09	Y	Latest newsletter issued in March 2010

VP Awareness and Comms					
	Publications and printing			Y	Ongoing
National Forum	Produce programme of work	Jun-09		Y	Ongoing
NVFF	Produce programme of work	Jun-09		Y	Ongoing
Regional Action/Support					
	Establish Regional Learning Disability Programme Boards	Apr-09		Y	Complete
	VPN events and awareness raising	Oct-09		Y	Ongoing
	Support Regional Boards to do reports	Apr-10		Y	Ongoing
	Valuing Employment Now (VEN) launches	from July 09		Y	Complete
Partnership Boards					
	Guidance (data and performance) and Pack	Apr-09		Y	Published November 2009
	Self assessment tool /template	Jun-09		Y	Published November 2009
	Guidance on EQIA	Apr-09		NY	Equalities directorate have published and will trial this
	Guidance on Commissioning	Apr-09		NA	World class commissioning guidance published
	Local prison Partnership Boards to monitor services for Offenders with learning disabilities			NY	Underway
	Review of Partners in Policymaking	Jun-09		NY	As part of advocacy work
	VP Regional leads facilitate mentoring			Y	Ongoing
	Partnership Boards to produce annual reports	Mar-10		NY	Underway – reports due by 31 March 2010

Including Everyone					
Complex Needs	Complex Needs Communications work	Aut 09	NY	Report due 2010	
	Complex Needs models for support	Sum 09	Y	Report and DVD published 19 March 2010	
Ethnicity	Develop Ethnicity programme with NAGLDE	Dur 2009	Y	Ongoing	
	Revise Framework for Action – Ethnicity	Aut 09	NY	Started and due late spring 2010	
	Produce Autism strategy	End 09	Y	Published 3 March 2010	
Offenders	One day training Course – prison staff	Spr 09	Y	Complete	
	Training materials for prison staff	Sum 09	Y	Complete	
	Learning disability screening tool	Sum 09	Y	Being rolled out	
	Accessible health screening tools	Aut 09	Y	Ready	
Families	The Princess Royal Trust scoping and toolkit	Oct-09	Y	Commissioned and ready	
	Regional Roadshows	2009-10	NY	To start soon	
	Guidance for Partnership Boards (Carers)		Y	Published November 2010	
	BME Families work		NY	Started and linked to Ethnicity work	
	Links to Carers Strategy	Oct-09	Y	Ongoing	
Challenging Behaviour	Scoping of programme: Challenging Behaviour	Oct-09	Y	Roll out planned for 2010	
Equalities	Equalities scoping work	Mar-09	NY	Underway	

Personalisation						
	Publish/distribute new person-centred planning guidance/toolkits	Spr 09		Y	Complete (published 31 March 2010)	
	National Directors liaison with Transforming Adult Social Care national team	2009-10		Y	Ongoing	
	Regional Leads to ensure Personalisation programme includes people with learning disabilities			Y	Ongoing	
	OND work with Personalisation team – providers	2009-10		Y	Ongoing	
	Regional Leads to work with DH Personalisation Team	2009-11		Y	Ongoing	
	DH to continue supporting In Control	2009-11		Y	Ongoing	
Health						
	Scoping for Confidential Inquiry			Y	Complete – contract awarded 22/3/10	
	Commission development of Public Health Observatory			Y	Complete – contract awarded 22/3/10	
	Promotion of Annual Health Checks			Y	Ongoing	
	Highlighting best practice in local commissioning			Y	Ongoing regionally	
	Supporting the SHA Framework			Y	Implemented across all regions	
	Publish Health Action Planning Guidance	Spr 09		Y	Published as part of Resource Pack, March 2009	
	Publish guidance on Disability Equality Duty	Spr 09		Y	Published in November 2009	
	Training for Health staff in learning disability			Y	Ongoing (workforce directorate)	
	Work with PCTs to improve coverage in Criminal Justice System			Y	Underway	

Relationships/Parents					
Parents with LD	VP leads to support Partnership Boards – data on parents with a learning disability	2009-10	Y	As part of annual reporting	
	VPN website to reference guidance for parents	2009-10	Y	Current site now updated – new site to have parents section	
	Publish new commissioning guidance (adults/childrens)		NY	Underway	
Advocacy					
	DH support OGDs to ensure all Government info is accessible		NY	Ongoing	
	Disseminate learning from ULO sites	Sum 09	Y	Ongoing – ‘Sharing the Learning’ published March 2010	
	Publish set of standards for easy read	Spr 09	NY	Underway with 001	
	Publish and disseminate toolkit for advocacy groups	Sum 09	NY	Being developed	
	Commission work to demonstrate best practice around support	Sum 09	NY	Scoping work underway	
	Explore with OGDs way to promote advocacy for parents with a learning disability	Sum 09	NY	Scoping work to include parents with a learning disability	
	Work with DH leads included in other initiatives to ensure that they include people with learning disabilities	No date	NY	Underway	
	Work with National Forum to collect data/evidence on local advocacy services	2009-10	NY	Underway	
Transport	Work/liaise with DfT and include National Forum	2009-10	Y	Ongoing	

Hate Crime	Work with HO on strategy (action plan) and delivery	No date	Y	Hate Crime Action Plan published September 2009
	Support linkage between Partnership Boards and Crime and Disorder Reduction Partnerships	2009	NY	Ongoing and as part of Action Plan
	Address Hate Crime in Criminal Justice System	2009	NY	Ongoing and as part of Action Plan
Access to Leisure	Liaise with the Department for Media, Culture and Sports on making leisure services accessible	2009-11	NY	Underway
Commissioning	OND/TASC team to identify how person-centred information can inform commissioning	No date	NY	Underway – person-centred planning commission includes workbook for commissioners
	Publish World Class Commissioning Guide	Spr 09	Y	Published November 2010
Workforce	Adult Social Care Workforce Strategy to reflect learning disability issues	Dur 2009	Y	Published
	Influence other government departments in how they train staff (to include learning disability awareness)	2009-12	NY	Ongoing
	Review (and commission) Human Rights training materials	Dur 09	Y	Review complete; new materials published 31st March 2010
	<i>Commission Workforce Toolkit for Partnership Boards</i>		Y	Published November 2010

Key:	Y = Complete or ongoing	NY = Not yet complete but underway	N = No longer applicable	NA = Not yet started
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