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Agenda Item: 15.

Integration Joint Board

Date of Meeting: 11 December 2019.

Subject: Learning Disability Strategy 2020 – 2025.

1. Summary

1.1. To present the draft revised Learning Disability Strategy 2020 – 2025 for approval.

2. Purpose

2.1. To ensure the Integration Joint Board (IJB) has a local Learning Disability Strategy that covers all aspects of services for the period 2020 – 2025, for people with learning disabilities.

3. Recommendations

The Integration Joint Board is invited to note:

3.1. Work to date on the Orkney Learning Disability Strategy.

3.2. The final draft Learning Disability Strategy, attached as Appendix 1 to this report, which was the subject of public consultation and amendment following consideration at the meeting held on 2 October 2019.

3.3. That further work on the associated action plan will be developed in the coming months.

It is recommended:

3.4. That the Learning Disability Strategy 2020 to 2025, attached as Appendix 1 to this report, be approved, noting that further work on the action plan will be undertaken.

4. Background

4.1. There has been an all age learning disability 'blueprint' that was developed in 2014. On undertaking the work to review decisions that were taken in respect of the St Colm's service, the Chief Officer asked that this blueprint be revisited.

4.2. The draft Strategic Plan 2019 to 2022 identifies the Learning Disability Strategy as a key component to the delivery of services. This document provides a focus and the direction for learning disability services across the Orkney Islands over the coming five years, based on the principles and priorities outlined in the Strategic Plan.

4.3. The work to refresh this document has been undertaken with input from the key stakeholders and has been out for consultation. The consultation was launched with the formation of a choir, made up of service users and key stakeholders. The choir performed on the steps of St Magnus Cathedral, clearly proud of the work they had achieved and promoting the strategy and the consultation.

4.4. The consultation ran alongside the consultation of the new Strategic Plan. Engagement on the refreshed strategy was part of the discussions held at all of the summer agricultural shows and at the stall held at Tesco.

4.5. The Learning Disability Strategy reflects the aims and objectives presented in the national learning disability strategy, Keys for Life, 2013 and The Keys to Life Implementation Framework 2019 – 2021.

4.6. The plan will span a five-year period, with evaluation of outcomes and progress being reported through the Strategic Plan.

4.7. At the IJB meeting on 2 October 2019, the following drafting changes were proposed:

- Revise date to 2020 – 2025.
- Include reference to Public Health priorities and health inequalities.
- Include reference to transition arrangements.
- Include better linkage to the Strategic Plan.

4.7.1. Following discussion, it was agreed that Members be afforded a further period of two weeks to consider the draft strategy and send any further comments to inform the final strategy for consideration and approval at this meeting.

4.8. The revised strategy attached at Appendix 1 takes account of the comments and amendments at 4.7. above. No further comments were received as a result of the action at 4.7.1.

5. Contribution to quality

Please indicate which of the Council Plan 2018 to 2023 and 2020 vision/quality ambitions are supported in this report adding Yes or No to the relevant area(s):

Promoting survival: To support our communities.	Yes.
Promoting sustainability: To make sure economic, environmental and social factors are balanced.	No.
Promoting equality: To encourage services to provide equal opportunities for everyone.	Yes.

Working together: To overcome issues more effectively through partnership working.	Yes.
Working with communities: To involve community councils, community groups, voluntary groups and individuals in the process.	Yes.
Working to provide better services: To improve the planning and delivery of services.	Yes.
Safe: Avoiding injuries to patients from healthcare that is intended to help them.	Yes.
Effective: Providing services based on scientific knowledge.	Yes.
Efficient: Avoiding waste, including waste of equipment, supplies, ideas, and energy.	Yes.

6. Resource implications and identified source of funding

6.1. There are significant financial implications associated in delivery of services in the current manner, which are unsustainable. The aim of the strategy is to create a learning disabilities service in which the public pound is used to obtain the best support for the individual, at the most appropriate point in the system and ensure best value be achieved. There will be financial implications arising from the action plan which has not been costed at this time but will need to be maintained within the overall financial resources available.

7. Risk and Equality assessment

7.1. An Equality Impact Assessment has been completed and is attached as Appendix 2 to this report.

8. Direction Required

Please indicate if this report requires a direction to be passed to:

NHS Orkney.	No.
Orkney Islands Council.	No.
Both NHS Orkney and Orkney Islands Council.	No.

9. Escalation Required

Please indicate if this report requires escalated to:

NHS Orkney.	No.
Orkney Islands Council.	No.
Both NHS Orkney and Orkney Islands Council.	No.

10. Author

10.1. Lynda Bradford, Interim Head of Health and Community Care.

11. Contact details

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12. Supporting documents

12.1. Appendix 1: Final Draft Learning Disability Strategy.

12.2. Appendix 2: Equality Impact Assessment.



Learning Disability Strategy 2020 - 2025

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Introduction

Welcome to the Orkney Islands Learning Disability Strategy 2020-2025. This document reflects the principles, values and approach laid out in **Planning for our future: Orkney strategic plan 2019/22**. Key to our strategic thinking are the guiding principles and priorities laid out within **Public Health Priorities for Scotland, 2018**. The six priorities being reducing inequalities; prevention and early intervention; fairness, equity and equality; collaboration and engagement; and empowering people and communities.

This 5-year plan reflects both the Scottish Governments policy focus on improving the lives of people with learning disabilities, as said in national strategy *The Keys to Life*, published in 2013 and *The Keys to Life Implementation Framework 2019 – 2021*, and the specific needs of people living across Orkney. Orkney Health and Care Partnership (OHAC) have a strong commitment to working together with individuals, their families, their communities and 3rd sector providers to ensure services for people with learning disabilities are flexible, person-centred and creative.

Orkney is a unique authority, consisting of 70 islands of which 17 are inhabited. It is recognized that in implementing this strategy, the needs of all ages and all communities shall be taken into account, ensuring the needs of all people with learning disabilities are fully considered.

It is estimated that there are between 437 and 460 people across Orkney, with a diagnosed Learning Disability. Around 380 people have a mild to moderate learning disability and about 58-80 have profound or multiple disabilities. Around 70 people have cases open to the All Age Learning Disabilities Team at any one time. Current services range from internal OHAC provision to external services supported through the 3rd sector, including: Health Services; Day Services, Short Breaks; Care at Home; Supported Housing; Supported Employment and Training Opportunities, Educational Opportunities; and a range of social events.

This document has been prepared by gathering information, views and consultation with groups which include service users, carers, community representatives, staff from the 3rd sector and research into local needs and national strategy and policy development. This has included the valuable contribution from the event *No one is an Island: An event about including people with learning disabilities in Orkney's Communities* hosted by Voluntary Action Orkney (VAO) and supported by Scottish Consortium for Learning Disabilities, in December 2018. A recent questionnaire issued to service users and carers has provided additional data to support the development of services over the coming 5 years. The plan reflects the needs aspirations for all individuals, from birth to older people, who have a learning disability.

This plan comes at the same time as OHAC and partners are committed to developing Community Led Support (CLS). This will see a programme of service development across Orkney, which focusses on enhancing rather than replacing the natural community-based supports and helps people with learning disabilities to maintain independence, exercise choice and control, promote self management and achieve the outcomes they want for themselves.



Our vision

'Help the people of Orkney live longer, healthier and more independent lives within their own communities wherever possible'.



Our Values

In our work we and those that work on our behalf will uphold the following values:

- Person Centred



- Empowering



- Enabling



- Caring



- Inclusive

Our Current Position

We have some good services to support people and their carers.

These include:

- Health services
- Housing support
- Respite
- Day opportunities
- College

We are in the process of developing Community Led Support which is placing support networks firmly in your local communities.

It is essential that we build upon the existing services, in order to improve and further develop our strategic goals.

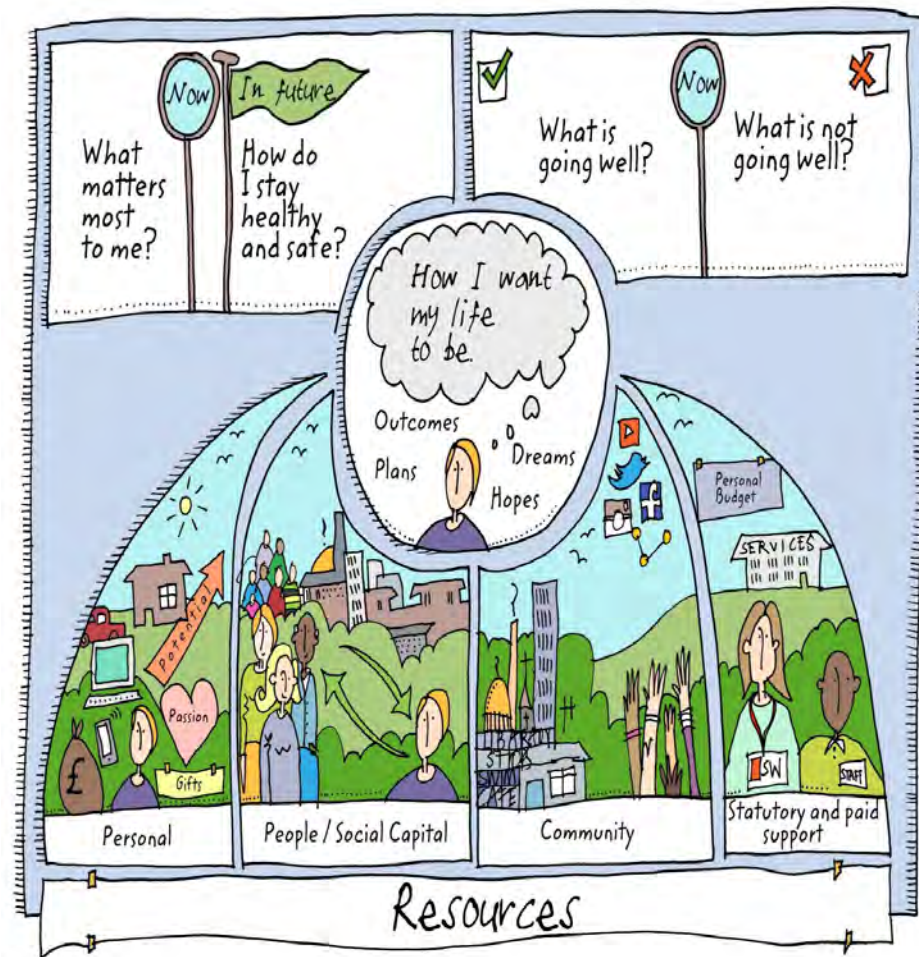


Illustration courtesy of NDTi

Planning for our future

The things that we have been told that matters the most to the people of Orkney is:

- Health and social care support services are flexible and creative, promoting and supporting individual growth, independence and change in needs.
- Better access to information
- Access to real training and job opportunities
- Access to social and leisure opportunities in evenings and week-ends
- Being able to participate within our communities in all aspects of daily life.



Strategic Outcomes

A strategic outcome gives us a goal on which we will develop our plan of action. It also tells us how we are doing in reaching our goals or targets.

Our outcomes are:

Outcome 1

- Health and social care support services which promote independent living, meeting individual needs and work together to enable a life of choices, opportunities and participation.

Outcome 2

- Decent incomes and fairer working lives.

Outcome 3

- Places and information which are accessible to everyone.

Outcome 4

- Protected rights.

Outcome 5

- Active participation.



Priorities

Outcome 1

Health and social care support services which promote independent living, meeting individual needs and work together to enable a life of choices, opportunities and participation, within our local communities.

To do this we will work together to:

- Improve opportunities for positive health and wellbeing, including mental health
- Improve on housing and support opportunities, including transitional arrangements
- Develop short break and respite services
- Develop opportunities for integrated peer social supports
- Improve upon life skills training opportunities.



Priorities

Outcome 2

Decent incomes and fairer working lives.

To do this we will work together to:

- Develop more employment opportunities, including engagement and supports with and for local employers and development of social enterprise
- Improve upon transitions arrangements throughout individuals journey through education, training and employments
- Improve on training opportunities which leads to real jobs
- Improve ways to support employers and employees
- Improve upon educational opportunities, from early years to adults, ensuring robust transitions at each stage of an individuals life.



Outcome 3

Places and information which are accessible to everyone.

To do this we will work together to:

- Develop a range of information sharing mechanisms, which allow for access to local and national data
- Establish both parent/carer forum to inform service evaluation, and implementation of strategy
- Develop with partners, Community Led Support and a co-ordinated approach to community participation



Outcome 4

Protected rights.

To do this we will work together to:

- Develop effective working relationships with partners to enhance access to advocacy, Citizen's Advice Bureau (CAB), legal support and information.
- Work with partners to maximise individual's skills, abilities and access to personal/community resources, whilst safeguarding the individual.
- Ensuring that support and intervention is commensurate to personal need and enabling effective risk taking.



Outcome 5

Active participation in building resilience.

To do this we will work together to:

- Recognise and value all individual's full potential in local community activities
- Enable social connectedness, across all local communities and age groups
- Develop a fairer Orkney that treats people with kindness, dignity and free from discrimination



Next Steps

- Develop a plan of actions
- Work together to make the plan work and make changes happen
- Review the plan and the outcomes to make sure it is working for everyone.







Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Care) by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Learning Disability Strategy 2020 – 2025.
Service / service area responsible.	Health and Community Care.
Name of person carrying out the assessment and contact details.	Lynda Bradford.
Date of assessment.	21 November 2019.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing Plan Update.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	To provide a strategic plan for Learning Disability services for 5 years from 2020 – 2025
State who is, or may be affected by this function / policy / plan, and how.	All people who have a learning disability living in the Orkney Islands and those who care for them.
Is the function / policy / plan strategically important?	It is important as it determines the direction of travel for learning disabilities services for the next five years.

<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Engagement and initial consultation have been undertaken with all key stakeholder groups throughout the strategic planning and development process. This has been through a series of group and individual meetings and through response to questionnaires from service users and carers and initial consultation with regard to an action plan to support implementation. Broader consultation opportunities were also available during the summer due to Orkney Health and Care representation at various community events.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<ul style="list-style-type: none"> • Locality Consultations: Orkney Island and Mainland Summary, 2017, which highlighted a range of issues raised by the population of Orkney, as part of locality planning processes. • No one is an Island: An event about including people with learning disabilities in Orkney's Communities, December 2018. • Scottish Government, Keys to Life, 2013 – national strategy for learning disabilities. • Scottish Government, The Keys to Life Implementation Framework 2019 – 2021.
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.</p>	<p>Evidence suggests that there is a correlation between families where a member has a learning disability and living in poverty to some degree.</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>No.</p>
<p>2. Sex: a man or a woman.</p>	<p>No.</p>

3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No.
4. Gender Reassignment: the process of transitioning from one gender to another.	No.
5. Pregnancy and maternity.	No.
6. Age: people of different ages.	No.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	No.
9. Care experienced.	No.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	No.
12. Socio-economic disadvantage.	No.
13. Isles-Proofing	No.

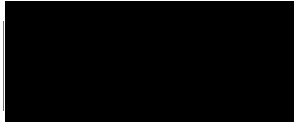
3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No.
How could you minimise or remove any potential negative impacts?	N/A.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. Conclusions and Planned Action

Is further work required?	Yes.
What action is to be taken?	Action plan to support implementation process.
Who will undertake it?	Head of Health and Community Care and Service Manager Health and Community Care.
When will it be done?	Ongoing over the coming 5 years, as part of a defined action plan.
How will it be monitored? (e.g. through service plans).	Ongoing evaluation service development. Collection of performance data and reporting to Programme Boards and IJB.

Signature:



Date: 22.11.19.

Name: Lynda Bradford.