



Joint Future



Aberdeenshire Learning Disability Strategy and Summary Partnership in Practice Agreement

1 January 2007 – 31 August 2010

January 2007
V4

Aberdeenshire Learning Disability Strategy 2007-2010

EXECUTIVE SUMMARY

The need to develop a new Learning Disability Strategy was agreed by the Grampian-wide partnership for Health and Social Care and Aberdeenshire Joint Committee on Community Care. This new strategy will replace the Grampian wide strategy "Choices for Our Futures". This strategy has been jointly produced by Aberdeenshire Council and NHS Grampian in association with statutory and voluntary sector partners, users and carers. It is linked to the Grampian-wide Framework for Learning Disabilities.

The Aberdeenshire Learning Disability Strategy reflects the themes contained within the national review of services for people with learning disabilities "The Same as You". In line with this document, we have, for the first time integrated the needs of adults and children with learning disabilities into one strategy.

The Partnership in Practice agreement (PiP) is a process through which partner organisations jointly plan their approach to services for adults and children with learning disabilities as outlined in the national review "The Same as You". This strategy encompasses the Partnership in Practice agreement action plan, acknowledged by its partner organisations, as our vision and strategic direction. The strategy and action plan covers the period to 2010, and will be reviewed annually.

SECTION 1

Outlines the background to the strategy; the scope and lists key legislation on which the strategy is built.

SECTION 2

Provides information on the definition used to underpin the strategy which is, "People with learning disabilities have a significant, lifelong condition that started before adulthood that affects their development and which means they need help to:

- Understand information
- Learn skills
- Cope independently

SECTION 3

Set out the values on which the strategy is based:

- Respect for the individual
- Being included
- Safety
- Choice
- Partnership
- Equality, Equity and equal opportunity

SECTION 4

Provides information on the prevalence of Learning disability within Aberdeenshire. It is estimated that currently 5,460 people have a learning disability in Aberdeenshire and it is calculated that the numbers of people with Learning disability will rise by 1% year on year between 2000 to 2010.

SECTION 5

Looks at services which are currently available in Aberdeenshire and types of service provision including:

- Supported Living Accommodation
- Day Service Provision
- Respite Services
- Children's Services
- Employment Initiatives
- Social Work & Health Services
- Advocacy
- Groups

SECTION 6

Outlines the specific financial information, which is used to support service provision within Aberdeenshire

SECTION 7

Gives a general overview of responses to the consultation process by users of services, carers, frontline staff, managers of health and social care services, voluntary agencies and others and indicates how services are to be delivered.

SECTION 8

Provides information on how the consultation process was undertaken.

1. Introduction

The Grampian-wide Partnership for Health and Social Care and the Aberdeenshire Joint Committee on Community Care agreed that a new Grampian-wide Framework for Learning Disabilities and 3 local strategies (Aberdeenshire, Aberdeen City and Moray) be prepared by spring 2007.

The National Review of Services for People with Learning Disabilities “The same as you?” covers services for children and adults with learning disabilities and autism. It has therefore been agreed that the Aberdeenshire Strategy also covers children and adults.

The Scottish Executive expects local areas to produce Partnership in Practice Agreements every 3 years. The Partnership in Practice Agreement is a local action plan, agreed by partner organisations, which lays out how we will take forward learning disability services locally in line with “The same as you”

The Aberdeenshire Learning Disability Strategy runs from 1 September 2007 to 31 August 2010. This strategy provides the strategic direction for learning disability services in Aberdeenshire and the action plan summarises the Partnership in Practice Agreements for 2007 to 2010.

The Aberdeenshire Strategy builds on the successes of “Choices For Our Futures”, the former Grampian Learning Disability Strategy, developments via the Change Fund and the Aberdeenshire Children’s Service Plan.

Maximising this strategy’s effectiveness depends upon many different partner organisations working together to enhance the quality of everyday life across Aberdeenshire for people with learning disabilities, therefore there are other related strategies and plans that will also have some significance to people with learning disabilities including:-

- Aberdeenshire Council Community Plan 2006-2016
- Grampian Health Plan
- Aberdeenshire Joint Health Improvement Plan
- Aberdeenshire Housing Strategy
- Aberdeenshire Community Safety Partnership Strategy
- Aberdeenshire Sports and Active Lifestyles Strategy

There are also a number of important pieces of legislation and documents which have considered in addition to those mentioned above. There are many of these but some of the important ones include –

For children –

- the report “For Scotland’s Children”
- The Education (Additional Support For Learning) Scotland Act 2004
- The Grampian Child Health Strategy

And for adults –

- The national health needs assessment report
- Home at Last
- The Adults with Incapacity Act

2. Definitions

People with learning disabilities are people first and foremost. It is important to develop local communities to fully meet the needs of all its citizens and we would strive to support this.

“The same as you” says, “People with learning disabilities have a significant, lifelong condition that started before adulthood, that affected their development and which means they need help to:

- understand information
- learn skills
- cope independently

People with a learning disability have a range of needs that will change during their lifetime. Professionals need to help people plan for the future. For many people with learning disabilities, particularly those with complex needs, organisations need to work together with the individual and their family to plan and support them”.

This strategy includes people with autism, but it is important to remember that people with Autism Spectrum Disorder have a wide range of support needs, which may have to be met on an individual basis. In Aberdeenshire a separate strategy for people with autism is being developed, and this Autism Spectrum Disorder Strategy will in future be linked as an appendix to this document for ease of reference.

It is important to note that people with a learning disability might also have a physical disability, mental health problem or a drug and alcohol problem and a number of other joint Aberdeenshire strategies are available covering these areas.

3. Values

Respect for the individual

People with learning disabilities are all unique individuals and should be valued for their abilities, personal characteristics and social roles

Being included

Inclusion means being part of a family, a group or a community and being able to make a valued and meaningful contribution. Living in a community is not the same as being part of it.

Safety

This includes not only safety from physical harm, but also a long-term sense of belonging and security, including support from trusted people and financial security.

Choice

Having and making choices is important to everyone. Support from advocacy and from flexible, responsive services is very important.

Partnership

Being a partner includes being told about things, being consulted before decisions are made and having a real say about what happens, especially when it affects day-to-day life.

Equality, Equity and equal opportunity

It is important that people with learning disabilities have equal access to services and support regardless of where they live in Aberdeenshire, what their gender is, or ethnic or cultural background.

4. Numbers

Aberdeenshire has a population of 223,850 (2004 census). That means around 5472 people have a learning disability. 4657 people are likely to have a mild or moderate learning disability and around 815 will have profound or multiple disabilities. These figures are based on national prevalence rates.

It is estimated that the number of people with learning disabilities will increase by 1% each year. That means that there will be approximately 160 more people in Aberdeenshire with learning disabilities by the end of this strategy in 2010. In addition people with learning disabilities will live much longer lives.

It also must be emphasised that people with a learning disability are likely to have additional needs. It is estimated that 15 to 20% of people with learning disabilities have epilepsy. That 20 to 30% of people with learning disabilities have physical disabilities and 33% have sensory disabilities and that older people with learning disabilities tend to suffer from more health problems such as early onset dementia.

It should be noted that in Aberdeenshire approximately 25% of informal carers of people with learning disabilities are over 65 years of age.

5. Current Provision

Community living / supported Accommodation

Organisation	Projects/Houses	Total No Supported
ACCT		
Own home	7	7
Aberlour Child care Trust		1
Allied Healthcare Group (Friends)		
Own Home	26	26
Shared tenancies	2	4
Care Direct Ltd	2	2
Care Home placements	5	23
Choices Community Care Service Ltd		
Own Home	6	6
Shared tenancies	5	27
Community Integrated Care	6	22
Cornerstone Community Care	13	57
Dess home Farm	3	3

Equal Partners Own home	7	7
Inspire Own home Shared tenancies	39 18	39 63
Mill Town Community -	11	11
Real life Options	4	47
Social work	2	22
Sense Own home Shared tenancy	2 1	2 4
Shield Care Services – own homes	12	12
Family Placements	Carers own home	3
Total number supported in a community setting		388

In addition approximately 150 people are living in the community receiving home based support from a variety of organisations.

Out of Area Placement

12 Aberdeenshire residents receive a service outwith the area.

Day Service Provision

Provider	Number of Places	Number of users
Social Work	600 per week	725
Easter Anguston Farm Training Centre, Peterculter	9 per week	3
Fly Cup Catering Ltd, Inverurie	38 per week	22
Foxlane Market Garden Co-op Ltd, Aberdeen	14 per week	3
Howford Farm, Strichen	30 per week	14
Jackson Farm, Maud	13 per week	3
Loch Park, Keith	1 per week	1
Milltown Farm, Arbuthnott	17 per week	8
Montrose Day Service, Montrose	1 per week	1
Wederhill Farm Day Centre, Blairs	11 per week	3
Woodrecyclability	57 per week	20

Respite Services

Organisation	Nights Provided	Number of users
Aberdeenshire Council, Highfield Ave, Banchory	293 per year	16
Aberdeenshire Council,	525 per year	8

Peterhead Respite Flat		
Aberdeenshire Council, Robertson Rd, Fraserburgh	597 per year	24
Archway, Dyce	79 per year	4
Archway, Garthdee	120 per year	5
Archway, Westburn Road	62 per year	3
Banff Care Home, Banff	19 per year	1
Dalvenie Gardens, Banchory	20 per year	1
Inspire 15 Howieson Place Inverurie	738 per year	28
Inspire, The Cottage, Ellon	629 per year	15
Tigh-A'Chomainn, Camphill, Peterculter	9 per year	1
Respite for Children		
Aberdeenshire Council, Highfield, Banchory	202	11
Aberdeenshire Council, Willowbank Respite Bungalow	219	10
Archway, Westburn Road	-	2
Archway, Dyce	-	14

There is also a variety of respite provided at home, in home from home schemes and in residential respite provision. Family based respite is provided wherever possible for younger children with learning disabilities and residential respite is only provided for young people over 14 who have complex needs that makes recruitment of foster carers difficult. There are waiting lists for respite for children.

Children's Services

Service	Number of users
DIY Club – Ellon 1 Resource Centre	7
DIY Club – Ellon 2 Resource Centre	7
DIY Club – Kemnay Family Centre	7
DIY Club – Huntly Resource Centre	7
DIY Club – Harlaw, Inverurie	6
Saturday Fun Clubs and Teenage clubs in Fraserburgh /Peterhead areas	46
Inverurie Child Development Team	As required
Fraserburgh Child Development Team	As required
Stonehaven Child Development Team	As required
Consultant Psychiatrist in Learning Disability and 2 Community Nurse Clinicians	As required
Education service	Number of schools
Integrated Community School Networks	17
Community School Networks consists of the Secondary school and the feeder primary schools. Network Managers are responsible for the service within their	Peterhead, Turriff, Meldrum, Portlethen, Fraserburgh, Banff, Huntly, Mintlaw, Laurencekirk, Aboyne, Alford, Kemnay, Inverurie, Stonehaven, Banchory , Ellon,

area	Westhill
Special Schools	Carronhill (Stonehaven), St Andrews (Inverurie), Anna Ritchie (Peterhead), Westfield (Fraserburgh)

Six new Family Centres have been developed providing a base for local integrated service provision for children and young people. The new Family Centres are in Turriff, Huntly, Portlethen, Stonehaven, Kintore and Banchory. Within social work, an integrated team for children with disabilities has been established. This team will work closely with the community learning disability teams to ensure a smooth transition from children and young peoples services to adult services. The team will also work with the health Child Development Teams and voluntary organisations who provide specialist support to children, young people and adults.

Employment Initiatives

Initiative	Provider	Places Per Week
Beat	Aberdeenshire Council	35
Can Do Fraserburgh	Aberdeenshire Council	20
Can Do Ellon	Aberdeenshire Council	15
Boyndie Visitor Centre	Charitable Trust	54
Aabiddee Prints	Charitable Trust	20
Eden Walled Garden	Aberdeenshire Council	4
Gateway Café Project, Turriff	Aberdeenshire Council	6
Fraserburgh Community Web	Fraserburgh community and property	11
Coffee Bar Fraserburgh	Aberdeenshire Council	20
Jam Project	Aberdeenshire Council	7
Coffee Bar Project Willowbank	Aberdeenshire Council	22
Fruit Mart	Aberdeenshire Council	15
Benchmark	Aberdeenshire Council	14
Ellon Community News	Aberdeenshire Council	8
Methlick Community Garden Project	Aberdeenshire Council	5
Woodview Crafts	Aberdeenshire Council	23
Glendaveny Bears	Aberdeenshire Council	17
Benholm Mill	Aberdeenshire Council	11
Heritage Project Stonehaven.	Aberdeenshire Council	12
Scolty/ Banchory Recycle	Aberdeenshire Council	18
Inverurie Community News	Aberdeenshire Council	15
Pitcaple Environmental Project	Aberdeenshire Council	40

Computers & Integration Ltd, Inverurie	Voluntary Organisation	20
Total Numbers		412

In addition to people attending employment initiatives / projects there are 345 adults with learning disabilities, known to local authorities who have an opportunity to work in the community. This includes voluntary work, open employment and permitted work.

There are a further 34 people with learning disabilities who are supported in open employment through the workstep programme. (A joint venture between Aberdeenshire council and jobcentre plus).

A further 94 people are currently receiving further education via various colleges and college outreach courses.

Social Work & Health Services

Care Management	
Team Location	Number Supported
North Aberdeenshire Community LD Team, Banff/Fraserburgh	375
Central Aberdeenshire Community LD Team, Inverurie Hospital	285
South Aberdeenshire Community LD Team, Stonehaven	110
Local Area Co-ordinator -	Numbers Supported
Banff – Adult team	20
Fraserburgh – Adult team	20

Home Care	
North Aberdeenshire Community LD Team, Banff/Fraserburgh	105
Voluntary Work	120
Permitted Work including projects	289
Workstep	34
Open Employment	10
College	34
Health Services	Places
Acute Assessment Unit, Aberdeen	12
Close Supervision Unit, Aberdeen	12
Specialist Day Service, Aberdeen	30
Children and young people receiving a social work service	Numbers Supported
Social work North Aberdeenshire	98
Central Aberdeenshire	48

South Aberdeenshire	56
Local Area Co-ordinator -	Numbers Supported
North Aberdeenshire children with disability	59
Central Aberdeenshire -Children with disability team	101
South - Aberdeenshire -Children with disability team	37

Advocacy

Provider	Number Supported
Advocacy North East (individual & carer)	159
People First (self advocacy)	27

Groups

Group	Role
Community Health Partnerships	To provide strategic direction to Joint Future service planning across Aberdeenshire
Aberdeenshire Learning Disability Strategy & Management Group	To develop, implement and monitor learning disability strategy in Aberdeenshire and manage learning disability services/budgets
Aberdeenshire Strategy Group for Children with Disabilities (Children's Executive)	To develop and implement strategies to support children with a range of disabilities in Aberdeenshire
Special Needs Housing Groups (3)	Groups meet bimonthly to identify local housing needs for people with learning disabilities.
Learning Disability learning disability forums (Banff , Peterhead and Fraserburgh)	Groups meet monthly taking it in turns to meet at each different area They are self advocating groups, any Issues of concerns are addressed with the relevant organizations, Complaint suggestions and concerns are also are fed into the Strategic and Management group
Learning Disability Joint Training Project	Provides 60 courses a year for staff. In 2003/4, 694 training places were accessed by 20 organisations across Aberdeenshire and 44 parents. Courses include autism, Aspergers, challenging behaviour, partners in communication, Joint Future, oral care, loss/bereavement

Quality Assurance

All agencies that provide services and support people with learning disabilities use a range of methods to ensure quality of provision. Those that specifically relate to the Local Authority and Health include:

- Listening to service users and carer views on services
- Having appropriate staff training, development and supervision
- Adhering to Health and Safety policies
- Reviewing and monitoring service standards
- Conducting service reviews and evaluations
- Having efficient contracting processes
- Having appropriate performance measures

6. Funding

Funding available in 2006/07 is as follows

Day Services	£4,452.000
Residential Care & Respite Care	£3,557.000
Care Management Budget	£9,977.000
Care Management / Local area Co-ordinator Staffing	£2,140.250
Resource Transfer from NHS Grampian	£7,014,785
Changing Children's Services Fund (element for children with disabilities)	£912,600
Community Care of children with disabilities (mainstream social work budget)	£500,000
Residential Care & Respite Care of children with disabilities	£1,600.000
Total	£30,153.635

Adult Day Services Includes costs associated with employment projects and employment development officers, specialised autism services, funding to support direct payment, advocacy services and specialised drama services.

Additional Funding: - From year to year Aberdeenshire council attracts additional funding for specific projects. This may come from the Scottish Executive or from European Social Fund. During the year 2006-2007 Social work services expects to attract £99,500 that will support various projects around Aberdeenshire.

A further £177,000 has been secured from the Scottish Executive to support additional Autism services over a 2 year period commencing in 2007.

Financial Constraints

Financial constraints within Aberdeenshire Council and NHS Grampian are at a level where it is not possible to commit additional financial resources to implement this strategy. For this reason an aim of the strategy is to seek creative solutions and ensure that available resources are used to best effect.

7. Planning Ahead

A range of potential service developments have been identified during consultation with people with learning disabilities, their parents and carers and staff who work with them. In addition a number of important national documents have flagged up similar areas where services could be developed. These fall into 5 main headings:

- Communication and information
- Social inclusion
- Education, and lifelong learning
- Employment
- Health

The Partnership in Practice Agreement action plan, attached to this Strategy, indicates how we plan to deliver services over the next three years

8. Consultation

To ensure maximum service user and informal carer involvement, 7 local events were held in Stonehaven, Ellon, Fraserburgh, Peterhead, Banff, Huntly and Banchory. At these events local gaps in services and priorities were discussed. A larger event was held in Inverurie when common themes such as employment, accommodation, and service user involvement were discussed. A total of 58 service users and carers were involved in these events. In addition questionnaires were also distributed to service user groups and parent groups. 53 questionnaires were returned. Comments were also sought from a wide range of service providers. Throughout the process information was produced in a format accessible to service users.

If you require help in understanding this document or need this information in audio or large print please contact your local social work office.

Seafield House	27 Castle Street Banff AB45 1FQ	01261 812001
Gordon House	Blackhall Road Inverurie AB51 3WA	01467 620981
Carlton House	Arduthie Road Stonehaven AB39 2DL	01569 763800



**ABERDEENSHIRE
PARTNERSHIP IN PRACTICE
AGREEMENT
2007 – 2010**

ACTION PLAN

Introduction

This document provides a summary of all the actions we plan to take forward in the next 3 years. It is accepted that this will be dependent on there being **sufficient funding** to make these changes. The actions **we believe we can carry out between now and the end of 2010** are listed in section 1. The further actions **we will try to carry out**, if the necessary resources can be found, are listed in section 2.

A full Partnership in Practice action plan is available upon request. The full document is over 80 pages long.

Each of the actions identified will be monitored by the Aberdeenshire Learning Disability Strategy and Management Group, which meets monthly. The group has user, carer, advocacy, health, education, social work and independent sector representatives.

Should you, at any time, wish to know about the progress being made in taking forward the actions please contact:

Anne Sutherland
Head of Service – Learning Disabilities, Mental Health and Substance Misuse
Aberdeenshire Council – Housing and Social Work Service
Seafield House
37 Castle Street
Banff AB45 1DQ

or

Susan Carr
Joint Future Manager – Learning Disabilities
NHS Grampian
Inverurie Hospital
Upperboat Road
Inverurie AB51 3UL

Section 1

Short-Term Plans

Actions we believe we can carry out by the end of 2007

1.1 Being treated with respect

Aims	To tackle the issue of people with learning disability being undervalued, stigmatised or discriminated against, by the community in general or by health and social care staff.
Actions	<ol style="list-style-type: none"> 1. A policy for the care of people with learning disabilities using acute hospital services will be developed, in consultation with people with a learning disability and their carers. 2. To help people going into hospital, a symbolised, user-friendly booklet will be produced, with the assistance of people with a learning disability and specialist learning disability staff. 3. Health staff will be trained in disability awareness so that people with learning disability are included in discussions about their health. 4. Discussions will be pursued with Aberdeen College and Banff and Buchan College regarding the provision of a training course for service users focussing on assertiveness, confidence building and speaking up for yourself. 5. To continue to explore and make use of appropriate methods of communication to enable people with a learning disability to express their own views. 6. To continue to make use of every opportunity to improve public awareness of learning disability and the contribution that people with learning disability make to the community 7. When assessing and working with people with learning disabilities all staff will recognise and address spiritual needs. 8. An information leaflet will be issued/made available to staff to ensure they use appropriate terminology 9. To continue to support Artsability group who through their work address issues of discrimination.
Agencies/ Officers	<ol style="list-style-type: none"> 1. NHS Grampian – Lead officer Susan Carr 2. NHS Grampian – Lead officer Susan Carr 3. NHS Grampian/ Peterhead Forum 4. Learning Disability Joint Training Strategy Steering Group – Lead officer Aberdeenshire – John Ledger 5. All agencies – Lead officer – Speech and Language Therapy service

	<ol style="list-style-type: none"> 6. All relevant agencies Aberdeenshire Council, NHS Grampian, local media, voluntary sector 7. All relevant agencies Aberdeenshire Council, NHS Grampian, Voluntary and Independent Sectors 8. Aberdeenshire Council Corporate Equalities Group 9. Aberdeenshire Council – Lead officer Justyne Sirret
Timescales	<ol style="list-style-type: none"> 1. Policy in place by June 2007 2. Booklet in print by June 2007 3. Training ready for implementation by June 2007 4. Ongoing 5. Ongoing 6. Ongoing 7. Ongoing 8. Leaflet already distributed to Aberdeenshire Council Education staff. Roll out to be discussed at Corporate Equalities Group. 9. Ongoing
Resources	<ol style="list-style-type: none"> 1. Within existing resources 2. Funding from NHS Grampian and Disability Discrimination Act monies 3. Funding from NHS Grampian and Disability Discrimination Act monies 4-8 Within existing resources

1.2 Keeping people safe

Aims	To keep people safe from abuse and harassment
Actions	<ol style="list-style-type: none"> 1. A multi-agency group will agree how to support people with a learning disability. This will include: <ol style="list-style-type: none"> a) Following Grampian-wide guidance policy on support and protection of vulnerable adults, produced by Aberdeenshire Council, City of Aberdeen Council, Moray Council, NHS Grampian, Grampian Police and the Care Commission b) Providing on going staff training including raising awareness and training managers in investigation methods c) Awareness raising for people with a learning disability on what could be interpreted as abusive action d) Making uses of existing victims counselling and support services e) Establish interagency vulnerable adults recording sheets f) Developing a data based system to record incidents of abuse 2. Implement actions from the Bullying and Harassment policy. Including: <ol style="list-style-type: none"> a) Continuing to tackle bullying and stigma at school, in day services and in employment through appropriate policies and procedures being in place and through work with pupils in school, service users and staff. b) Continuing to support the work of Artsability delivering anti-bullying workshops in day services across Aberdeenshire. c) Continuing to support the provision of work preparation programmes. These programmes include addressing issues of stigma, bullying and harassment and inform service users how these matters are dealt with. d) Maximising the opportunities to raise awareness of bullying and ensuring issues are dealt with 3. Through the NHS Child Health Strategy, support the NESCP to develop guidelines which recognise the particular vulnerability of children with a disability
Agencies/ Officers	<ol style="list-style-type: none"> 1. A multi-agency initiative – Lead officers Anne Sutherland; Susan Carr ; Local authority and Health service operational managers. 2. A multi-agency initiative – Lead officers Vaughan Jennings; Managers of Aberdeenshire adult day services; Carol Balcombe 3. A multi –agency initiative – Lead Officer – Gill Kitching
Timescales	<ol style="list-style-type: none"> 1. <ol style="list-style-type: none"> a) Guidelines agreed September 2006 b) Staff training ongoing

- c) Ongoing
- d) Ongoing
- e) Spring 2007
- f) December 2007 Anne Sutherland; Local Authority information Team

2. Ongoing

3. Ongoing

Resources

Within existing resources

1.3 Having a say in what happens

<p>Aims</p>	<p>To ensure that people with learning disabilities have adequate and relevant information in an understandable format.</p> <p>To ensure that a range of information is provided to enable people with learning disabilities to make choices.</p> <p>To ensure that people with learning disabilities and/or their advocate are always invited to be present at formal discussions concerning themselves and that whatever assistance or support they may require to participate is provided for them.</p>
<p>Actions</p>	<ol style="list-style-type: none"> 1. Ensure all staff are aware of Aberdeenshire Council’s accessible information policy 2005, which will ensure that information is provided in a format suitable for people with a learning disability and their carers. 2. Continue to consult with children and adults with learning disability and with their carers, building on work already undertaken by education service Accessibility Strategy and the Learning Disability Forums. Consolidate service user and carer involvement in the Strategy and Management Group. 3. Ensure staff are aware of and make appropriate referrals to the advocacy services available to adults to support them in decision-making. 4. Continue to promote ILF and Direct Payments. 5. Where possible develop personal life plans for all individuals who want one and where appropriate further develop these into personal passports. 6. Through the strategy group for children with disabilities, develop clear protocols and information for specific periods of transition e.g. going to school, leaving school, etc in line with appropriate legislation.
<p>Agencies/ Officers</p>	<ol style="list-style-type: none"> 1. Aberdeenshire Council - Lead officer Amanda Roe 2. Aberdeenshire Council local authority staff in partnership with people with learning disabilities and their carers. Aberdeenshire Council Children’s Rights Officer. Aberdeenshire Council Education & Recreation Service. Lead officers – Gaye Morrison; Kate Ramsden. 3. Aberdeenshire Council - Lead officer – Gaye Morrison and Advocacy Services 4. Aberdeenshire Council Lead officers John Ledger and Direct Payments Caledonia 5. Multi-agency responsibility – Lead officer’s local authority care managers and Speech and Language Therapy service. 6. Multi-agency responsibility – Lead officer - Elaine Bremner in partnership with education and families.
<p>Timescales</p>	<ol style="list-style-type: none"> 1. to 5 Ongoing

2. Protocols to be developed by spring 2008

Resources

Within existing resources.

1.4 Taking part in everyday activities

Aims	To ensure that people with learning disabilities have increased access to social, educational and employment opportunities.
Actions	<ol style="list-style-type: none"> 1. Further develop initiatives such as Work Step, Permitted Work Scheme and sheltered work environments, alongside opportunities for people with learning disabilities to develop work skills. Provide information and encouragement for employers to offer work opportunities. Continue to provide work experience for pupils with learning disabilities. 2. Continue to promote community and social integration through offering a range of social supports 3. Offer training and support to individuals to enable them to live as independently as possible 4. Offer basic reading, writing and money skills on an on-going basis throughout adulthood 5. Continue to support the Moving On project in Central Aberdeenshire 6. Continue to develop inclusive practices to support children with disabilities in school education through the 2005 – 08 Accessibility Strategy. 7. Explore ways to provide more activity based / respite provision after school and during holidays 8. Develop a Saturday club in South Aberdeenshire 9. Develop social activities for people with PMLD within the community
Agencies/ Officers	<ol style="list-style-type: none"> 1. Aberdeenshire Council Employment Development Officers, Education service, Employment service – Lead officer Carol Balcombe 2. Multi-agency 3. Multi-agency 4. Multi-agency – Adult Basic Education; Computers and Integration 5. Aberdeenshire Council – Lead officer – Mike Heberton 6. Education, Social Work, Health Lead officer –, Vaughan Jennings 7. Social Work, Health Lead officer – Sheena Swinhoe - Elaine Bremner 8. Aberdeenshire Council Lead Officer- Elaine Bremner 9. PAMIS
Timescales	to 9 Ongoing
Resources	Within existing resources.

1.5 Getting help to stay healthy

Aims	To make sure that people with a learning disability have access, with suitable support provided if necessary, to the full range of health provision enjoyed by the community in general.
Actions	<ol style="list-style-type: none"> 1. Develop a Health Improvement Strategy for children, adults and older adults with learning disabilities to: <ul style="list-style-type: none"> • Ensure that people with learning disabilities are included in all local health initiatives • Identify need and develop accessible health promotion materials • Identify a programme of health promotion appropriate to the needs of people with learning disabilities • Identify specific interventions to reduce health inequality • Include a robust framework for Clinical Governance and Standards • Identify local factors and the health needs of the local population of people with learning disabilities and identify current service responses and service gaps to be addressed to improve health 2. Continue to work towards early interventions in young children and diagnosis, management and on-going treatment of medical conditions 3. Continue to provide training through the Joint Learning Disability Training Project, which can be accessed by families, carers and staff. Provide training on a number of specific topics including, implications of legislation in relation to consent for health treatment, mental health needs of people with learning disability, early recognition of dementia in people with learning disability and providing palliative care for people with learning disability. 4. Implement relevant recommendations from the NHS Grampian Child Health Strategy, particularly with regard to joint planning of services, access to equipment, and improved access to all therapy services 5. To provide training for family carers and paid carers of people with PMLD on a range of relevant health topics through local workshops and “taster” sessions
Agencies/ Officers	<ol style="list-style-type: none"> 1 to 2. NHS Grampian Lead officer – Susan Carr 3. Joint Training Project Lead officer – Jacqui McIntosh 4. Lead Officer – Lorraine Currie 5. PAMIS and Joint Training Project Lead officer – Jacqui McIntosh
Timescales	<ol style="list-style-type: none"> 1. The Strategy will be ready for implementation by March 2008

	2. to 4 Ongoing
Resources	1. to 6 Within existing resources

1.6 Accessing respite care

Aims	To ensure that people with learning disabilities have access to a range of respite/short break services, which meet the assessed needs, and expressed preferences of themselves and their carers.
Actions	<ol style="list-style-type: none"> 1. Develop additional short breaks services for children 2. Review respite services for adults in Aberdeenshire. 3. Continue to develop the adult placement scheme to provide respite placements for adults with varied needs including some with complex care needs
Agencies/ Officers	<ol style="list-style-type: none"> 1. Aberdeenshire Council Lead officer – Sheena Swinhoe 2. Aberdeenshire Council Lead officers – John Ledger; Gaye Morrison. 3. Aberdeenshire Council Lead Officers – John Ledger, Anthea Christie
Timescales	<ol style="list-style-type: none"> 1. March 2008 2. September 2007 3. Scheme to be operational by 2007
Resources	<ol style="list-style-type: none"> 1. to 2 Within existing resources 3 Invest to save

1.7 Valuing the contribution of carers

Aims	<p>To ensure that the potential contribution of carers is recognised and valued and that carers are included at all stages in the planning and delivery of care and support.</p> <p>To ensure that the needs of carers are identified and that carers are supported in their caring role.</p>
Actions	<ol style="list-style-type: none"> 1. Ensure that all staff recognise, and make use of, the experience of carers and take account of their views, knowledge and skills. 2. Ensure staff advise carers about their entitlement to an assessment of their needs and that such assessments are carried out and outcomes acted upon 3. Ensure that staff advise young carers, who have a sibling or relative with learning disability, of their right to an assessment and that siblings of children with learning disabilities share the same opportunities as siblings of non-disabled children 4. Continue to support family carers by providing access to training through the Joint Learning Disability Training Project.
Agencies/ Officers	<ol style="list-style-type: none"> 1. Aberdeenshire Council, NHS Grampian Lead officers – Local authority and NHS managers 2. Aberdeenshire Council, NHS Grampian, voluntary sector partners Lead officers– Local authority and NHS operational staff 3. Aberdeenshire Council, NHS Grampian, voluntary sector partners Lead officer – Gill Kitching 4. Aberdeenshire Council, NHS Grampian, voluntary sector partners Lead officer – Jacqui McIntosh
Timescales	<ol style="list-style-type: none"> 1. to 4 Ongoing – monitored through supervision
Resources	<p>Within existing resources</p>

1.8 Taking a fresh look at existing services

Aims	To ensure that all existing resources are being used and developed in a way that provides best value for people with learning disability and for the commissioning agencies.
Actions	<ol style="list-style-type: none"> 1. Continue to develop an integrated Aberdeenshire Learning Disability service from birth to death and regularly inform service users and carers of the progress being made 2. Continue to review housing needs both for children who will need housing in the future and for adults who may want to move on from their current accommodation 3. Develop an on-going review process to enable people currently living in the NHS Grampian Elmwood Unit to move onto appropriate accommodation in the community. 4. Develop the key worker role for children taking account of relevant legislation 5. Plan for children and adults in 'out of area' placements where possible to return to Aberdeenshire and where appropriate minimise 'out of area' placements. 6. Continue to examine reconfiguration of accommodation services in response to identified needs. 7. Continue the development of the adult placement scheme as an alternative form of accommodation and respite for some service users (see 1.6 Action 5) 8. Continue to enable people with learning disabilities to communicate their needs, views etc through initiatives linked to day services – for example, consultation using communication mats. 9. Review existing commissioned services to ensure they are meeting the changing needs of children and young people and are providing Best Value
Agencies/ Officers	Aberdeenshire Council and NHS Grampian – John ledger; Susan Carr, Sheena Swinhoe; Supporting people Commissioning and Purchasing group
Timescales	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Review process to be completed by March 2008 4. Ongoing 5. Ongoing 6. Ongoing 7. Summer 2007

	8. Ongoing 9. Ongoing
Resources	1,2,3,4,5,6,7,9,10, Within existing resources 8. Invest to save

1.9 Supporting people who have high levels of need

Aims	<p>To meet the needs of people with learning disability who have behaviours described by carers/services as challenging</p> <p>To meet the needs of people with learning disability who have complex needs.</p>
Actions	<ol style="list-style-type: none"> 1. All staff to be committed to relating positively to people with learning disability and to have a good understanding of the fact that all behaviour is a form of communication. 2. Develop an individual plan for the transitional needs of people with learning disability who have behaviours described as challenging as they move from childhood to adolescence to adulthood and old age and taking account of relevant legislation such as the Additional Support for Learning Act. 3. All staff that require it should have access to appropriate training around managing challenging behaviours; and safe restraint. – ensure that all relevant staff have received CALM training 4. Support the development of better training regarding profound and multiple learning disability issues through funding PAMIS to provide training to staff and family carers.. 5. Consider how the recommendations in the report “ National Framework for Service Change in the NHS in Scotland – Care in Local Settings – Children with Complex Needs “ can be implemented
Agencies/ Officers	<ol style="list-style-type: none"> 1 All relevant agencies in contact with people with learning disability 2 Aberdeenshire Council, NHS Grampian Lead Officers – Elaine Bremner, Vaughan Jennings, John Ledger 3 Joint Future Training Officer – Fiona Robinson 4 Aberdeenshire Council, NHS Grampian, PAMIS – Lead officers – John Ledger, Susan Carr, Jenny Whinnett 5 Multi- agency responsibility –Lead officer – NHS - Jackie Crum
Timescales	to 6 Ongoing
Resources	Within existing resources

Supporting people with Autistic Spectrum Disorder

Aims	To meet the needs of people who have an autistic disorder and learning disability.
Actions	<ol style="list-style-type: none"> 1. Finalise and implement the Aberdeenshire Autistic Spectrum Disorder Strategy 2. Form an Implementation Group to develop an Action Plan to take the Strategy forward. 3. Continue to provide training programmes for health staff across primary and secondary care services, education, social care and provider staff supporting people with ASD 4. Provide specialist services where these are required to meet the needs of people with ASD and to meet the needs of staff supporting people with ASD e.g. the Autism Outreach Consultancy Service supports schools staff 5. Work with the National Autistic Society to develop accommodation for people with Autistic Spectrum Disorder 6. Review day services for people with Autistic Spectrum Disorder
Agencies/ Officers	Aberdeenshire Council, NHS Grampian – Lead officers – Gaye Morrison, Susan Carr; Anne Sutherland, Sheena Swinhoe; John Ledger
Timescales	<ol style="list-style-type: none"> 1. Strategy to be finalised by Summer 07 2. Implementation group to be formed by Autum2007 3. On-going 4. On-going as part of Strategy Implementation 5. March 2008 6. Ongoing
Resources	<ol style="list-style-type: none"> 1. – 4. Within existing resources 2. Spot purchase of housing support 3. Scottish Executive funding + Invest to spend

Section 2

Long-Term Plans

Actions which will be explored before the end of 2010

1. Review **transport arrangements** for people with learning disability to ensure they can use the same services as everyone else and work towards improving services in rural areas and in the evenings and at weekends.
2. Promote **social inclusion** by encouraging more contact between members of the local community and people with learning disability. For example, through promotion of outings, social events and holidays in the local community and beyond; or encouraging more members of the local community to share interests and skills with people with learning disabilities through schemes to do one off sessions in music, dance, exercise, beauty, DIY, job skills etc; or encouraging more members of the local community to visit services either as neighbours or to buy goods and services. Supporting PAMIS to continue to open up social opportunities within the community for people with PMLD and their families and carers
3. Continue to move towards **co-location of Community Learning Disability Teams** that are accessible to users, hold a budget and have shared criteria and protocols.
4. To enhance the Community Learning Disability Team to enable a **rapid response to a crisis**, in order to prevent inappropriate admission to NHS, Local Authority or commissioned services.
5. To resource a **learning disabilities liaison service** and to develop protocols between the acute services operating units and learning disabilities service and Community Health partnerships, to enable specialist learning disabilities advice and support to be provided, if required – definitely within 24 hours of admission, and normally within 4 hours – for all persons admitted to any hospital.
6. To introduce a dedicated **health-screening programme** designed to address issues of health inequalities in relation to people with learning disability.
7. Explore **improved access to mental health services** for children and adolescents with learning disabilities who have mental health problems.

8. To provide care staff with **specialist training** in supporting people who are at greater risk of a crisis because of complex needs e.g. challenging behaviours; mental health problems; autistic spectrum disorder; offending behaviour; dementia.
9. To provide **new non-NHS residential facilities** to accommodate, on a short-term basis, people not requiring care within the NHS Assessment and Treatment Unit.
10. To identify, as part of the Grampian Specialist Equipment Project, funding for **specialist equipment** e.g. communication aids.
11. To continue to develop provision **for children with more complex needs** in family centres and nursery schools.
12. To explore the possibility of working with relevant agencies to **increase access to education and employment opportunities** for people with a learning disability, including people in the Elmwood Unit.