




<p><b><u>NORTH WEST TRAINING AND DEVELOPMENT TEAM</u></b></p> 	<p><b>Director:</b> Lynn James-Jenkinson</p> 
<p><b>Date of submission:</b></p> <p>3<sup>rd</sup> November 2006</p>	<p><b>Subject:</b>  Update report to Commissioning Group</p>
<p><b>Executive summary:</b></p> <p>The following report is a summary of the activity of the NWTDT in the period July to September 2006 and the actions taken to implement the Business Plan agreed by the Commissioning Group.</p>	
<p><b>Recommendations:</b></p> <ol style="list-style-type: none"> <li>1. That the Commissioning Group accept the contents of this report.</li> <li>2. That the Commissioning Group 'sign up' to the Charter for Employment developed by the Regional Task Force.</li> <li>3. That Commissioning Group members continue to raise the profile of supporting self-advocates, families and nominated Lead Officers to attend Regional events which support development across the Region.</li> </ol>	



## REFLECTION

The first six months of this financial year have seen the NWTDT in a much stronger position to influence and support change and development in Region and Nationally.

Our financial position is more secure and the availability, flexibility and skill base of those associated with the team continues to grow.

We have written to Directors across Children's services and are keen to further widen our skill base in relation to Children's health, social care and the wider health agenda. Now our position is more consolidated we are committed to growth in these areas.



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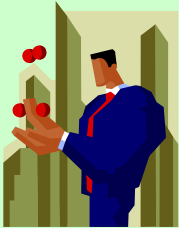


(6)

## 1. INTRODUCTION

The previous report (5) has been circulated to Self-Advocates, Health and Social Care Lead Officers and the Family Forum. The report is also available on the NWTDT website

## 2. BUSINESS MANAGEMENT



Lynn



Commissioning Group –

### REQUIRED OUTCOMES



- Quarterly report to be submitted against business plan produced by team members.
- Report to be circulated.

Report circulated and available at [www.nwtdt.com](http://www.nwtdt.com)



## Budget –

### REQUIRED OUTCOMES

- End the year balancing the budget and refund 50% of overspend carried over.

Budget plans on target, regular meetings are planned with colleagues from Salford's finance department.



## Service Level Agreements

### REQUIRED OUTCOMES

- Agreements to be finalised with all Primary Care Trust's, Local Authority's and Care Services Improvement Partnership/ Valuing People

Still to sign –

- North and South Trafford PCT's – with Jim Campbell
- Stockport PCT and Local Authority – with Janet Pearson
- Central and East Cheshire PCT's – with Mary Kirkham
- Oldham PCT – with Terry Hevicon-Holland
- Ellesmere Port and West Cheshire PCT's – with Helen Garry



## Communication-

### REQUIRED OUTCOMES

- Further develop the website and improve communication with the Region.
- Improve skills within the team in producing more accessible information

Chris Hatton, Lancaster University, is continuing to do some work with the core team regarding evaluation skills.

Lynn and Phil are working with some independent advisors with regard to marketing in order to increase the visibility of the Team across the North West.

Anne has attached a letter to the report which has been circulated to NW ADSS aimed at increasing the visibility of the Team and offering opportunities to develop local capacity.



Team –

## REQUIRED OUTCOMES



- Agreements to be finalised and monitored
- Associates - each team member to support 2 new associates to create capacity and sustainability across the region

IC Jason Rhodes has developed an accessible associate agreement; this will be used with any individual who works for the NWTDT in delivering the business of the Team.

Team members are continuing to develop mentoring arrangements with individuals across the Region with the aim of those people becoming associates to the team therefore increasing the flexibility and range of skills available to the Team.



### 3. **INCLUSION/ SELF-ADVOCATE AND FAMILY LEADERSHIP**

#### **Regional Task Force**



Lynn

#### **REQUIRED OUTCOMES**

- To maintain a joint regional force to influence change.
- To make sure Valuing People and the new white paper agenda is a priority and focus for the NW
- Ensure self-advocates are supported to enable true participation in the group.
- To deliver joint regional action and direction to lead officers and to continue to stimulate innovative across the North West.
- To influence and inform the National task force or other bodies relating to regional priority issues.

The Focus of the Task Force meeting in September was to consider how the Region can support the regional self-advocates conference in achieving one of the 3 big priorities for this year -



We want real jobs with the same pay as every one else

The Task Force have developed a Regional Charter for Employment (copy circulated with report and available under Regional Task Force section at [www.nwtdt.com](http://www.nwtdt.com) ). Task Force members request that Commissioning Group members who have not already done so put their signature to the Charter. The Charter will assist the Region in terms of the Disability Equality Duty which will be enforced in December 2006.

## Self Advocates



Regional task force representatives



Val

## CONFERENCE PRIORITIES



1. Give us the money to buy the services we want. In Control or Direct Payments



2. We want Independent Advocacy as a right whenever we need it.



3. We want real jobs with the same pay as every one else

## REQUIRED OUTCOMES

- Local targets for increased investment in advocacy linked to national/regional levels.
- People traditionally excluded will be receiving advocacy support from a range of sources. Learning Disability Partnership Boards aware of and using regional and national self-advocacy leaders who come from their areas and are supporting their leadership skills.



**The NW Self Advocates Steering Group** met 3 times over this period.

The main focus has been to plan to take the work they do and the way it can influence Government to other groups in the Region. Salford Being Heard is developing an interactive game to help get the message across. The Group are arranging their first day to take place in Liverpool with people from the 3 Liverpool Boroughs.



The group have agreed that this years Annual Conference will take place in Pontins Blackpool, a favourite venue.



The dates will be 31st Jan, and the 1<sup>st</sup> & 2<sup>nd</sup> Feb 2007. The main topics to talk about will be: Getting work and being paid the same as anyone else and How to buy your own services once you get the money. A big task for the conference will be to vote in some new representatives to replace half of those voted in 2005.



Ibrar and Lee our joint chairs and reps on the national forum asked the group what they thought about ID cards.



The group felt ID cards were a good idea but were worried about the fact that each card would cost £70.



What if one gets lost or stolen? Maybe they could be used for fraud. They also talked about the Mental Capacity Act. It looked very big and long even the accessible version it was on 6 discs. People felt it was not really accessible at all. Lee and Ibrar will be taking the views of the group back to the National Forum.



The Regional Task Force reps met 3 times and twice for pre meetings and once for the full RTF meeting. The members who could make it, presented to the full group, describing what support they need to get to the meetings. Everyone felt this meeting to be very positive everyone talked and listened. Perhaps it's a bit early yet but the reps are still struggling to get the support they need from their local services to help them do this important job successfully.



The group made an accessible version of the "Charter for the Employment of People with Disabilities" Jason Rhodes helped. They also did some work preparing for the newly voted representatives by designing a contract that will make it clearer what people will need to be a successful rep. Again Jason helped to make it accessible. This will be used at the Annual Conference in Blackpool.



I C Jason Rhodes. Jason and his support team are busy and getting excited. Jason has had plenty of work over the past few months including making documents accessible, arranging a Big Brother room for a conference in Oldham and organising some Easy Read training for a group of 6 people in the Greater Manchester area.



He has invited 2 drama groups, 2 specialist dance artists, a graphic artist, a story teller, a video artist, a comedy drama group and 3 accessible document translators to a day in October. All of the people and groups are keen to join I C Jason Rhodes and his communication Arts Agency.



Jason plans to be advertising his agency soon.

## Family Forum



Caroline



Phil



Lynne

## REGIONAL PRIORITIES

1. Education and whole life planning
  - Young people – youth advocacy
  - Getting a statement
  - Engaging with children's services to plan
  - Consistency across the regionFamilies getting advice
2. Partnership Boards – linking
  - local partners and regional
  - guidelines LDPB on children
3. Raise the profile of individuals with profound/multiple disabilities
  - family leadership – learning events
  - Partners courses!
4. Information pathways

## REQUIRED OUTCOMES

- An increase in the number of family leaders involved in local policy development and planning.
- Increased local investment in family leadership.

### **Family Leadership**

Ivan Lewis the new Minister for Community and Social Care has shown a great interest in the development of family leadership. He has met with groups of Partners graduates across the North West and has arranged a meeting (20<sup>th</sup> November) with several MP's, Ministers, 20 Partners graduates and himself. Several family members are now in email conversation with Ivan Lewis discussing important issues such as dentistry for disabled people and how employment impacts on benefits etc.

Rob Grieg also met with 15 Partners graduates for an afternoon during a recent visit to the North West.

Lynne is working with self advocates to develop a course that will give more information about individual budgets, direct payments, and training personal assistants.

2 Partners Courses are currently running. One is being supported through Merseyside Partners (their 5<sup>th</sup> course). In addition the 14<sup>th</sup> leadership development course has started in September 2006 in Wigan, coordinated by Lynne Elwell and Caroline Tomlinson. Places on this course have been funded by:

Wigan Sure Start – 10

Wigan LDPB – 5

Manchester learning disability services 5 places

Manchester Physical disability services 1 place

Bury children's services 2 places adult services 2 places

Salford – 8

Trafford – 2

Preston – 2

Oldham – 3

Whilst there was a great deal of interest in this course and many applications not all applications could be funded by the Local Authority (Rochdale, Bolton and Lancashire).

The second Kindred Spirits course has been completed in Cheshire, coordinated by two parents of disabled adults who are graduates of Partners in Policymaking and Sharing the Challenge. The third course is being planned.

The coordinators have set up a website for families, and service providers in Cheshire to share information and ideas.

It is now a requirement of local authorities and health authorities that those who use services should be not only consulted but much more closely and actively involved in policymaking. People who need support from services need preparation for this role. They need to think about what good practice is and also how they can contribute to policymaking.

The first Partners course in the UK was held in the North West in 1996 directed by Lynne Elwell, North West Training and Development Team. Many more courses have taken place throughout the North West and courses are happening all over the UK and Europe. The courses are being coordinated by Partners Graduates who gained accreditation through the NWTDT Leadership Academy in Feb 2003.

### **Health and Social Care Leads**



Lynn

### **REGIONAL PRIORITIES**

1. Support self-advocates and families and links to Partnership Boards.
2. 2-way communication between Task Force and Partnership Boards (newsletter?)
3. Breaking the Cycle implementation.
4. How are the Partnership Boards doing against Valuing People?
5. 'Soft' outcomes of performance indicators – quality.
6. CSCI – links to protect independent living model.
7. Self-Advocate Forum.
8. Family Forum.

### **REQUIRED OUTCOMES**

- To operate and support leads to deliver the Regional task force direction and action plan.
- To continue to foster joint working across sub regions of the North West for both LA and PCT's.

The Lead Officers meeting scheduled for 4<sup>th</sup> September has been rescheduled for 3<sup>rd</sup> October for a session to review responses to recent reports following investigations in Cornwall, Bournemouth and Sheffield.

A 'think tank' session has been facilitated to support Lead Officers develop communication links with colleagues from the Learning Skills Council in the North West.

Lynn and Dave are in the process of reviewing Lead Officer meetings, which recently have been poorly attended, as have Greater Manchester and Cheshire/Merseyside sub regional meetings and Lead Officer representation at the Regional Task Force. The purpose of the Review will be to establish the cause for poor attendance and identify better support for Lead Officers in line with the pressures on their time.

### **Providers**



Lynn

### **REQUIRED OUTCOMES**

- Support the development of regional providers network

Lynn and Dave are meeting to consider ways of providing more support to Provider development through Partnership Boards, In Control and local Stakeholder sessions. Lynn recently presented at Lancashire Stakeholder meeting which prompted contact by local Providers.



### **Care Services Improvement Partnership**

### **REQUIRED OUTCOMES**

- Copy quarterly report to CSIP representative to report on outcomes.

Achieved

The Service Level Agreement between NWTDT and CSIP/VPST is still outstanding



## 2. ACTIVITY

### Health



Janet

### REQUIRED OUTCOMES

#### Mainstream NHS.

- Demonstrable progress on delivery of Health Action Plans including Partnership Boards having undertaken a self assessment to identify barrier/progress around implementing Action for Health frameworks
- PCT commissioners explicitly considering people with learning disabilities when commissioning mainstream healthcare

#### Specialist services

- PCTs with Partnership Boards need to review the appropriateness of and investment in specialist services, based significantly upon individualised budgets.
- Identification of children blocked in mainstream acute beds and recommendations for local commissioners/providers in the region to enable the group to retain good health support without losing fundamental citizenship rights.
- To record images of possibilities for people gaining self directed support and self promotion of health and welfare through joint funded packages of health and social care. Defining ways of achieving the joint working and funding arrangements that enable the individual to have a self directed streamlined service provision that they and their families lead.

## National Developments

- Disability Rights Commission Formal investigation launch September 14<sup>th</sup> copies available on NWTDT.
- The Department of Health appear to be considering the implementation of mandatory health checks for adults with a learning disability. Information will follow pending Press release and Ministerial announcement.
- A UK forensic and learning disability network has been established. This will assist the NWTDT pull together the most up to date information to assist in the implementation of Breaking the Cycle. To join contact Janet Cobb.
- 3 national events are planned – young people and adults with complex health needs.

## Regional Developments

- NW Autism commissioning standards work has been completed and is available via NWTDT or NAS websites.
- NW health contacts list being updated following PCT reconfigurations, NW health network meeting dates to be agreed.

Lynn and Dave have drafted a letter to go out across the Region to raise the issue of access to health care.

Janet is in the process of making contact with health colleagues across the region (now the PCT reconfiguration has been implemented) in order to review the progress of health action planning through Partnership Boards as requested at the August Commissioning Group meeting. Janet will report on her findings at the January Commissioning Group meeting.

## Employment



Lorraine



Lynn

## REQUIRED OUTCOMES

- More people in paid work.
- Partnership Boards and commissioners of supported employment are jointly using the best practice guidance to raise the standards of employment practice and numbers of people in paid work.
- There are local employment strategies in place with clear actions and review processes.
- Local Government and the NHS are demonstrable 'beacons' in the employment of learning disabled people.
- Partnership Boards and Job Centre Plus are working together well.

The Regional Task Force were supported to develop a charter for employment for the North West. It is hoped the Commissioning Group at the meeting 3<sup>rd</sup> November and the Regional Health and Social Care Lead Officers at their meeting in November will similarly support the Charter and actively seek ways of implementing this to support people into real work.

The NWTDT has supported Progress Recruitment (based in Blackpool) to successfully submit a bid for Section 64 monies from the Department of Health. This bid will look to develop local support and social entrepreneurship across the region. We are in the process of submitting a bid to Phase 2.

### Self-Directed Support

**in<sup>+</sup>Control**



Lynn

Care Services Improvement Partnership **CSIP**

## REQUIRED OUTCOMES

- Self-Directed support is a national priority, through the individual budgets and direct payments policies and with person centred planning continuing to be at the heart of the delivery of Valuing People. The CSIP Board has agreed a proposal for CSIP work on self-directed support. In Control is a major success associated with the VPST with over 60

Local Authorities now signed up and wanting support. In Control is leading developments of technologies and understanding about self-directed support.

- Getting to Grips with the Money- Support the NW sites to meet the aims of the programme -
  1. Predict and contain growth
  2. Get better results from existing money
  3. Shift money towards individual budgets and self-directed support
  4. Share learning from regional and local initiatives

Lynn continues to be actively involved in supporting the North West In Control sites and linking these with Getting to Grips with the Money programme. There has been growing interest in requests for presentations to raise awareness with self-advocates, family groups, service staff and provider agencies about models of self-directed support.

We have commissioned a small piece of work to look at the role of the Community and Voluntary sector in relation to self-directed support which we will share with the Region to support development of this sector in relation to self-directed support as soon as it is complete.

Positive links with the Regional Centre for Excellence particularly in relation to the project looking at high cost placements remain; representatives now attend the Regional Health and Social Care Lead Officers meetings and North West In Control Forum. A commissioning representative from Greater Manchester, Lancashire/ Cumbria and Cheshire/Merseyside have been invited to sit at the Project Steering Group for the Regional Centre for Excellence project, this ensures that commissioning is represented there not simply contracts and procurement representatives.

### **Local People. Local Services**

Housing

 Lynn

### **REQUIRED OUTCOMES**

- A programme in collaboration with a number of stakeholders that supports the development of support and services closer to home, prevents exclusion and inappropriate out of area placements, to include work on commissioning, housing options and regulation

We have requested colleagues from Step by Step Living Network develop a programme – breadth, depth and awareness – to raise the skills and understanding of self-advocates, families and provider/ service staff with regard to Brokerage including links with procuring good quality housing to meet the accommodation needs of people in the North West.



Breaking the Cycle

Lynn

### REQUIRED OUTCOMES

- Partnership Boards ensure that a 'champion' is identified for 'local services'. This person to lead on producing an agreed local action plan, that promotes development of local services and reduction in out of area placements

The North West Managed Network has taken responsibility for overseeing the development of plans linked to the implementation of Breaking the Cycle. A formal update will be provided by the group to the March meeting of the Regional Task Force.

The Managed Network has arranged for the North West Centre of Excellence to include people in secure Out of Area Placements in the census they conducted on 6<sup>th</sup> September 2006. This information will feed into the data gathering exercise undertaken to identify the number of individuals who have been in Long Stay secure services in The North West over 3 years and contribute to plans to take forward the recommendations in Breaking the Cycle.

A sub group has undertaken the task of exploring low secure/step down services by identifying what the need is in the NW for this kind of facility.

A Forensic Practitioners forum has been formed with links to St Martins College University of Lancaster.

## Person Centred Planning



Pauline

## REQUIRED OUTCOMES

- Continuation of current programme of work, including website and dissemination of good practice.



## **Developing support plans into positive action for people**



We are developing plans and systems that help us -

- Find ways to learn together and test out better ways of helping people get a better life.
- Develop plans, we know now is only one aspect of working out better ways of understanding what matters to people and how they gain more control over their lives which do not always have to be about money.

The NWTDT are actively *raising the bar*, in asking questions about being more effective in changing how we provide or don't provide supports to people.

For example the development of better day supports has created a natural process of enquiry that learns from such approaches.

First creating the assumption that all people should be living in a welcoming community, which should include helping people find mutual friendships, creating a vision that respects that this is an individual matter.

Part of the work NWTDT are doing in Liverpool day services is asking such questions as; are people having a good life? Asking good questions is helping others understand what matters now and what should matter in the future. People who use support services and their families are in danger and have in the past not been asked such a question so will only ask for what they already know. Working with people encourages our relationships in being trusted in how and when we ask or support others to ask and learn from such approaches.

The focus of much of this work is also to keep things as simple as possible and to air caution in how much intervention services take. If we need to work out how people take more control then we are learning how to support people to develop leadership for themselves and with alliances with others in a trusted relationship.

By planning with people and working out how to best to support them we hope to learn from personal moments that we can share with others building capacity as we learn: reliance on trusted relationships and community, love and friendship, things that services can not provide.

The effectiveness of good supports also is helping those who work in services to understand what needs to change about how the system works, so this work is including support for service workers and models of leadership.

The personal moments and stories will be shared with others, encouraging and inspiring capacity building to go and do some more!

The NWTDT have no answers but are encouraging an approach that models, moral leadership as important factor of giving up control and having an honest approach in how it wishes to be of value to those who need our supports. Even more importantly supporting people with the notion of connecting to other assists what makes a difference, a good system has many pathways that can lead to great community connections. The work in Liverpool is based on a social inclusion model not one based on focusing on the label of disability.

This means planning and supporting Older people, young people wanting new choices after transition from school, people who may have physical disability and others.



## Supporting Person Centred Planning in the North West

### ■ Person Centred Reviews

On the 30<sup>th</sup> May 2006, we held a person centred reviews day. Lots of people have to do reviews as part of their work – care managers, social workers, health professionals, day service staff and support staff. Person centred reviews are changing reviews, to make sure that the person is at the centre, and that actions come out of the review, that can make a positive difference to the persons life. On this day Gill Bailey and Julie Bray demonstrated three kinds of person centred reviews. These three reviews are Working/Not Working Review, Important To/For review and the Citizenship review.



People really liked the reviews work and have asked for more training. The NWTDT was planning to run another course for people interested in learning how to facilitate person centred reviews on 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> September unfortunately this has had to be postponed due to a lack of bookings. We hope to rerun this later in the year.

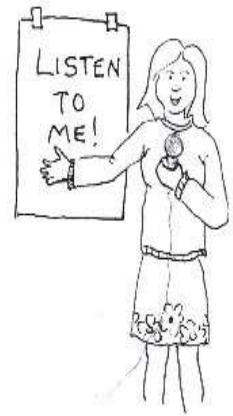
- July 13th - Self Advocates Leading Planning - What are we learning in the USA and UK?



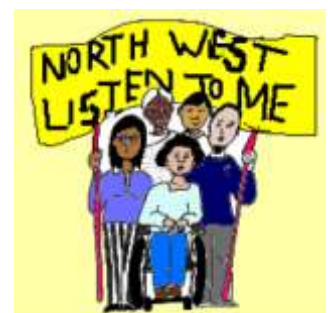
Pathfinders, a self advocate group from California, shared who they were, what life guides do and how they work with people to create plans. Lots of self advocates came and heard about how Path

Finders and Listen to Me North West help people to plan.

Listen to Me North West talked about how self advocates can lead on planning. They discussed what is Listen to Me is and did an exercise with everyone about being part of your community. Listen to Me North West use this exercise when they work in collages. They asked everyone to think about what their next steps are, to make sure that more self advocates have the chance to develop their own plans. People talked about 'Hands Off my Plan' a guide developed by the Valuing People Support Team. You can see this on the new website ([www.handsoffmyplan.co.uk](http://www.handsoffmyplan.co.uk))



If you want to find out more, contact Listen to Me North West- email [julie@helensandersonassociates.co.uk](mailto:julie@helensandersonassociates.co.uk)



## Ethnicity and Culture



Nabela

## REQUIRED OUTCOMES

- Continuation of current programme of work, including website and dissemination of good practice.

## **Ethnicity Programme**

Valuing people reminded us that people from minority ethnic communities with learning disabilities face substantial inequalities and discrimination in accessing employment, education, health and social services and that this needs to change and they must no longer be marginalised or excluded.

The government has identified many ways in which services and support to people with learning disabilities from minority ethnic communities are failing to meet the needs of individuals and their families. There are a growing number of innovative initiatives across the country which are working towards improving services.

Valuing People ran a development support programme in 2004/2005 and then again 2005/2006 to support partnership boards in making improvements. NWTDT led alongside Valuing People on this programme. The Valuing People support team have been reviewing with partnership boards how they are progressing on this issue. The progress has been shown to be slow and patchy in some areas, however in other areas real changes are happening.

The NWTDT have therefore decided to continue this work by running this programme which will begin in October/ November 2006 to help local teams start to deliver a local plan to improve services. Throughout the programme advice and support will be available from people who have expertise in this field. This programme is for anybody who has an interest in driving the agenda of ethnicity forward. This will be an opportunity for teams to gain confidence, knowledge and focus enabling participants to

have a shared understanding of issues, hear about successes, action plan and implement between sessions.

## **Graphic Facilitation Mentoring Group**

Graphics is a creative way of facilitating or planning work by learning how to create a graphic record of meetings, events and discussions. The NWTDT have a group of individuals who are being trained in creating graphic records which will present information which is accessible to all people truly engaging and involving everybody.

The individuals who are being mentored are now participating in work and are able to create Graphic agendas and do live graphics and have therefore expanded the capacity and flexibility of the Team.

## **Transitions**



Pauline

## **REQUIRED OUTCOMES**

- Extension of the current programme to gain a network covering every local authority in the North West.

The last network event heard from presentations of how to support people from minority communities, what people did and how that made a difference.

We also had a presentation regarding what has happened for people going through transition that are involved with In Control, both great presentations gave much `food for thought`. The event was well attended, thoughts and ideas were recorded as was what people would like next.

The next event will be hearing local stories from a chosen authority and also hopefully from an organisation called Aim Higher, who has been working with young people in school settings. All the network events have been very well attended, (always above 25 participants) feedback from the groups is the network events are

important to hear how we are doing, to learn from each other and there is still lots of work to be done before it gets better.

This report gives a flavour of some of the main activities that we have been supporting. We hope to report that the personal moments we will hear from people we will be able to share with others across the network if they so wish.

We know that this concentrated type of work has potential to be a lot more successful than major conferences, encouraging opportunities to work with people where it matters most rather than talking about it.

## **White Paper**



Lynn

## **REQUIRED OUTCOMES**

- To promote awareness sessions on the recent white paper across the region.

Presentations have been given to the self-advocates steering group, family forum, regional task force, some provider organisations and within all the development work undertaken by the team.

## **Workforce Development**



Dene



Paul

## **REQUIRED OUTCOMES**

- Continuation of work programme supporting the Regional Trainers Network

- Development of Training Partnerships that promote and support self-advocates and families to plan, lead and take part in training.
- Promotion of strong links with North West Sector Skills Productivity Alliance
- Promotion of strong links with National work in relation to workforce development

## **Staff Training and Development**

The Regional Trainers' Network has now been re-launched. It provides opportunities for anyone with an interest in staff training and development to come together to share best practice and look at how to respond to the increasing needs for workforce development.

The next session of the network will focus specifically on the new Common Induction Standards, how these are implemented and how they will interface with the Learning Disability Awards Framework and National Vocational Qualifications. An implicit part of this is ensuring that the workforce doesn't just have knowledge of what is expected – it is crucially important to ensure that staff are equipped with the practical skills and approaches to translate key values and principles into everyday working practice.

One of the changes we need to address in terms of staff training and development relates to the increasing numbers of self-advocates and family members who are becoming employers. We need to ensure that this growing number of staff do not miss out on the developmental support they will need, and are therefore very keen to ensure that we engage with the 'new generation' of employers in order to ensure that they have a workforce equipped with the attributes necessary.

Work on setting up the new Greater Manchester Learning Disability Joint Training and Development Partnership is continuing. By the end of October we will have engaged with all ten of the Partnership Boards in order to get us to the stage where we have developed the first year's county-wide programme and supported the creation of local inclusive development and training groups.

For details of the Regional Trainer's Network and the Greater Manchester Partnership, please contact Paul Clarke on 0777 334 8320 or at [paul.clarke@nwttdt.com](mailto:paul.clarke@nwttdt.com)

Dene has developed stronger links with the Sector Skills Productivity Alliance and has expanded the number of sub groups where the NWTDT is represented. This has also led to the opportunity to develop links @ workforce development with CSIP colleagues and colleagues from Skills for Care.

Lynn has been invited to run a workshop at the Sector Skills Productivity Alliance North West Conference regarding the workforce implications of self-directed support.

### **Day Support Services**



Paul

### **REQUIRED OUTCOMES**

- Continuation of work programme supporting the Regional Network

### **Day Opportunities Modernisation**

The quarterly network for Day Opportunities Modernisation leads continues to grow. Over the past two sessions, we have attracted around a dozen new members, a mixture of strategic leads and front-line operational managers. The emphasis of the network has also developed; in addition to providing information and briefings, on both national and local initiatives, there is much more of a focus on action and implementation. Each session now provides opportunities for participants to spend time working on developing action plans in order ensure that learning about best practice is taken back to each district. The two key features of the action planning are:

- Inclusion of people supported – people being at the centre of decision making around their own lives, the supports they

receive and in planning and decision making on more of strategic level

- Capacity building – working to increase the number of people (specifically looking to include self-advocates, family members and potential community partners) who are ‘on board’ with modernisation, inclusion and self-determination. In addition this focuses on helping these people to come together and mobilise – it is one thing having people who agree in principle with the direction of travel – the key is enabling these people to translate the ideas into actions, the test for which being tangible improvements in the experiences of people receiving supports

The last session of the network focussed on developing wider partnerships within communities, focussing on community centres and community groups – there was particular emphasis on further building in capacity and involvement of other public sector organisations.

The major focus of the next three sessions will be around self-determination. Caroline Tomlinson from the In-Control National Core Team will be joining us to specifically help people in working in ways which in practical terms increase the amount of control people have over their own lives and the supports they receive.

Local support with modernisation is continuing in three districts.

Finishing touches are currently being made to two new programmes around day and community supports. It is still very much the case that the people who benefit most from modernisation of day supports are people who have lower support needs. There are still many people who are seen as having more complex support needs who are missing out on their rights to be included, to determine for themselves the kind of lifestyles they wish to lead, and the practical supports to turn this into reality. Accordingly, a new two day programme on ‘Alternatives to Special Care Units’ has been developed.

Following on from the successful ‘Skills for Best Practice’ programmes run over the past two years, a new ‘Community Connecting’ course has been developed. It is anticipated that this will run in three different locations across the North West and focus particularly on ‘skilling-up’ the workforce to operate in ways which:

- Facilitate inclusion
- Develop relationships and natural supports
- Increase the capacity within community groups and organisations

For further details on the above programmes or on the Day Opportunities Modernisation Network, please contact Paul Clarke on 0777 334 8320 or at [paul.clarke@nwttdt.com](mailto:paul.clarke@nwttdt.com)

A major issue of concern across the region (and nationally) relates to the decrease in further and adult education provision for people with learning difficulties. Following comments received from a number of districts, a meeting has been convened in order to:

- Ascertain what is happening in each district of the North West
- See where there are good opportunities and good educational provision
- Determine the nature and location of any gaps in provision
- Focus on quality outcomes for students – educational opportunities that lead to positive end products

Following this, we plan to work in partnership with educational providers and the Learning and Skills Council in order to see how we can promote and support the wider availability of best quality education.

We have also entered into a partnership with a not-for-profit Supported Employment agency and have submitted an application to the Department of Health for section 64 funding. If successful, we will be undertaking a major project over a three year period in order to increase the capacity of public sector organisations to become good supportive employers. The scope of this proposal is to work with up to twelve public sector bodies over a two year period, and work on national dissemination in the third year.

## **5. RECOMMENDATIONS TO COMMISSIONING GROUP**

- That the Commissioning Group accept the contents of this report.
- That the Commissioning Group 'sign up' to the Charter for Employment developed by the Regional Task Force.

- That Commissioning Group members continue to raise the profile of supporting self-advocates, families and nominated Lead Officers to attend Regional events which support development across the Region.



## 6. CONCLUSION

The first six months of this financial year have seen the NWTDT in a much stronger position to influence and support change and development in Region and Nationally.

Our financial position is more secure and the availability, flexibility and skill base of those associated with the team continues to grow.

We have written to Directors across Children's services and are keen to further widen our skill base in relation to Children's health, social care and the wider health agenda. Now our position is more consolidated we are committed to growth in these areas.