

NORTH WEST TRAINING AND DEVELOPMENT TEAM



Director: Lynn James-Jenkinson



Date of submission:

14th March 2008



Subject: Update report to Commissioning Group

Executive summary:

The following report is a summary of the activity of the NWTDT in the period September to December and the actions taken to implement the Business Plan agreed by the Commissioning Group.

Recommendations:

1. That the Commissioning Group accept the contents of this report.
2. Support the establishment of a 'sister' organisation as a not for profit social enterprise to work in partnership with NWTDT.
3. An uplift of 2.5% to subscriptions for 2008/2009.

REFLECTION



The NWTDT continues to go from strength to strength, the potential development of a 'sister' organisation which will mean we can attract more mainstream funding to continue our work is very exciting and one which we are hoping the Commissioning Group support.

We continue to provide a lot of training and development opportunities for Local Authorities, Primary Care Trusts, self-advocates and families for a very little financial subscription from each area something we feel this report evidences and continues to ensure we move forwards together in achieving our shared mission –

'working towards better futures for people'.



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1. INTRODUCTION

The previous report (10) 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

Lynn will present a paper to examine how the NWTDT could establish a 'sister' organisation at arms length which could provide subscription opportunities to Provider organisations and assist NWTDT, via the new organisation, to be in a position to submit grant applications as a not for profit social enterprise.



Budget –

REQUIRED OUTCOMES

- End the year balancing the budget.

Report to be presented at Commissioning Group meeting – on target

And uplift of 2.5% has been recommended through Salford Finance Department with regard to subscriptions for 2008/2009.



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

Some still outstanding, work to resolve is ongoing.

North and South Trafford PCT's – with Jim Campbell

Oldham PCT – with Linda Sheldon

Ellesmere Port and West Cheshire PCT's – with Mary Kirkham

Charlie Barker, Lynn James-Jenkinson and Gavin Cross are due to attend the NW Children's Directors meeting 18th February to discuss subscription opportunities.



Communication-

REQUIRED OUTCOMES

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

The newsletter for the spring period is being developed at present.



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

Agreements with team members and associates are currently being negotiated for the forth coming financial year. It was necessary to allow new team members time to develop their work streams and programmes it was therefore less possible for new members to income generate to the required level. This is resolved with regard to 2008/2009 and built into agreements with them.



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 national policy 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 practise across the North West.
- To influence and inform the National task force or other bodies relating to regional priority issues.

There will be an additional Task Force meeting arranged in February to ensure there is a formal response to the Valuing People Now consultation. The agenda for 29th February concentrates on the final 2 issues from the regional self-advocates forum i.e. funding for self advocacy and housing.

The NWTDT launched its Making our Partnership Board work document at the Self Advocates conference on 31st January 2008. This is a printed extract of the full document and focusses upon the workings of the Partnership Board.

A longer version (extended to include information on each of the main agenda items that a Partnership Board might consider) will be produced in April 2008. Copies of the full version have been circulated for comment. Every lead officer has been contacted and asked to submit examples of best practice for inclusion within the book. A number have recently been received and will be lodged onto the NWTDT website.

For further information or copies of the book so far, please contact catherine.webster@nwttdt.com

Self Advocates



Regional task force/ National Regional Forum representatives



Jason



Dene and



Pippa



Regional Self Advocacy Reps on the National Forum

Paddy Burke from Liverpool People First

Mark Shackleton from ReAct Lancaster



Regional Task Force reps

Suzanne Marshall – Oldham

Paddy Burke – Liverpool

Carol Roberts – Liverpool

They will join Sean Dempsey from Salford Being Heard, Glen Buckley from Salford Being Heard, Rebecca Ferguson from People First Bootle, Ibrar Riaz from Mowbray Self Advocacy Group and Alan Hurst from Tameside People First who continue to represent the Regional Forum for another year

Derek Russell – Blackpool

Jonathon Hurley - Liverpool

Have been asked to act as reserves should any of the representatives be unavailable.

CONFERENCE PRIORITIES 2007/2008



Following the conference held in Blackpool the 3 new big issues are:-

- Find us houses we would like to live in.
- All public places and public transport must be accessible. We mean ALL.
- There must be enough money for self advocacy support.

CONFERENCE PRIORITIES 2008/2009



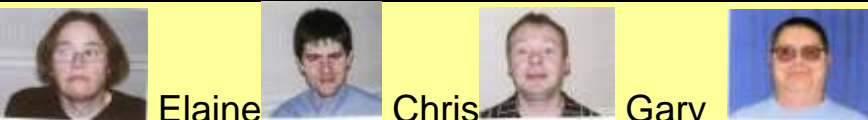
Following the conference held in Blackpool the 3 new big issues are:-

- Self Advocacy – fund us properly, long term financial independence
- Transport – hear our needs and do it, involve us more in saying what we need and training others. Speed bumps can hurt!
- Friendships and Relationships – don't go blocking my heart, families and staff give us the chance to make real friendships and relationships

Regional Self Advocates at Regional Task Force



Sean Allan Glenn Rebecca Ibrar Paddy Carol Suzanne



Elaine Chris Gary Paddy

Stood down this year, many thanks to them for their hard work with Task Force in the two years they have been involved. Paddy was re- elected.



Derek Russell Jonathon Hurley have been elected as reserves if one of the Task Force representatives cannot attend a meeting.

As well as the 3 big issues above the other important things identified by the Forum were:-

- Give us national leadership training to go on TV for ourselves; please don't always have organisations speaking for us.
- Less talk more action on Valuing People, we have said what we want our lives to be like – more action to make it happen please.
- Accessibility, minimum won't do – the same people still get excluded from everywhere, DDA duty is not happening properly.
- Better leadership for partnership boards and long term plans.
- Give us a job, don't pay us peanuts and don't take away what I have – benefits trap.
- Housing I want – to buy or not to buy!

These have been communicated to Lead Officers and everyone who works with the NWTDT. We will work hard to try to raise awareness of all of these issues over the next year with the Steering Group.

Regional Self Advocacy

NWTDT continues to support the Steering Group and IC Jason Rhodes who has successfully organised annual Advocacy conference at St Anne's in January 2008.

NWTDT is also providing support to the regions two national representatives to promote the regions work and issues at the quarterly national forum events.

Family Forum



Phil



Lynne

REGIONAL CONFERENCE PRIORITIES 2007/2008

1. **Support & Services** – By far the biggest concern is the reduction or lack of appropriate services for their sons and daughters that then has a direct impact on the families / carers lives. Issues mentioned included-
 - Shortage of staff
 - PCP's not actioned
 - Lack of appropriate or robust respite services
 - Rising of criteria thresholds to withdraw services
 - Lack of appropriate supported living
 - Lack of appropriate day opportunities
 - Lack of support for older carers

2. **Direct Payments and Individualised Budgets** - Getting control of the money was something people wanted for their sons, daughters and family but felt the system worked against them. Examples included –
 - Lack of support to recruit PA's
 - Lack of info & support to use direct payments / Individual budgets
 - Funding rules skewed to in-house services discouraging the use of direct payments/individual budgets

3. **Transition** – There was a lack of confidence in the 14 – 19 transition processes from 'education' into 'adulthood'
 - No confidence in multi-agency working
 - Lack of information to carers
 - Processes & planning started too late, so appropriate adults services are then not in place

REGIONAL CONFERENCE PRIORITIES 2008/2009

1. **Accountability of Partnership Boards**
 - Support Family Members to take part
 - Involve people in really deciding the priorities
 - Be clear who the Lead Officer is
 - What do you spend Carers Grant on and who decides?
2. **Housing** – accessible and in areas where people want to live
3. **Transitions** – all of them!

Regional Family Forum representatives



Phil Palmer
Oldham



Margaret Cook
Salford



Tony McDermot
Trafford



Julia Erskine
Sefton

Continue to represent the Regional Family Forum at the Regional Task Force, Julia also represents the Forum at the National Carers Forum.



Denise Allen
Knowsley



Marilyn Wildin
Bury



Frank Hurley
Liverpool



Eric Nicholas
Liverpool

Stood down this year however Denise, Frank and Marilyn nominated themselves for another 2 years at the Regional Task Force.

Very many thanks to Eric who was not able to continue in his role as a Regional representative, thank you for your contribution over the last 2 years.

Gail Ranford (West Lancs), Rochelle Abrahams (Bury) and Mavis Abel (Chorley/South Ribble) were all nominated and supported to take on the role as Regional representatives.

The group will be agreeing who will be regular at tenders at the Regional Task Force and who will act as reserves at a meeting to be arranged shortly.

The 3 big issues were agreed and will be presented to the Regional Task Force.

Health and Social Care Leads



Lynn

REGIONAL PRIORITIES

1) Breaking the Cycle/Secure and Forensic Commissioning Strategy

Monitor and evaluate implementation, maintain and overview and link to national agenda.

2) Workforce Development

- Develop a programme of support for Providers (existing and emerging) in response to the current agenda @ individualisation which will support the 'market' to respond.
- Consider issues @ who is the workforce and what has the NW workforce achieved in the past – how do we learn from that about what works and what doesn't.
- Brokerage - Further develop support planning which will respond to the perceived danger of Brokerage becoming an 'industry' and link to regulation (too much or not enough?). Families/ people who use services/ Social Workers/ providers leading Brokerage – need to examine opportunities.

3) Quality Assurance

- How do we measure the outcomes for people, manage risk and link to regulation/ CSCI?
- Fair Pricing - Responsible commissioning guidance needs to be re-examined.
- Sustaining the money – keeping hold of money which supports change like LDDF and which helps disinvestment so mainstream money can be reinvested in the services people tell us they want through their person centred/ support plans.

4) People growing older with a Learning Disability

- Links to generic health and mental health services
- Improving links with Housing services
- Developing Person Centred Approaches/ Support Planning with Older

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 Regional Lead Officers meeting in January concentrated on the issue of quality assurance

The notes from the session are available at www.nwtdt.com in the section for Lead Officers.

Providers



Lynn

REQUIRED OUTCOMES

- Support the development of regional providers network

Lynn and Dave are working to develop a series of events and support that will be available to Providers across the North West in conjunction with Dene Donalds (NWTDT workforce development lead) who is co-ordinating events aimed at supporting individuals and families develop local social enterprise.

The number of providers we are in touch with is increasing



Care Services Improvement Partnership

REQUIRED OUTCOMES

- Copy quarterly report to CSIP representative to report on outcomes.
- Secure Service Level Agreement between NWTDT and CSIP/VPST

Work in relation to the required outcomes continues.

4. ACTIVITY



Janet Cobb



Catherine Webster

REQUIRED OUTCOMES

- Support the development of Health Checks for people
- Support the development of a 'Northern Network'
- PCT commissioners explicitly considering people with learning disabilities when commissioning mainstream healthcare
- To record images of possibilities for people gaining self directed support 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.
- Support people to inspect and comment on the quality of services locally

The NW health network stands at 242 contacts across the region from a wide range of practitioners, it is intended that we are proactive in extending the range of contacts to include mainstream health care contacts.

A monthly newsletter has been circulated across contacts and email support to districts remains in high demand.

The next NW health network meeting is 19th February 08 where the main speaker is - Gwen Moulster Department of Health lead on good practice in learning disability nursing.

Janet Cobb and Catherine Webster are currently in the process of developing a 3 year work plan in the following priority areas –

2008: Acute & Primary Care

2009: Children (Complex needs & CAMHS)

2100: Criminal Justice & Mental Health

A programme of health events is being developed; this is still in draft but will be ready for next commissioner's report. The first event is currently being advertised for

March 18th, Hearing and Visual Impairment and learning disability.

* details available via www.nwtdt.com

A NW regional response to Valuing People NOW will be prepared from NW health network.

Janet Cobb gave evidence to the Department of Health panel in January 08 regarding expected recommendations from an independent enquiry in June. This will support the delivery of the Health Care Commissions audit recommendations which are to be developed.

Work is to commence regarding a Strategic Health Authority performance management framework following a meeting set in Feb 08.

Work in relation to the agenda for children will commence dependent on successful negotiations between NWTDT and NW Directors of Children's services.



Experts by Experience

The NWTDT in partnership with First Step have recruited and trained ten experts who are working with CSCI in the region to undertake up to thirty inspections of learning disability services over the remainder of 2007/08.

Once the contract ends some of the experts aim to continue to take part in service reviews. Discussions are taking place with the Valuing People Task Force to ensure continuation in 2008/09

Employment



Lynn



Deborah

REQUIRED OUTCOMES

- Work with Partner Organisations to secure funding to promote employment as a valued option for people.
- Promote a range of employment options including self-employment

Publicly Valued, Publicly Employed

The first year of the Section 64 initiative 'Publicly Valued Publicly Employed' has been a great success.

The climax of the first year will be an action learning event where eight public sector organisations will come together in teams of three. A senior Human Resources manager, a recruiting line manager and an intermediary (supported employment service). Each team will work together during the day to work out how best to attract, recruit, employ and develop employees who have a learning disability.

All the employers taking part will be there because they are committed to getting this right.

Anne O'Brien (co author of Valued in Public) will be there to assist with the facilitation, as will representatives from the Employers Forum on Disability and Simon Whitehead from the Valuing People Support Team.

Key to the whole event are the main facilitators - all are public sector employers who are committed to developing capacity to include people with learning disabilities as valued members of their staff.

The participants will hear from employees and their managers, in addition to the parents of one young man who is a shining example

of how good it can be when the match is right, the support is in place and people want it to work.

This initiative isn't just about getting people into jobs, it is about developing the capacity of the employer, and it is working!



Jason's book, 'Doing it like Jason' has been published and launched. The book is available at a small cost via the NWTDT website www.nwtdt.com

Self-Directed Support



Lynn



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.
- Work in partnership with organisations to secure funding to further develop and promote this.
- Promote and develop ways of self directed support being an option for all.

We continue to be involved at the fore of support the development and implementation of more self directed services through all our work programmes.

Local People. Local Services



Housing

Lynn



Step by Step Living Network

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 are continuing to work to secure funding to develop a guide to housing options for people in the region and have developed better partnerships with housing providers assisting in supporting links with health and social care leads. The Regional Lead Officers meeting in April will concentrate partly on this theme which are hopeful will lead to a larger piece of work supporting mainstream services in the next financial year.



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 NWSCT mapping exercise has been shared and discussed with Lead Officers from across the North West.

The exercise has been undertaken to identify people in secure services in the North West and those Out of Area, this enabled the Secure Commissioning Team to identify what levels of security people required for the North West which in turn informed the Implementation plan for the Region.

An update about clients moving on and delayed discharges from Calderstones is discussed at every meeting as are updates on repatriation of Out of Area.

The North West Forensic Practitioners forum which is a sub group of the Network has hosted 2 workshops:

- The Law
- Assessing capacity and making decisions

Future workshops are planned –

- Person centred risk assessment: May 2008
- Presenting evidence to Tribunals/Record Keeping: Sept 08
- Annual meeting of membership to discuss future needs

We now have links with University of Chester, Edenfield college and the University of Cumbria (who are hosting one of the workshops).

Person Centred Planning



Pauline

REQUIRED OUTCOMES

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



Workforce development.

Over the past 2 months, the NWTDT has been delivering a number of events across the North West to develop an agenda which will help care providers increase its activity in person centred approaches leading towards supporting personalised support.

It has been the experience of many organisations that the workforce needs to develop a better knowledge in **how** to participate in person centred approaches which result in people having more control and choices and thus a better life.

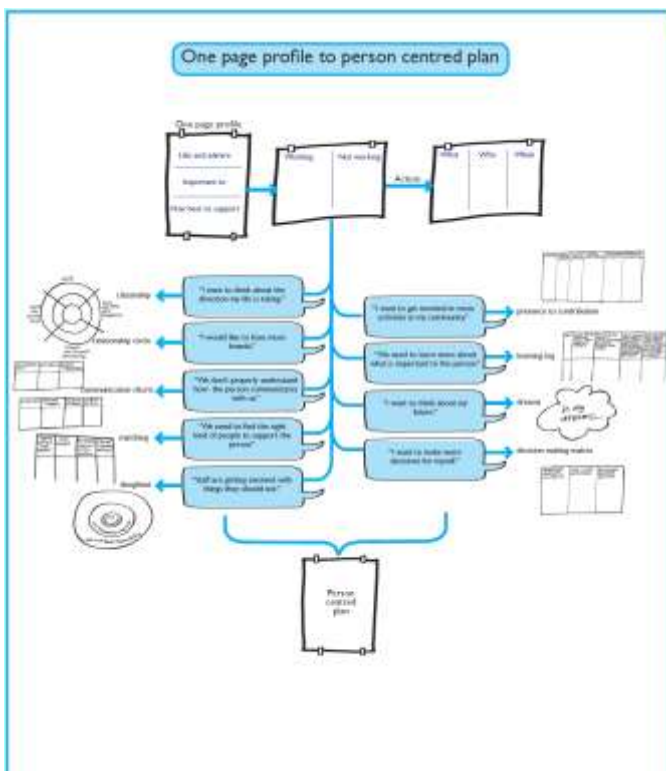
St Helens, for example, have committed to every worker receiving the opportunity to understand and learn skills @ person centred thinking in all aspects of their work. First line managers and assistants are attending workshops that address person centred approaches; this means they will have developed the knowledge and skill to address whether the support they provide to people is linked to planning and implementation of what matters in a persons life.

Some organisations are making sure that this activity is happening at the same time as consulting individuals, families and most importantly enduring circles of support. One organisation in particular is focusing on older carers and steps towards employment. Family mentors will co facilitate the planning and implementation over the next 6 months.

The Government’s guidance on person centred planning says that all families should have an opportunity to learn about person centred planning and decide what involvement they want. Some families simply want to know what person centred planning is, what they can expect from services and how they can contribute to their son or daughters plan.



Helen Sanderson



On the 3rd October 2007 we looked at:

What are we learning about growing person centred plans and making change for lots of people?

One of the challenges in organisations is how to create plans that make a

difference for hundreds of people. We are learning that starting with one page profiles and growing plans using person centred thinking skills can make a big difference.

See an example of a one page profile later in this report.

On the 12th November 2007- Michael Smull talked about **becoming a person centred organisation**. Below is an outline of what was covered at the event.

The key questions we asked were

What is a person centred organisation and why is it important to become one?

Self determination needs to become the rule rather than the exception and what does that require? How is a person centred organization different?

What has been done in the US, Canada, and the UK?

Where are you now with your organization? We looked at what was working and not working in three areas: In supporting people who use your services, In supporting your employees, and as an organisation.

What have we learnt about helping organisations? We talked about the importance of building on what is already working and looking at skills, culture and structures. We focused on the contribution of person centred thinking and having managers as person centred thinking coaches.

We had an event on **Celebrating Transition ~ Person Centred Thinking, Planning and Reviews with Young People and Adults** on the 29th January 2008-

Forthcoming Events

We are running an event with John O'Brien on the 25th February 2008. The content of this day will be on **Listening** as John outlines below:

“Listening is vital force that shapes person-centered work. We will think about the qualities of listening that generate deep change,

the forces that inhibit listening, the conditions that make generative listening possible, and way to become better listeners.”

*Details available via www.nwtdt.com

Winston's One Page Profile

What Those Who Know Winston Say They Like & Admire About Him

A true gentleman, there's not many left these days. **Honest**

The way he speaks up for himself & others

An old romantic

Really caring & considerate Genuinely cares about others.

He is sensitive to other people's feelings, great at tuning into people when they are stressed or not feeling well

A great sport & enjoys dancing

Important To Winston

- My photograph of my mam that I have at the side of my bed, I give her a kiss at night before I go to bed. Photographs of my friends.
- Being a member of the implementation group, the values group & people first.
- To go out socially & meeting friends.
- Going on holiday every year, at Christmas time & summer time.
- Going out for a meal on Sundays to a restaurant or pub, roast dinner with Chicken.
- I enjoy going to Denton Labour club on Saturday nights & having a pint of mild.
- I would love to have a lady friend.
- That I get out more at weekends.
- Listening to my favourite music, Jim Reeves & 60s music, if I get a bit down I put my music on.
- To sit out in my garden when the weathers nice, but not to hot.
- Watching gardening programmes & documentaries.
- I enjoy dancing & watch it on television, I love Rock & Roll music, and I like Bill Haley.
- Having a cup of tea, first thing in the morning the kettle goes on.
- I phone my eldest Sister every night she lives in Oldham



How Best To Support Winston

- Someone to help me with my tablets every morning, this is usually Jenny.
- For people to write appointments down for me and put them in my diary.
- That support staff read my letters to me that I receive.
- To have someone to go on holiday with me.
- For me to use my walking stick when I go out anywhere.
- I have a cleaner that comes every week, she is called Pam.
- That I have meals delivered on Mondays & Thursdays.
- I need support to do my budget & doing my shopping at Morrisons.

Ethnicity and Culture



Nabela

REQUIRED OUTCOMES

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

Nabela facilitates the North West regional ethnicity and cultural diversity network, on behalf of the NWTDT. The network has 2 meetings in the year we are about to have the second meeting which will be held on the 11th February.

The aims are to ensure that ethnicity issues are shared, discussed and acted upon to ensure fair, appropriate services for everyone. The meeting on the 11th February will aim to give advice on how impact assessments can help with the law on equalities.

*Details available via www.nwtdt.com

Membership of this network is open to all who have an interest in improving services for people from minority ethnic communities.

People who have attended the network meetings have said it is encouraging to see the amount of work that is going on and there is so much to learn from, sharing of good practice has provided them with information, also has given them the opportunities for discussion and share training resources. The network has been a good way of keeping people informed in order for change to happen.

The NWTDT are doing a piece of work which is specific around looking at emerging communities. The purpose of this piece of work is to understand the key issues that are present for people across diverse communities in accessing services and also a particular focus on new communities. We are producing a report on the findings which will be complete at end of March.

Transitions



Pauline

REQUIRED OUTCOMES

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



Consulting with young adults with learning disabilities and the people who are important to them about the kind of lives they want when they leave school and with children's services is essential to planning what kinds of services and support they will need to make this happen.

The transition network had many new individuals who are new in post share some of their own good practice and have the support of the network to help create new opportunities to achieve positive transitions. The next event will focus on how can we become more effective in our communication about simpler transitions.

The Network is a fantastic platform to share good practice and problem solve. The last network co-hosted partnership with the health care agenda. The network heard many positive examples of how young people were actively involved in contributing in the developing health care strategy. Young people need to in the position of leading from experience.



Children and families

The NWTDT. Is currently developing a proposal to work with children and their families in a way that keeps them in the driving seat from an early age as possible. We are hoping to bring effective person centred approaches to the work in children's centres. There is currently good practice with regard to early years that fits well with some work developed @ person centred approaches. We will be bringing some of the methods that we know work well to ensure the outcome for young people through many stages of their development is not as difficult as it has been traditionally in the past. The programme includes;

- Person centred skills for workforce.
- Family leading on planning
- Person centred approaches.



Developing work with older people

The development of support planning with older people has generated lots of interest but little commitment from a strategic perspective to increase better community supports for older people.

The NWTDT was invited to Sheffield to share the experience from learning with older people across its services.

Two workshops in Blackburn have included person centred approaches and older people supports. We hope to participate in some 'Live Planning' for older people with their supports in the near future,

Workforce Development



Dene

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

National Developments New Types of Worker -

The National Workforce Intelligence Group is led by Jim Thomas of Skills for Care and the In Control Workforce Development Team and is supported by CSIP, BILD and NWTDT. The Group continues to raise awareness of individualised budgets through national events and a dedicated website

Regional Developments -

The Sector Skills Productivity Alliance Workforce Development sub group continues to collect and correlate data to identify the needs of the future workforce.

Awareness raising events for In Control and of workforce development issues took place at the lead commissioners meeting and Regional Task Force and were attended by the newly appointed Valuing People Workforce Development lead and Skills for Care.

Workforce Development Research

The NWTDT has commissioned Professor Duncan Mitchell of Manchester PCT and Manchester Metropolitan University to undertake research into the effects on North West workforce involved in the Hospital Closures within the framework of The Model District Service.

The work has been financially supported by the TUC and the RCN have been involved in monitoring the researches progress.

The work will be completed in March 2008 and will help underpin discussions with unions in the region relating to workforce development and In Control.

The work will allow evidenced based research and oral history to help identify the effects on the workforce in relation to past changes in social policy.

The NWTDT's collaboration with BILD will if needed, allow this research to be distributed nationally and affect the national workforce development agenda.

Research bids to the Skills For Care NToW fund are being developed with Salford University to look at the regions workforce (skills gap analysis) and are due to be submitted later in the month.

Building sustainable communities -

The 'Working with Change' event organised by NWTDT and supported by In Control , CSIP , Skills for Care and a number of voluntary and private organisations built on the 'Bring it on Conference' held in January 07 that took place in Wigan

The participants of the 'Working with Change' event included individuals ,families, community groups, Local Authorities, Voluntary Organisations and the private sector, the participants were offered workshops and individual surgeries to help them understand more about developing sustainable community initiatives and In Control.

Action orientated practical support and advice was be offered at the conference and plans were made to offer further support to groups and individuals after the event in order to promote sustainable communities and social enterprise.

The results of the day were shared with commissioners and lead officers and have resulted in NWTDT being invited to take a more active role in the Skills for Care sub regional employer's forums.

Greater Manchester Training Partnership –

A new chair from Salford Learning Disability Services supported by NWTDT has re- launched the group that aims to develop greater training capacity and partnership working within Greater Manchester Authorities. The Management Group will focus on providing health related events for all key stakeholders in services in the Greater Manchester an event for all members is planned in May 2008 to establish if members would like the partnership to continue once the Strategic Health Authorities Funding ends.

The Regional Trainers Network –

Three events have taken place this year, the first in September focused on using positive approaches to challenging behaviour training to reduce the use of physical interventions; speakers included Dave Spencer of The Valuing People Support Team. Phil Shackell, North West Forensic Services, Dr Peter Fox and a representative from the Kent Challenging behaviour Network.

The day was followed by a further action planning day facilitated by Pauline Doyle to plan implementation on the actions identified during day one.

Discussions between NWTDT are taking place with Phil Shackell and Sheila Wright to develop specific forensic training across the region later in the year. (With the financial support from forensic commissioning services)

Other work linked to the Positive approaches to Challenging behaviour day includes a Physical Intervention Audit of Wirral Services in March 2008 and the development North West Regional Group to develop quality standards for challenging behaviour services.

The third event in January 2008 focused on the workforce development and the training implications of Valuing People Now and resulted in the development of a North West regional workforce development consultation response to Valuing People Now.

A fourth trainer's network day is planned for April 2008 to review and develop the regions Partnership Boards Workforce Development Plans.

The Training events have been used by members of the Manchester Training Partnership to undertake activity for the Greater Manchester Training Partnership project.

Skills for Care are informed and invited to these events with the aim of combining our resources and identifying the potential for joint working on our shared agendas in 2008/09

Day Support Services



Nabela Rahim

REQUIRED OUTCOMES

- Continuation of work programme supporting the Regional Network

Re-Launch on 25th February 2008 - *details available at www.nwtdt.com

5. RECOMMENDATIONS TO COMMISSIONING GROUP

- That the Commissioning Group accept the contents of this report.
- Support the establishment of a 'sister' organisation as a not for profit social enterprise to work in partnership with NWTDT.
- An uplift of 2.5% to subscriptions for 2008/2009.

6. CONCLUSION



The NWTDT continues to go from strength to strength, the potential development of a 'sister' organisation which will mean we can attract more mainstream funding to continue our work is very exciting and one which we are hoping the Commissioning Group support.

We continue to provide a lot of training and development opportunities for Local Authorities, Primary Care Trusts, self-advocates and families for a very little financial subscription from each area something we feel this report evidences and continues to ensure we move forwards together in achieving our shared mission –

'working towards better futures for people'.