

**Learning Disability Strategy 2018 – 2028**  
**Progress overview June 2021**

**HEREFORDSHIRE LEARNING DISABILITY COMMISSIONING THEME 1: WHERE I LIVE**

Ref	THEME 1 PLANNED OUTPUTS	THEME 1 ACTIVITIES.	Who	Product	RAG Complete
LD 1.01	<b>Transitional Housing:</b>	<ul style="list-style-type: none"> <li>Supported Housing Allocation Panel and rent void agreements</li> </ul>	HC	<ul style="list-style-type: none"> <li>Nominations and voids agreements agreed</li> <li>Accommodation Needs group process and monthly meeting</li> </ul>	Yes
LD 1.02	<b>Transition planning for adults and young people</b>	<ul style="list-style-type: none"> <li>Review and redesign housing pathways for young people both during transition and where joint funded (TCP/DSR)</li> </ul>	HC CCG	<ul style="list-style-type: none"> <li>Transitions pathway redesign between AWB and CAF</li> <li>Redesign of AWB ops transitions team</li> <li>Commissioning and housing pathways and processes agreed</li> <li>Herefordshire Multi agency transitions protocol for CYP with disabilities and Complex needs preparing for adulthood - agreed July 2020 off</li> </ul>	Yes
LD 1.03	<b>Long-term / settled accommodation:</b>	<ul style="list-style-type: none"> <li>Supported Housing Accommodation needs process and accommodation step in Mosaic learning disabilities.</li> </ul>	HC CCG	<ul style="list-style-type: none"> <li>Accommodation triage form in Mosaic for referrals/commissioning planning</li> <li>Accommodation Needs (monthly) Group (ANG)</li> <li>ANG process / priority planning</li> </ul>	Yes
LD 1.04	<b>Assistive technology:</b>	Assistive technology identified in the council's TECS Strategy and tested	HC	<ul style="list-style-type: none"> <li>Technology strategy in place</li> <li>Technology board and plan</li> <li>Just Roaming pilot</li> </ul>	WIP
LD 1.05	<b>Aging carers:</b>	<ul style="list-style-type: none"> <li>Identifying people with learning disabilities living with older carers and proactive planning</li> </ul>	HC	<ul style="list-style-type: none"> <li>BAU on individual basis part of SB assessments and reviews, but no strategic plan in place yet</li> <li>HAP</li> </ul>	WIP
LD 1.06	<b>People with complex or challenging behaviours:</b>	<ul style="list-style-type: none"> <li>Risk register of individuals stepping down from hospital / ATU or at risk of admission due to complex or high risk behaviour with learning disabilities</li> </ul>	CCG HC	<ul style="list-style-type: none"> <li>Dynamic Support Register (DSR) in place across STP footprint</li> <li>Commissioning intentions supported via development of CNF framework</li> </ul>	Yes
LD 1.07	<b>Dementia:</b>	<ul style="list-style-type: none"> <li>Improved offer for housing and environments for people with dementia-related illnesses</li> </ul>	HC	<ul style="list-style-type: none"> <li>Increased awareness</li> <li>At design stages</li> </ul>	WIP
LD 1.08	<b>Autistic Spectrum Disorders:</b>	<ul style="list-style-type: none"> <li>Health, housing and social care professionals increased understanding and offer around autism-sensitive environment and design (including technology)</li> </ul>	HC CCG	<ul style="list-style-type: none"> <li>3 year training in place in schools (Yr1 complete) -post 16 to follow</li> <li>Training plans in development for professionals</li> <li>Part of the technology strategy solutions</li> <li>Linked to CNF framework of specialist providers and bespoke designs</li> </ul>	WIP
LD 1.09	<b>Cost-effectiveness and service design:</b>	<ul style="list-style-type: none"> <li>Sufficient effective commissioning capacity to maintain effective delivery and innovation.</li> </ul>	HC	<ul style="list-style-type: none"> <li>LD and complex needs board have a commissioning and operational all age plan with a number of improvement projects</li> </ul>	Yes
LD 1.10	<b>General needs housing allocation policy:</b>	<ul style="list-style-type: none"> <li>Better use of general needs</li> </ul>	HC	<ul style="list-style-type: none"> <li>Considered as part of AGN referral</li> <li>Closer working with strategic and operational housing</li> <li>Housing strategy (draft) aspirations</li> </ul>	WIP
LD 1.11	<b>Lettings process for shared housing:</b>	<ul style="list-style-type: none"> <li>Matching and choice</li> </ul>	HC	<ul style="list-style-type: none"> <li>ANG process presents options list</li> </ul>	Yes
LD1.12	<b>Residential care provision:</b>	<ul style="list-style-type: none"> <li>Residential care review</li> </ul>	HC	<ul style="list-style-type: none"> <li>Costed care plan pilot</li> </ul>	WIP
LD1.13	<b>Out-of-hours and extended support for supported living:</b>	<ul style="list-style-type: none"> <li>Consider out of hours and extended support models in</li> </ul>	HC	<ul style="list-style-type: none"> <li>Night response service</li> <li>Just Roaming pilot</li> <li>CNF framework</li> </ul>	WIP

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**HEREFORDSHIRE LEARNING DISABILITY COMMISSIONING THEME 2: WHAT I DO DURING THE DAY**

Ref	THEME 2 PLANNED OUTPUTS	THEME 2 ACTIVITIES.	Who	Product	RAG Complete
LD2.01	<b>Safe expansion of daytime activity choices</b>	<ul style="list-style-type: none"> <li>Business case for procurement of positive prompting- call centre role</li> </ul>	HC	<ul style="list-style-type: none"> <li>Designated point of contact to resolve difficulties in schedule</li> <li>Designated place of safety in event of service closure / failure</li> <li>Proactive ongoing liaison with families and carers to support managed risk taking.</li> </ul>	WIP
LD2.02	<b>Employment for young adults:</b>	<ul style="list-style-type: none"> <li>Introduce more opportunities for young people to enter into employment</li> </ul>	HC	<p>Covid-19 has had a disproportionate impact upon young people. Claimant count in last year (march 20-21) has risen by 116%.</p> <p>We are working with DWP to ensure opportunities available for young people with learning disabilities :</p> <ul style="list-style-type: none"> <li>“Plan For Jobs” initiatives- such as kick start</li> <li>Better pathways via Job Centre Plus</li> <li>Targeted support with those who are wanting to work</li> <li>Youth Employment Hub (CAF / DWP and partners)</li> </ul>	WIP
LD2.03 /4	<b>Therapeutic earnings:</b>	<ul style="list-style-type: none"> <li>Pilot scheme/best practice research for therapeutic earnings to be part of the development of the council and CCG’s own training and employment</li> <li>The council will undertake research project to identify best practice around grant-based employment incentives</li> </ul>	HC CCG	<ul style="list-style-type: none"> <li>Therapeutic earning doesn’t align benefits structure/gov. policy</li> <li>Employment review undertaken</li> <li>More people with a disability in the wider workforce</li> </ul>	Yes
LD2.04	<b>Funding and financial incentive grants for employers:</b>	<ul style="list-style-type: none"> <li>Undertake research project to identify best practice around grant-based employment incentives</li> </ul>	HC	<ul style="list-style-type: none"> <li>Social value built into procurement processes</li> </ul>	Yes
LD2.05	<b>Vocational further education:</b>	<ul style="list-style-type: none"> <li>Identify suitable roles and job creation. Support people with LD in the recruitment process</li> <li>Identify and develop vocational education and training provision.</li> <li>Ensure that people with LD have access to information about education, training and support.</li> </ul>	HC DWP	<ul style="list-style-type: none"> <li>More people with a learning disability in the wider workforce and gaining social value.</li> <li>People with learning disabilities are less dependent upon formal social care services, greater sense of self-worth and enhanced wellbeing</li> <li>Adult and Community learning contracts in place with a number of LD providers</li> <li>A number of additional opportunities that include Hoople’s foundation programme, Hereford College of Arts L1 programme and National Star College In County.</li> </ul>	WIP
LD2.06 /07	<b>Self-Employment / Micro Enterprise:</b>	<ul style="list-style-type: none"> <li>Develop strategy/support service for self-employed people with learning disabilities. Extend micro-enterprise opportunities</li> </ul>	HC	<ul style="list-style-type: none"> <li>Providers in Herefordshire supporting this model</li> <li>More people with LD have their own businesses</li> </ul>	WIP
LD2.08	<b>Real supported employment:</b>	<ul style="list-style-type: none"> <li>Explore models opportunities for more traditional supported employment schemes,</li> </ul>	HC	<ul style="list-style-type: none"> <li>Review of employment options created in 2019 for Herefordshire and pilots identified</li> </ul>	Yes
LD2.09	<b>Council / NHS as exemplar employer:</b>	<ul style="list-style-type: none"> <li>Develop a framework for specifications for council contracts to include employment outcomes for people with a learning disability</li> <li>Consider opportunities for internal service contracts to be replaced with a majority learning disabled workforce and/or offering employment and training to people</li> </ul>	HC	<ul style="list-style-type: none"> <li>Contracts let by the council to contain requirement or preference for employment of people with disabilities.</li> <li>The council will be an exemplar employer through the creation of social enterprises or community interest companies with a learning disabled workforce and/or offering employment and training to people.</li> </ul>	Not yet started
LD2.10	<b>Expert employment partners:</b>	<ul style="list-style-type: none"> <li>Develop functional link with the DWP via Job Centre Plus</li> </ul>	HC	<ul style="list-style-type: none"> <li>Employment opportunities identified by Job Centre Plus are a routine part of meeting the assessed needs of people with learning disabilities. Also review alternatives to BAU</li> </ul>	Yes
LD2.11	<b>Employment Pathway:</b>	<ul style="list-style-type: none"> <li>Develop a clear pathway to paid employment and meaningful training</li> </ul>	HC	<ul style="list-style-type: none"> <li>Transition Pathway reviewed considers employment</li> <li>Maximise economic independence;</li> <li>Reduce dependence on formal support;</li> <li>Lead other employers by example</li> </ul>	Yes

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**HEREFORDSHIRE LEARNING DISABILITY COMMISSIONING THEME 3: BEING HEALTHY AND SAFE**

Ref	THEME 3 PLANNED OUTPUTS	THEME 3 ACTIVITIES.	Who	Product	RAG Complete
LD3.01	<b>End of Life Pathway and LeDeR Reviews:</b>	<ul style="list-style-type: none"> <li>• Train 8-10 LeDeR reviewers</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• All unexpected deaths will be reviewed using the LeDeR template by trained reviewers and the findings analysed by the LeDeR team in Bristol.</li> </ul>	WIP
LD3.02	<b>Specialist community learning disability healthcare:</b>	<ul style="list-style-type: none"> <li>• Review of Community Learning Disability Team.</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• Internal review completed</li> </ul>	Yes
LD3.03	<b>GP Learning Disability Register:</b>	<ul style="list-style-type: none"> <li>• Ensure that all GP practices maintain up-to-date LD registration</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• All GP practices within the county implement QOF indicator LD003</li> </ul>	WIP
LD3.04	<b>Professional Training:</b>	Develop and implement training opportunities to enable primary care clinicians to understand the needs of people with a learning disability	CCG	<ul style="list-style-type: none"> <li>• All GP practices to attend multi-disciplinary training on the delivery of health services to people with a learning disability</li> </ul>	WIP
LD3.05	<b>Annual health checks:</b>	<ul style="list-style-type: none"> <li>• Continue to promote the importance of the annual health check for people with learning disabilities.</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• All GP practices within the county ensure that all people with learning disabilities are invited to attend an annual health check to an agreed standard.</li> </ul>	WIP
LD3.06	<b>Health Action Plans:</b>	<ul style="list-style-type: none"> <li>• Promote the importance of the LD annual health check and personal health plan for people with learning disabilities</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• All GP practices within the county produce a Health Action Plan for each patient attending an annual health check.</li> <li>• Individuals will management plans that reflect and support long-term needs and access to appropriate health care in a timely fashion when those needs present.</li> </ul>	WIP
LD3.07	<b>Access to mainstream healthcare:</b>	<ul style="list-style-type: none"> <li>• Ensure that people with learning disabilities are able to access the same community and acute health care services as the non-learning disabled population.</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• All health care services to have a proactive policy of promoting reasonable adjustment to enable ordinary access for people with learning disabilities</li> </ul>	WIP
LD3.08	<b>People with complex or challenging behaviours:</b>	<ul style="list-style-type: none"> <li>• Utilise existing buildings in order to develop a new transitional accommodation service for people with complex needs and high risk behaviours.</li> </ul>	HC CCG	<ul style="list-style-type: none"> <li>• DSR now in place and CNF pathway to commission this service with targets</li> </ul>	Yes
LD3.09	<b>Facilitating improved health outcomes:</b>	<ul style="list-style-type: none"> <li>• Public Health Team to raise awareness of health screening and health checks amongst the learning disability population, including those people not currently known to services.</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• Supported living and residential care providers will have more detailed service specifications to set out their role in promoting engagement with routine healthcare and screening programmes</li> </ul>	WIP
LD3.10	<b>Dementia:</b>	<ul style="list-style-type: none"> <li>• Dementia awareness will be a standard part of every learning disability annual health check.</li> <li>• The Public Health Team will look at ways of raising awareness of dementia amongst the learning disability community,</li> </ul>	CCG	<ul style="list-style-type: none"> <li>• Adults with learning disabilities supported to access mainstream dementia diagnosis services wherever possible- reasonable adjustments work.</li> <li>• Dementia awareness and potential diagnosis are a routine part of GP annual health checks for people with learning disabilities over 40 and for people with Down's Syndrome over 30.</li> </ul>	WIP

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**HEREFORDSHIRE LEARNING DISABILITY COMMISSIONING THEME 4: CITIZENSHIP, CHOICE AND CONTROL**

Ref	THEME 4 PLANNED OUTPUTS	THEME 4 ACTIVITIES.	Who	Product	RAG Complete
LD4.01	<b>Building social networks:</b>	<ul style="list-style-type: none"> <li>Commissioners to integrate the principles of Community Brokerage / Connection with the work already being undertaken by many learning disability service providers and the wider local voluntary sector.</li> </ul>	HC	<ul style="list-style-type: none"> <li>Talk community</li> <li>Community broker offer</li> </ul>	Yes
LD4.02	<b>Independent Travel</b>	<ul style="list-style-type: none"> <li>Seamless process for applying for and issuing passes to people with learning disabilities</li> </ul>	HC	<ul style="list-style-type: none"> <li>Improvements made to process including wider awareness</li> <li>Travel trainers (2 post – on hold during covid)</li> </ul>	Yes
LD4.03	<b>Self / Citizen Advocacy:</b>	<ul style="list-style-type: none"> <li>The council and the CCG will develop opportunities and partnerships to create and sustain support for self-advocacy and structured citizen advocacy for people with learning disabilities in Herefordshire.</li> </ul>	HC	<ul style="list-style-type: none"> <li>Advocacy contract recommissioned</li> </ul>	Yes
LD4.04	<b>Financial wellbeing:</b>	<ul style="list-style-type: none"> <li>The council and CCG to advise people with learning disabilities on all aspects of financial well-being.</li> </ul>	HC	<ul style="list-style-type: none"> <li>People with learning disabilities will have improved access to training and support regarding budgeting, financial wellbeing and related life-skills.</li> <li>Adult and Community Learning – there are some programmes in place to support these outcomes</li> </ul>	WIP
LD4.05	<b>Direct Payments and managed personal budgets:</b>	<ul style="list-style-type: none"> <li>Review Direct Payments to ensure they are fit for purpose</li> </ul>	HC	<ul style="list-style-type: none"> <li>The council has a direct payment process in place</li> <li>Pre-paid cards now primary offer</li> <li>Managed accounts transferred to Pre-paid cards</li> <li>Better data (future) to inform commissioning intentions</li> </ul>	Yes
LD4.06	<b>Access to information:</b>	<ul style="list-style-type: none"> <li>The council and CCG will review existing information resources</li> <li>Develop and implement information standards using current best practice, then train staff and partner organisations to revise all written information.</li> </ul>	HC	<ul style="list-style-type: none"> <li>LD strategy in easy read format</li> <li>More materials being produced in easy read (via LDPB)</li> </ul>	Yes
LD4.07	<b>Social / relationship opportunities:</b>	<ul style="list-style-type: none"> <li>Develop initiatives within the existing service provision to combat social isolation</li> </ul>	HC	<ul style="list-style-type: none"> <li>Technology has been a positive outcome of C19 pandemic and offered solutions for some people</li> </ul>	Yes