



## **Implementing Valuing People Update April 2006**

This report gives information about the things we have done since September 2005, to make Valuing People work in Bracknell Forest.

It only gives a summary of what we have done, because there is a lot of detail. If anybody wants more detail on any part of it they can contact

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**The pictures used are from the Change Picture Bank – produced by people with learning disabilities, for people with learning disabilities**

In Bracknell Forest there are not many people working in the Council and NHS services for people with learning disabilities. This means that there are not many people to make change happen. We have also had some people leave their jobs. This means that things do not always change as quickly as we want them to.

We have to think carefully about which are the most important things to change first. The Implementation Group will make some recommendations about what things are most important and when we think we can do the things that have to wait.

### **Learning Disabilities Development Fund.**

This year we have £68,000 again. The Partnership Board has agreed to spend it on:-



In Control £13,000

Development Manager £25,000 Social Services will put in the same amount.

Partnership Board expenses £5,000 This includes the Celebration Day.

Just Advocacy £25,000

# in Control

One of the most important things that we have been doing is working on In Control. This is VERY important because it will change how we do everything.

Glyn, Zoë and Mark have been on some courses to learn about how to make it work. Some of the things we have learnt from people who are already doing this are: -

- **EVERYBODY** needs to work together to make it work. Councils have set up Steering Groups to help with this, and they say it works best if a very senior manager (like the Chief Executive of the Council) chairs the Steering Group.
- We must have the Resource Allocation System (how much money people will have) worked out before anything else.
- It has to work for everybody, not just some people
  - People so far are very happy with how it has made people's lives better



**We have written a plan to say how we will make it happen in Bracknell Forest. This includes things like:-**

- Telling everybody about it, including young people at school, their families and staff. We have made a “fun” presentation to help with this.
- Working on the Resource Allocation System – we will be able to do more on this after March, when Finance staff can help us.
- What policies and procedures we need to write
- Person Centred Planning is very important for In Control, and we will think about what else we need to do to get this working properly.

We have started telling people about In Control, and people are very excited about it. To make it work, we need to do all the other things that were in The Plan.

This report says what we have done about those so far: -

## Person-Centred Planning and Person-Centred Approaches

### In September 2005, we said:-

We need to keep making sure people know about person centred work. This means people who work in places like the Leisure centre, and in Housing.

We need to collect information about what people need. This will help us to plan services, if services are needed.

We also need to make sure that people are supported to get to know people who can support them as friends.

This is so important that we need to have somebody who helps everybody do this. The Person Centred Planning sub-group are writing a plan for how to do this.



### What we have done:-

Since we wrote this, we have learnt more about "In Control", which includes Person Centred Planning.

We have written a plan to say how we will make "In Control" work in Bracknell Forest. This plan says what we need to do about Person Centred Planning.

## Supporting Young People in Transition – as they grow to be adults.

### In September 2005, we said:-

Bracknell Forest has agreed the policy, and we need to make sure it works for all young people.

We then need to say how we will make it work. This includes being very clear with staff about what they have to do.

We have asked for a Transition Worker, because CTPLD and the Children's team do not have enough people. Social Services have said we can have one, and we are recruiting now!!

The Locality Manager will continue to meet with the Special Educational Needs Manager and Service Manager for children with special needs, every term so we can make sure that we know about all the young people with learning disabilities.



### What we have done:-

We have got a new Transition Worker who is starting to work with the team that works with children, with schools, and with young people and their families.

We have all agreed that we will have a Panel every year to make sure everybody knows about all young people, and who will be working with them. The first Panel will be in September 2006

The Transition worker will make sure that the Locality Manager knows about how much money might be needed to pay for services in future.

The protocols (that say who will do what) will be finished by September 2006.

## Housing and Support

### In September 2005, we said:-

We have to make sure that all the services we have now are doing things right – they must meet the national standards, and do what it says in the Quality Assurance Framework.

We need to make sure that people and their families understand about all the different kinds of accommodation and support that people can have. We will write some information, and make sure people are helped to understand it.

We must make sure that we know what sort of accommodation and support people want from their Person-Centred Plans. We are setting up a Special Needs Housing Panel that will help us do this.

We must make sure that the people who write the Housing Strategy, and the Supporting People strategy know what people with learning disabilities want. They can then include them in their plans.

We have set up a Housing Panel so that Landlords, carers and Care Managers can all talk about what is needed, and who can make it happen.

**We must make sure that people have the right sort of support to be as independent as possible, and choose where they want to live**



### What we have done:-

We have worked with Housing and organisations who give support to make sure that all our arrangements are good enough. The landlord should not be the organisation that provides support.

Housing are going to re-write all their leaflets, and when they have done this, we will make sure there are easy-read versions

The Housing Panel has been set up and is helping people to get housing.

The Development Manager has worked with an agent so we can get housing from some private landlords too.

## Direct Payments

### In September we said:-

We are getting some people with disabilities to do some training on direct payment. This is particularly for CTPLD and other teams.

We are making sure that everybody knows about Direct Payments and have the chance to use this if they want to.

We will use Direct Payments for people who want different supports during the day. We have already started to plan this with some people, and one person is using direct payments for this.

We have applied to the Department of Health to see if we can be a "pilot site" for the new Individualised Budgets.

**This is where people are given money so that they can arrange their own care and support if they want to.**



### What we have done:-

The training was done in a different way, but all CTPLD Care Managers have had the training.

"In Control" will help us to develop different ways that people can use their money, as well as a Direct Payment.

We now have 9 people who use a direct payment. Two people are having a Direct Payment instead of going to Day Services.

We did not get to be a Pilot Site for Individualised Budgets, but "In Control" will help us.

## Day Time Activity

### In September, we said:-

We need to make sure that when people use Day Services, or have support during the day, it is because they really need and want to. We will use the eligibility criteria to do this.

The day services run by Bracknell-Forest need to change so they can do what people need and want. To do this they must:

- make sure that only people who want and need to use the service are there
- make sure they are only offering transport to people who need it most
- organise their activities better
- make sure that staff know how to keep people safe
- make sure that staff know how to help people develop new skills.

We need to get other organisations involved in supporting day time activities. We are developing a small community support service with one organisation.

We must make sure that people can use the same services as everybody else.

If people prefer to, we will use money for direct payments to support them during the day.

**We need to make sure that there is a choice of things for people to do during the day, including the chance to work, and go to college. We have written a Strategy to say what we need to do. This has been sent to the Department of Health.**



### What we have done:-

We are looking at a lot of other things that people can do during the day. So far we have:-

- set up a different service for people to get support to do ordinary things
- reduced the number of people who go to the Day Service when they don't need or want to
- used some money for people to have a direct payment instead.
- Started looking at setting up social firms
- Started to plan for an employment advice service in the Town Centre
- Met with the lead transport person to tell him what we need.

## Involving People

### In September 2005, we said:-

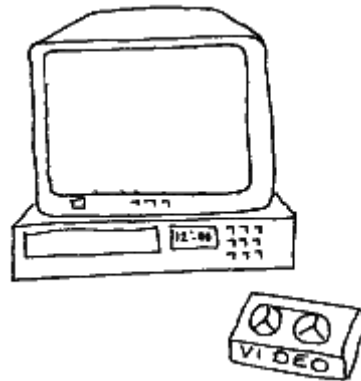
We will train people on how to be joint chairs of planning groups

We will buy equipment to help us make information accessible. Other people will be able to use this. We have £70,000 (LDDF) to do this

We will write a Communication Strategy – this will include lots of things:

- what information people want, and who should provide it
- How people communicate
- What training staff and families need so they can understand people, and they can be understood

We will make sure that all our information is in plain language, and when we have the equipment, in a range of formats.



### What we have done:-

We now have joint chairs and joint vice-chairs of the Partnership Board.

We have just found out that we have lost the LDDF money so we cannot buy the equipment we wanted to buy.

We have started work on a Communications Strategy, but this is one of the things that we have not had time to finish.

We try and make sure that as much information as possible is in plain language. The Council said this was good when they saw our plan.

## Responding to Diversity

### In September 2005, we said:-

We will make sure that all the plans we write think about people from different cultures and religions.

If we really get person-centred planning and person centred approaches right, this will help us. This is because we will be listening to what is important to the person and their family.

We must make sure that everybody knows what can be done to support them



### What we have done:-

We have done the Equalities Impact Audit, and when we get the recommendations, we will make sure we work on them

## Adult Protection

### In September 2005, we said:-

We must have information about the policy that people can understand. This must say what they can do if they think they are being abused.

We must make sure staff are trained in what they should do if people think they are being abused.

We can work with other organisations in Berkshire to do all this.



### What we have done:-

Staff are having training on this.

We have not yet got easy-read information.

We take all issues of abuse very seriously and investigate them properly.

## Integrated Teams

### In September 2005, we said:-

We must always make sure that all team members understand about *Valuing People* and how they need to make it work.

We must always make sure that everybody else understands the role of the team and how they can get help from them.

We will finish the Operational Policy – we need to send this out to people to say what they think.

We will make sure that all our recruitment and training make sure that staff know how to do their job well.

We must work with the PCT to set up joint spending arrangements



Community Team

### What we have done:-

We make sure that team members always follow what it says in *Valuing People*.

We have not finished the Operational Policy yet because there have been a lot of things going on in the team.

We are working with the PCT on getting joint arrangements clear.

We are making sure that the Care Managers have clear procedures and know what they are doing.

## Employment

### In September 2005, we said:-

We will make sure that we work with Life Long Learning people to train people for jobs when the new Town Centre opens

We will make it clear which organisations do which things to help people get jobs. This means that we will be able to make sure that all organisations work together to do everything between them so that nothing is missed out.

Day Services are working with other organisations to look at things like Social Firms. They will see if the recycling and Broad Horizons can be part of this.

**We need to make sure that people are supported to think about what work they want, and have a chance to get the skills and experience they need. We should support them to look for jobs, or be self-employed, or look at other ways of having a job.**



### What we have done:

The Employment group are working on a number of things:-

Social firms - we are planning an employment advisory service in the Town Centre

We are working on another 3 social firms with colleagues in Mental Health services.

## Advocacy

### **In September 2005, we said:-**

The Partnership Board has agreed some money to support

- Be Heard in Bracknell (self advocacy) and
- A new advocacy service

The new advocacy service started at the beginning of September.

**We need to make sure that people have the right kinds of advocacy, and support for self-advocacy.**



### **What we have done:**

The advocacy service is on the steering group for In Control.

We are paying for some additional advocacy because some homes have to close.

Be Heard in Bracknell are being supported to become as independent as possible.

## Good Health

### In September 2006, we said:-

We will work with the Mental Health team to see what we need to do to make sure that if people with learning disabilities have a mental health problem, they get good care and support. We will work with them to do what it says in "Green Light"

The Health Promotion Group will help people to give up smoking.

We will work with Wexham Park Hospital to make sure we all know how to work together when people have been in hospital

**We need to plan and work with all health services to make sure that all people with learning disabilities get the help they need to stay healthy, and get good care if they are ill.**



### What we have done:-

We still need to do some more work on Green Light. There have been lots of other important things for people to do.

We have invited the Chief Executive Officer of Heatherwood and Wexham Park Hospitals NHS Trust to come and tell the Partnership Board what they are doing about the Healthcare Commission's three year Strategy. He is coming in June and we are going to ask the Chief Executive Officer of Frimley Park Hospital as well.

CTPLD have worked with staff in Heatherwood and Wexham Park Hospitals to help them to support people better.

## Quality Assurance

### In September 2005, we said:-

We must now plan to make sure that everybody knows about this,

- People who run services need to know the standards, and make sure they meet them
- People who use services need to know what they can expect
- People who pay for services must make sure they check that they are good one.

We will have some training/conference days this year.

We will make sure that it is included in contracts.

**We have written a framework that says how we should make sure all our services are good enough. The Department of Health says this is very good.**



We have not been able to do much work on this yet.

We need to make sure that we are working together with Supporting People to make sure we are asking for the same things.

## Carers Strategy

### In September 2005, we said:-

We will find out what sort of support families want to help them support their sons and daughters with learning disabilities.

This will include different ways of getting respite care, so we need to listen to what people want and may need to change our services

We have got a carers worker to help with this



We lost our carers' worker, so we have advertised for somebody else.

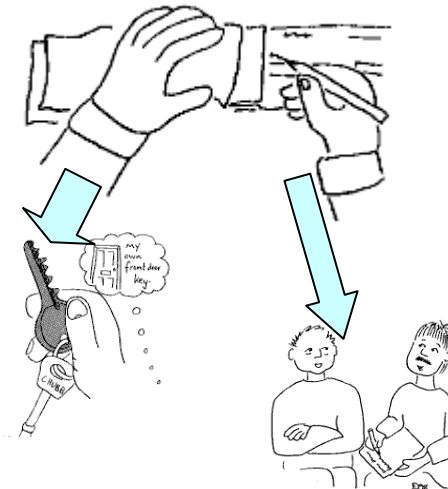
We have worked with Mencap to put in a bid for some more funding to help with this work.

## Money and Resources

### In September 2005, we said:-

We need to make sure that money and services are spent where they are needed in Bracknell.

We are making sure that we share information on services so that money is used in the best way possible. In future, we may have to change what we spend money on, to make sure people get the right support.



We are making sure that services are funded from the right place:-

Care Managers always look at all the places they can get money. We have been able to identify where we are paying for things that other organisations should pay for. This gives us more money to spend on other people who need it.

