

## 1. NATIONAL CONTEXT

The Scottish Executive's review of services for People with Learning Disabilities (The Same as You) published May 2000, and on which local authorities and other agencies commented by August 2000. Scottish Executive's response to comments awaited. Key points:

- ***"No continuing care beds by 2005." Locally this means the closure of continuing care beds within Strathlea and Arrol Park long stay hospitals for people with learning disabilities - resettlement of 93 people Ayrshire wide***
- ***Improved services for people with complex needs and autistic spectrum disorder***
- ***Change fund recommended-amount and bidding process to be announced***
- ***Seamless transition between services for children with learning disabilities and services for adults with learning disabilities***
- ***There should be Area Co-ordinators.Taken from the Western Australian model of staff who provide support to people with learning disabilities and their carers. Many local authorities will comment that the current proposals are unworkable.***
- ***Direct payments for anyone with learning disabilities who wants one by 2003.***

"The Same as You" requires that there should be in place a "Partnership in Practice" agreement by 2001. The Pan Ayrshire Learning Disabilities Group has agreed there should be a Pan Ayrshire PIP. A workshop involving all the planning partners was held in November 2000 and there will be a draft PIP by June 2001. The main focus of the PIP will be plans for the retraction from continuing care beds in Ayrshire. There are 136 people from hospitals in and outwith to be resettled by 2005.

## 2. LOCAL CONTEXT

South Ayrshire Council is working in partnership with the N.H.S. and the other two Ayrshire local authorities, East Ayrshire Council and North Ayrshire Council, to produce a joint Partnership in Practice Agreement. This Agreement has to be sent to the Scottish Executive by June 2001. The Agreement will set out how the partners will work together to deliver the national strategy "The Same as You" in Ayrshire.

The Partnership in Practice Agreement will concentrate on the discharge programme from long stay hospitals for people with learning disabilities (Arrol Park & Strathlea and some other hospitals outwith Ayrshire), joint commissioning arrangements, community health care infrastructure, social care infrastructure, a housing plan and arrangements for people with learning disabilities transition between children's services and services for adults.

South Ayrshire Council have won two National Awards for our work on Stakeholders Conferences and the South Ayrshire Joint Learning Disability Strategy. In October, 2000 the Council won the Guardian/ Institute of Public Policy Research Award for Excellence in Public Involvement and in February, 2001 we won the CoSLA (Convention of Scottish Local Authorities Award) for excellence in involving socially excluded groups.

Material from the three Stakeholder Conferences held in 1999, in Girvan, Troon and Ayr forms the basis of the Joint Learning Disability Strategy which is endorsed by South Ayrshire Council's partners, Ayrshire & Arran Health Board, Ayrshire Primary Care NHS Trust, the independent sector and, most importantly, service users and carers.

### 3. HOW DID WE DO WITH THE LAST JOINT COMMUNITY CARE PLAN 1998-2001

#### Objective

- *To ensure that young people are appropriately supported into adulthood.*

ACTION	OUTCOME
<p><b>To support young people towards maximum social inclusion as adults</b></p>	<ul style="list-style-type: none"> <li>• Transition recognised on key element of Joint Learning Disability Strategy.</li> <li>• Extensive care packages put in place to support young people coming out of residential schools. Some such people had person centred planning and are now living independently in their own tenancies.</li> </ul>

## Objective

- *To ensure that people effected by closure of institutions are resettled successfully in appropriate accommodation with responsive supports.*

ACTION	OUTCOME
<p><b>To support people in institutions to achieve a transition to community living, where appropriate.</b></p>	<ul style="list-style-type: none"> <li>• 1999 - 6 people resettled from Glenburn Hostel to own tenancies. Very successful. Three former Glenburn residents now getting Direct Payments.</li> <li>• 11 people from Royal Scottish National Hospital. resettled to community by March 2002. 7 will be supported to live independently in their own tenancies, 4 people who are more frail and dependent will live in traditional residential or nursing home facilities.</li> </ul>

## Objective

- *To ensure that where crises occur the person and his/her family and carers are appropriately supported with the necessary range of services, including hospital care, where this is appropriate.*

ACTION	OUTCOME
<p><b>To identify people at risk of unnecessary admission and to establish contingency plans for their support.</b></p>	<ul style="list-style-type: none"> <li>• Risk Assessments done.</li> <li>• Extensive community respite and residential respite services developed.</li> </ul>

## Objective

- *To ensure that adult services are supportive to the strategic aim of assisting men and women with a learning disability to achieve their aspirations and ambitions.*

ACTION	OUTCOME
<p><b>To complete and implement the Day Services Review for people with learning disabilities</b></p>	<ul style="list-style-type: none"> <li>• Day services review subsumed into award winning Joint Learning Disability Strategy.</li> <li>• SouthWorks job coaching project gets 24 people with learning disabilities into real sustainable employment.</li> </ul>
<p><b>To extend the range of long stay community support services</b></p>	<ul style="list-style-type: none"> <li>•</li> </ul>

## STRATEGY CO-ORDINATING GROUP

### OVERARCHING OBJECTIVES

1. *Funding is identified and secured*
2. *Information systems to clarify "the maze"*
3. *Development of a range of flexible services which offer choice*
4. *Realistic as well as inspirational*
5. *Local strategy that fits with the bigger picture*
6. *Meets service user's vision & aspirations within 5 year period*
7. *Meaningful consultation*
8. *Implementation of strategy communicated widely to all the partners*
9. *People with Learning Disability rights are acknowledged and enhanced*
10. *Involve partners fully in implementation of strategy & partners fully committed*

### TRAINING GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<p><b>To identify the training which is required to effectively implement the joint strategy :</b></p> <ul style="list-style-type: none"> <li>• <b>training for staff involved from a range of agencies/organisations</b></li> <li>• <b>training for carers</b></li> <li>• <b>training/support for service users</b></li> </ul>	<ul style="list-style-type: none"> <li>• Extensive person-centred planning training programme for staff implemented.</li> <li>• We are working in partnership with carers to develop a training agenda and thereafter deliver the training</li> <li>• The service users group are developing a training agenda</li> </ul>
<p><b>To ensure that there is a co-ordinated approach within the training strategy which focuses on the needs of service users and which crosses agency and departmental boundaries :</b></p> <ul style="list-style-type: none"> <li>• <b>staff in Educational Services</b></li> <li>• <b>staff working in further education settings</b></li> <li>• <b>health staff</b></li> <li>• <b>council staff</b></li> </ul>	<ul style="list-style-type: none"> <li>• We are identifying opportunities for joint training between education, social work and health staff. The National Development Team will assist</li> </ul>
<p><b>To develop a clear Action Plan which reflects the work being progressed within the other Implementation Groups and which is contributed to, and owned by the partners.</b></p>	<ul style="list-style-type: none"> <li>• The Training Group is linking with other strategy implementation groups</li> <li>• An action plan has been developed</li> </ul>
<p><b>To ensure the Training Strategy Action Plan is being carried through effectively.</b></p>	<ul style="list-style-type: none"> <li>• The Training Group will oversee the implementation of the training strategy action plan.</li> </ul>

## LIFE PLANNING GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<p><b>16 people will have life plans in the first year of the strategy and then have alternative day opportunities commissioned to meet their needs.</b></p>	<ul style="list-style-type: none"> <li>16 people are in the process of being assessed. The work is going well.</li> </ul>
<p><b>The Life Planning Group will monitor the number of people with learning disabilities who have the opportunity to be involved in Life Planning. Carers and Service Users who have experienced Life Planning will be encouraged to join the Group to promote the process.</b></p>	<ul style="list-style-type: none"> <li>Monitoring ongoing</li> </ul>
<p><b>The Life Planning Group will explore the possibilities of commissioning a service to assist people with learning disabilities to develop friendships.</b></p>	<ul style="list-style-type: none"> <li>a Social Opportunities Service is being commissioned to support people to become involved in activities and opportunities in their local communities. This service will be tasked with assisting people with learning disabilities to develop friendships</li> <li>5 people with a learning disability in South Ayrshire now have Direct Payments. This is in line with "The Same as You" objective that anyone with a learning disability who wants Direct Payments should have access to one by 2003. We are probably one of the leading Authorities in Scotland on Direct Payments for people with learning disabilities.</li> </ul>

## EDUCATION/TRAINING GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<p><b>To establish a range of "Development Opportunities" that correspond to the needs and aspirations of people with Learning Disability.</b></p>	<ul style="list-style-type: none"> <li>Group is working with Further Education colleges to develop educational opportunities for people with learning disabilities which are more commensurate with people's needs.</li> <li>The Group are tackling issues of access to further education opportunities and the support people get to attend college.</li> </ul>

<b>To assist the life planning process to include tailored educational and training components</b>	<ul style="list-style-type: none"> <li>The Group is linking with colleagues in other groups</li> </ul>
<b>To identify ways of involving users/carers in the management of Day Services</b>	<ul style="list-style-type: none"> <li>Service User group well established. The Group were heavily involved in the submission for the IPPR/Guardian Award.</li> </ul>
<b>To involve all members of the group in group processes.</b>	<ul style="list-style-type: none"> <li>Efforts are being made to ensure the Group moves at a pace which enables everybody to contribute.</li> </ul>

## SHORT BREAKS GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<b>New Short Break unit open by February 2000</b>	<ul style="list-style-type: none"> <li>ACHIEVED</li> </ul>
<b>Develop model for supported holiday project Secure funding for supported holiday project</b>	<ul style="list-style-type: none"> <li>Group is at looking at different models and also looking at funding options.</li> </ul>

## HOUSING & SUPPORT GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<b>Develop a range of housing options over the five year period including shared housing.</b>	<ul style="list-style-type: none"> <li>People with learning disabilities are utilising a variety of housing options which enable them to live independently. These include Local authority housing, housing association accommodation, owner occupation and new build in at least one case.</li> </ul>
<b>Ensure that a % of the new building development programme will meet the needs of people with Learning Disabilities</b>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Improve information systems with regard to adapted/wheelchair housing</b>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Ensure that housing is allocated to community care service users on a sensitive basis</b>	<ul style="list-style-type: none"> <li>Council have agreed to allocate greater priority to Community Care service users in allocation policy.</li> </ul>
<b>Implement the amendment to the allocation policy with regard to allocation to community care service users</b>	<ul style="list-style-type: none"> <li>Group will monitor the implementation of the revised allocation policy</li> </ul>
<b>Develop a partnership with private developers to ensure that some element of private new build will meet the needs of community care service users.</b>	<ul style="list-style-type: none"> <li></li> </ul>

## TRANSITION GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<p><b>Develop clearer information booklets/leaflets on services to clarify the “maze”. Information to be available appropriate to the age or stage of the child</b></p>	<ul style="list-style-type: none"> <li>Group will be putting out a plain English information booklet</li> </ul>
<p><b>Clarify appropriate representation from service users, carers, all agencies at transition group and in specific working groups. Co-ordinate with other “child services” developments</b></p>	<ul style="list-style-type: none"> <li>Group has representatives from relevant agencies</li> </ul>
<p><b>Work to refine existing/proposed consultation processes to achieve meaningful consultation without overload or duplication</b></p>	<ul style="list-style-type: none"> <li>We are building on the achievements of the Stakeholder Conferences</li> </ul>
<p><b>Identify specific aspirations for service users and develop plan to achieve these within the 5 year timescale</b></p>	<ul style="list-style-type: none"> <li></li> </ul>

## EMPLOYMENT OBJECTIVES

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<p><b>Jobs for people with learning disability and people with mental health problems. South Works have virtually achieved this before JUNE 2000. Secure continued funding for Ayrshire Job Coaching. Achieved if (as is likely) Ayrshire Job Coaching adopt Intermediate Labour Market approach</b></p>	<ul style="list-style-type: none"> <li>24 real sustainable jobs have been obtained for people with learning disability in the first year of SouthWorks operation. Evaluation by the Scottish Local Authority Management Centre (SLAM Centre) is extremely positive. Extensive partnerships developed to expand the project involving an Intermediate Labour Market approach. European Social Fund Funding Bid written, we will know the outcome in December 2000.</li> </ul>
<p><b>Will the support still be available from services I get just now, if I were to take a part-time job. Make me aware of where I stand.</b></p>	<ul style="list-style-type: none"> <li>Service user feedback is that employment opportunity fits in with other services they obtain</li> </ul>
<p><b>Survey of employees policy for employing staff with learning disabilities Pay / Holiday / Support</b></p>	<ul style="list-style-type: none"> <li>Survey is being developed</li> </ul>
<p><b>Make me aware of how my benefits are affected if I am employed</b></p>	<ul style="list-style-type: none"> <li><b>Ayrshire Job Coaching</b> and job coaches link with the Benefits Agency.</li> </ul>

# JOINT COMMUNITY CARE PLAN

<b>More payment funding for an Employment Project</b>	<ul style="list-style-type: none"> <li>If European Social Fund Funding is successful and we turn Ayrshire Job Coaching into an Intermediate Labour Market then the Project will be expanded.</li> </ul>
<b>Communication with partners (includes employers) must reflect mutual trust</b>	<ul style="list-style-type: none"> <li>Feedback from employers good. Expanded Ayrshire Job Coaching is a wide ranging partnership.</li> </ul>
<b>Establish secure systems for people with Learning Disabilities which will cover the possibility of the employment period not working out</b>	<ul style="list-style-type: none"> <li>Links to Benefit Agency. Ayrshire Job Coaching try to ensure benefits protection.</li> </ul>
<b>Ensure continuous "protection and support" within employment</b>	<ul style="list-style-type: none"> <li>Ayrshire Job Coaching job coaching system working extremely well. Feedback from employees and employers excellent</li> </ul>

## DAY OPPORTUNITIES GROUP

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<b>To develop a plan for the modernising and upgrading of the service at the two Resource Centres in Kyle &amp; Girvan</b>	<ul style="list-style-type: none"> <li>A plan has been developed for this Best Value Review</li> </ul>
<b>To link to the Life Planning Group which is identifying the need for alternative day opportunities and thereafter commissioning services to meet the need</b>	<ul style="list-style-type: none"> <li>Links to Life Planning Group have been established.</li> </ul>
<b>To develop modernised upgraded day opportunities across the whole spectrum of people with learning disabilities including people with the most complex disabilities (Complex Needs Group)</b>	<ul style="list-style-type: none"> <li>A group of carers are currently in the process of establishing a Complex Needs Subgroup which will feed in to the Day Opportunities Group.</li> </ul>

## PERSONNEL, FINANCE & ADMINISTRATION

OBJECTIVE	PROGRESS AT SEPTEMBER 2000
<b>The Group will consider Personnel, Finance and Administration issues as they arise from the Joint Learning Disability Strategy and the Best Value Review of Services for People with Learning Disabilities.</b>	<ul style="list-style-type: none"> <li>The Personal Finance &amp; Administration. Group has prepared Issues Papers for this Best Value Review</li> </ul>
<b>The Group will continuously develop the financial framework which will underpin the Joint Learning Disability Strategy</b>	<ul style="list-style-type: none"> <li></li> </ul>

## 4. WHAT HAS BEEN ACHIEVED DURING THE LIFE OF THE PLAN?

### PERSON CENTRED PLANNING

#### A CARERS VIEW

**My son is 38 years old. He has downs syndrome. He can't read or write. When he was young he had chronic psoriasis and was more often in hospital than at school. He stayed at home until he was 35. By this time his dad died and my arthritis had got much worse. His social worker advised me to make other arrangements for my son's future. One arrangement fell through and I turned down another. Then the chance of a flat came up with Minerva Housing Association. He was to share with another lad. He was invited for day visits and met staff members and other tenants, some of whom he already knew. He also stayed over for a weekend before moving in on a permanent basis. That was 3 years ago. With the help of the carers he settled in very well, coming home to me at weekends. I knew he would never be completely independent but I was assured he would be given the necessary care he required and this was certainly given.**

*Then social work department started him on a Personal Life Centred Plan. We had two meetings with representatives from the different agencies he was involved with, from Kyle Adult Training Centre and Hansel Village, carers from Minerva and 2 social workers. He was also allowed to bring 2 friends.*

*My son was asked what he would like to do in the future. What were his likes and dislikes. What were his interests. He is not good at communicating but by showing him pictures in books, gently probing and questioning and asking his friends, myself and those who worked with him every day, I was amazed at just how much information they managed to get from him. The two social workers were very experienced and soon he was telling them things which surprised me. He said he wanted to go to college. He wanted a house of his own. He wanted to go on holiday on a boat and a plane. He liked going to the theatre. He didn't like the cinema. He enjoyed music, especially Scottish and he enjoyed watching wrestling videos. Since these meetings, and that was just about 3 months ago, he has started Kilmarnock College. He has got a passport and flown to Dublin and Spain. He has been to Hampden Park to see Tina Turner and he is just back from a holiday in Blackpool. To crown it all he has moved into a flat of his own. He still comes to me at weekends but is always very happy to get back to his own flat.*

*All this has made him much more independent, more assertive, not afraid to say what he wants and what he doesn't.*

*I know he gave the carers a lot of trouble to start with, but they were very patient and understanding. I really can't speak too highly of them. It has also given me peace of mind, because I know if anything happens to me he is with people he likes, he has a good social life, he is well looked after and he is happy.*

## GLENBURN REPROVISIONING

### A CASE STUDY

Three people who moved from Glenburn now have their care paid for by Independent Living Fund Funding and Direct Payments. The initial difficulties we had were:

- *Getting people on to the higher rate of Disability Living Allowance*
- *Getting the Independent Living Fund to agree to make payment when South Ayrshire Council had been funding the care for more than three months.*

*The Benefits Agency in some instances engaged in a long drawn out procedure when they did not agree with the person's need for the high rate of Disability Living Allowance to be paid. Thus whilst they were on the middle rate of payment, service users were not eligible to make application to the Independent Living Fund. We successfully appealed against the Benefits Agency's decision to deny people the higher rate of Disability Living Allowance.*

*The Independent Living Fund finally agreed to contribute to the funding required for people's care packages, even although South Ayrshire Council had been paying for the whole care package for over three months.*

*The Independent Living Fund, along with the Direct Payments and enhanced client contribution has made considerable difference to all three of the individuals concerned. Things are better for the three people because:*

- ***The have security in their financial arrangements which pays for their care***
- ***They have complete freedom of choice about who they employ***
- ***They have complete freedom of choice about when they get support***

*All three of the people from Glenburn who now get ILF and Direct Payments wish that their current living circumstances could have been available years ago. People's carers too have told me that they are very happy with the arrangements. Some of the carers were initially very anxious about the proposed change in their relative's care arrangements, however, they are now pleasantly surprised how much better things are for their relative. The main benefit people get from getting Independent Living Fund and Direct Payments is that they have greater choice about how they live their lives and the nature of the support they need to help them live their lives to the full.*

**Jim is 33 years old and first started attending the resource centre in 1984 when he was 16 years old. A capable young man he was always quite introvert and shy and although he was involved in a wide range of programmed activities he never participated very much in any activities outwith the resource centre.**

*Over the past four years staff have watched Jim's confidence and self-esteem grow as he became more involved in activities which he enjoyed but which also challenged him.*

*He was always interested in cooking and had entered the master chef competition, and won awards a few times. He started to use these skills to provide catering within the resource centre to social work staff who were attending Holmston House for training. Jim learned a lot about working with people, communicating with others and providing a service. He worked hard and as his skills developed so did his confidence.*

*Jim then became one member of a small group of service users who, with the support of staff, provided catering to external functions. This required a lot of skill, responsibility and hard work on Jim's part but he rose to this challenge and the group received many accolades for their culinary skills and the presentation and quality of their catering.*

*Jim now felt confident enough to look for challenges and opportunities further a field than the shelter of the resource centre. He asked staff for support in going to Kilmarnock College to undertake courses that he was interested in and with only minimal support very quickly became fully independent in travelling to and from home and Kilmarnock College.*

*As his confidence grew Jim started to take an active role in the Spotlight Drama Group - a group of service users who meet every Wednesday night and with the support of a staff member skilled in drama work towards putting on a show at the Civic theatre each year. Jim has now performed in two shows - Grease and a Stars in Your Eyes Special which he thoroughly enjoyed, playing to a packed house on both occasions.*

*Staff within the resource centre who are trained as job coaches started to work with Jim to identify his ambitions and aspirations as far as employment went. Jim clearly had many skills within the catering field and he expressed an interest in using these and of meeting people. He was supported to try a work experience placement within the Womens Royal Voluntary Service canteen at Ayr Hospital for one morning a week. Jim quickly established himself as a valued member of the team and was able to transfer the skills that he had developed during the catering project at the resource centre to his work placement, as well as learning new skills such as working the till, taking orders from people and serving customers.*

*Jim asked to have his days at the Women's Royal Voluntary Service increased and now works there three days per week. He travels independently to Kilmarnock College one day per week and attends the Spotlight Drama Group one evening per week. He no longer attends the resource centre for any programmed activity. He does use it as a drop-in facility occasionally to stay in touch with friends and to make arrangements with friends to go out for coffee etc. which they do without support.*

*Jim's confidence, self-esteem and self-belief have grown so much over the past three or four years. He is no longer dependent on specialist services and is able to fill his days with meaningful activity of his choosing which utilises and builds on his skills and successes.*

**Karen is 22 years old and has attended a resource centre since leaving school four years ago. She is a lively, outgoing, friendly young woman who was keen to develop her skills and increase her independence but her mum had great reservations about this. She was unable to travel independently, didn't go out on her own at all and has never accessed college.**

*Staff supported both Karen and her mum to look at Karen's future and what she wanted for herself. Initially Karen started work experience within a very sheltered environment serving in the coffee bar in the resource centre. As her skills developed and her mum's confidence grew this progressed to a work placement within Overmills day centre. Here she had the opportunity to develop and progress her skills whilst still receiving the support of the staff there. She also embarked on a supported travel training programme from the resource centre to her work placement. This was a huge step for both Karen and her mum, and whilst Karen took it in her stride staff had to offer her mum a lot of support and reassurance as she was unsure of the risk involved for Karen.*

*Now, less than a year later Karen is working in a local charity shop as a volunteer, she was so keen, bubbly and enthusiastic and carried out her duties so well that the full time shop staff asked her to increase her days and she now works there three days per week. She has specific responsibilities and duties which she carries out and the staff value her as part of the team.*

*She is travelling from her work to her home independently and is working towards totally independent travel.*

*Every step that Karen has gained her mum has gained too. Both Karen and her mum are now much more positive and confident and sure of Karen's skills and abilities.*

*Mum now sends Karen to the local shops on her own - something she would not have considered six months ago. Karen is brimming full of confidence and now attends college one day per week. She only attends the resource centre one day per week now to meet with her friends and socialise. Karen's long term goal is to find full time paid employment and leave the centre completely but she acknowledges the fears that her mum has over this and together they, and the resource centre staff, are working towards this goal one step at a time.*

## 5. WHAT REMAINS TO BE ACHIEVED? GAPS IDENTIFIED

### CASE STUDY

**Sam was born seven weeks prematurely suffering from foetal alcohol syndrome and a hole in his heart.**

*He was not expected to live beyond infancy, he was a very sickly baby who in later months developed mobility problems and visual impairment. Sam's mother died when he was one year old. His family tried to continue caring for him but found the situation too stressful. Sam was admitted to Royal Scottish National Hospital aged 5 years. Contact with his family ceased almost immediately. His family only wishes to be contacted in the event of his death.*

*Sam is now 27 years of age. He has spent 22 years of his life within an institution. Re-settling him within the community presents us with a daunting task.*

*Sam has no speech and does not use makaton, which poses real problems when trying to gain his views on where he would like to live and what he would like his life to be like.*

*Much of the information gained about Sam has come from speaking to staff who know him very well, luckily some staff have worked at the Royal Scottish National Hospital. for 20 years or more! Medical information has been gathered from hospital files and therapists reports.*

*Sam has been able to give us very clear information about the type of environment he would like to live in through his day to day behaviour. He has made it clear that he would prefer to live alone, we know this because he becomes very agitated in group living situations.*

*Sam is happiest in his own room listening to music with one to one contact from staff.*

*He used to attend a Day Centre where he participated in activities such as art, cooking and swimming. Sam loved attending the Centre but lost his place due to pressure for places for those living within the community. Staff at the Royal Scottish National Hospital. do not have time to engage Sam in the activities he enjoys.*

*Each day is the same for him. He has no choices, he is alive but he has never had a life. We need to make sure that the life we make for him is full of the enriching experiences and choices we take for granted.*

The following gaps have been identified by social workers, carers and service users. The action being taken to address these issues is as noted.

- ***lack of friendships/partners/marriage/sexual relationships***

**Action:** Lifeways operates a community based respite service and effort is made to help people with learning disabilities to make friendships in their own communities.

Turning Point Scotland has been commissioned to support people to become involved in community based activities and reduce their dependence on Resource Centres in Ayr and Girvan. Turning Point have been given the specific task of supporting people with learning disabilities to make and sustain friendships.

- ***lack of opportunity for meaningful employment***

**Action:** SouthWorks and its expansion into Job Coaching Ayrshire is a service dedicated to helping people with disabilities secure employment.

- ***a need for more person centred philosophies in services and structures***

**Action:** Social workers across community care services in South Ayrshire Council are involved in Person Centred Training opportunities, some of this work is being undertaken with colleagues in health services

- ***social and leisure activities are not equipped to support people with complex needs***

**Action:** Social Work, Housing and Health is working with colleagues across Council Departments in South Ayrshire to raise awareness on this issue.

- ***lack of appropriate housing***

**Action:** As a joint social work/housing department focused work is being undertaken to prioritise resources within existing stock alongside planning for new build developments to ensure a long term infrastructure to meet future need.

- ***residential respite for adults with multiple and complex needs***

**Action:** This gap in service provision will be addressed during the course of this Plan.

- ***day opportunities for adults with multiple and complex needs***

**Action:** This gap in service provision will be addressed during the course of this Plan

- ***staffing training - carers have identified that staff training Centres is inadequate and minimum training is insufficient. This will be raised and dealt with through the strategy groups***
- ***communication. Co-operation. Listening***

## 6. ACTION PLAN FOR THE NEXT THREE YEARS

The action plan needs to be read along with the Objectives of the Strategy Implementation Groups. These groups are working on:

- Education and Training
- Short Breaks
- Housing and Support
- Day Opportunities
- Life Planning
- Transition
- Employment

The objectives form an integral part of this action plan and the progress on objectives will be overseen by the Co-ordinating Group of the Joint Learning Disability Strategy.

The Partnership in Practice agreement concentrates on the discharge programme from long stay hospitals, commissioning arrangements, community health care infrastructure, housing plan and arrangements for transition - much of this overlaps with local strategy

### Objective

- *To improve communication, co-ordination and development of services to adults with learning disabilities.*

### Action

- *Establish specialist Learning Disability Team to ensure high standards of practice and partnership working and to focus on three priorities -*
  - *Young people at the point of transition to adulthood and adult services*
  - *Individuals in long term/continuing care institutions whose needs can be met in the community*
  - *Individuals in the community whose current care arrangements are likely to break down*

### Objective

- *Implementation of Joint Learning Disability Strategy objectives.*

### Action

- *Build on good practice already established and improve participation and consultation on change with service users and carers*
- *Carers workshops arranged through a development partnership with Carers, South Ayrshire and National Development Team on Working as Partners Strategy - Next Steps - Exploring New Approaches*

## Objective

- *To ensure services are more person centred rather than service centred*

## Action

- *Double running costs of £200,000 along with potential use of Change Fund monies to assist in modernising day services, will be used to create new opportunities for people with learning disabilities*
- *16 people were involved in "Picture This" Project in 2000/1, a further 16 people will be assessed each year during the lifetime of this plan*
- *As this work is carried out the information on need can be used to plan changes in current Resource Centre provision*

## Objective

- *Adults with a high level of need require improved day opportunities and respite*

## Action

- *Joint working with a range of service providers including other local authority departments to raise equality issues and consequently improve availability of support*
  - *further education colleges*
  - *sports and leisure facilities*
  - *transport - a particular issue in rural areas*
- *Partnership in Practice document specifically addresses respite issues for people with a high level of need. Joint planning required with health to ensure availability of respite*

## Objective

- *Supporting People to Independence*

## Action

- *Best Value Service Review focuses on supporting people into independence - reflecting the principles of "Same as You"*
- *Residents within Seabank (Quarriers) to be supported towards further independence through life planning process*

## SERVICES TO PEOPLE WITH A LEARNING DISABILITY

ACTION	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	PROVIDER	FUNDING SOURCE
<b>SUPPORT SERVICES</b>							
Advocacy Project	48390	48390	49842	51337	52877	Voluntary Sector	Social Work, Housing & Health AAHB
Job Coaching Service	41290	41290	42529	43805	45119	The Wise Group	Social Work, Housing & Health ESF
Community Learning Disability Team	148770	148770	153233	157830	162565	Local Authority	Social Work, Housing & Health AAHB
Carers Services	19960	19960	20559	21176	21811	Independent Sector	Social Work, Housing & Health AAHB
<b>RESIDENTIAL CARE</b>							
32 permanent places	464690	464690	478631	492990	507779	Independent/ Voluntary Sector	Social Work, Housing & Health AAHB
Kirkbrae, Girvan							
8 places	215590	215590	222058	228719	235581	Local Authority	Social Work, Housing & Health
<b>RESPIRE CARE</b>							
5 placements	3650	3650	3760	3872	3988	Independent Sector	Social Work, Housing & Health
Short Break (community based)	152780	152780	157363	162084	166947	Lifeways	Social Work, Housing & Health
Short Break (resi) - 109 placements	190360	190360	196071	201953	208012	Local Authority	Social Work, Housing & Health
<b>DAY SERVICES</b>							
19 places	76870	76870	79176	81551	83998	Independent Sector	Social Work, Housing & Health
Adult Resource Centres - places							
	867250	867250	893268	920066	947667	Local Authority	Social Work, Housing & Health
Home Care Service	633410	633410	652412	671985	692144	Local Authority/ Independent Sector	Social Work, Housing & Health
Community Alarm Service	8300	8300	8549	8805	9070	Local Authority	Social Work, Housing & Health Services
Group Tenancy	16330	1030	1030	1030	1030	Local Authority	Social Work, Housing & Health
Quarriers Home Life	259300	259300	267079	275091	283344	Quarriers AAHB	Social Work, Housing & Health
Flexible care Packages	1413000	1539000	1585170	1632725	1681707	Independent/ Voluntary Sector	Social Work, Housing & Health AAHB
Adult Placement Scheme	60000	60000	61800	63654	65564	Independent Sector	Social Work, Housing & Health
Meals at Home	6410	6410	6602	6800	7004	Local Authority	Social Work, Housing & Health
<b>Total</b>	<b>4626350</b>	<b>4737050</b>	<b>4879131</b>	<b>5025474</b>	<b>5176207</b>		