

Slough Borough Council

Report To:	Cabinet
Date:	Monday 18 th November 2024
Subject:	Slough Adult Learning Disability Strategy 2023 – 28 Annual Progress Report
Lead Member:	Cllr Anna Wright, Social Care and Public Health
Chief Officer:	David Coleman-Groom Executive Director, People Adults
Contact Officer:	Jane Senior, Director of Commissioning, People Adults Giuseppe Di Martino Commissioner for Learning Disability and Autism
Ward(s):	ALL
Key Decision:	NO
Exempt:	NO
Decision Subject To Call In:	YES
Appendices:	Appendix 1 – Slough Learning Disability Strategy 2023-2028 - 1 year update Appendix 2 - Equalities Impact Assessment

1. Summary and Recommendations

- 1.1 This report asks Cabinet to note the progress of the [Slough Adult Learning Disability Strategy 2023-28](#), which was approved at Cabinet in November 2023. The Strategy sets out how the Council, working with its partners, will seek to reduce health inequalities for adults with learning disabilities and adults with learning disabilities and autism¹, so that more people can live a good quality of life as independently as possible within the local community. Furthermore, the Strategy sets out our ambitions to further join up services, with health and social care professionals working together and in an integrated way to identify solutions that improve lives. The 'Slough Adult Learning Disability Strategy 2023-28 - 1 year update' is shown at Appendix 1.
- 1.2 The Slough Adult Learning Disability Strategy 2023-2028 focuses on promoting independence, ensuring access to quality care, integrating health and social care, facilitating effective transitions, and providing

¹ For brevity, the term adults with learning disabilities is used to represent both adults with learning disabilities and adults with learning disabilities and autism. A separate Autism Strategy will be presented to Cabinet in Autumn/ Winter 2023/24.

opportunities for employment and skills development. It emphasises person-centred approaches, early intervention, and crisis prevention, aiming to empower individuals to achieve their full potential and live fulfilling lives within their communities.

- 1.3 The Slough Adult Learning Disability Strategy 2023-2028 has been informed by engagement with people with learning disabilities, family members and professional stakeholders including providers and representatives from Frimley Integrated Care Board (ICB) and Berkshire Healthcare Foundation Trust. Delivery of the action plan contained within the Strategy is overseen by a Steering Group comprising people with learning disabilities, carers, the Co-production Network, Council officers and professional stakeholders including representatives of Frimley ICB.
- 1.4 Delivery of Slough Adult Learning Disability Strategy 2023-2028 supports continuous improvements across Adult Social Care and meeting the Council's CQC Assurance requirements.

1.5 **Recommendations:**

Cabinet is recommended to:

Note the progress made during year 1 in the delivery of the Slough Adult Learning Disability Strategy 2023-2028 Action Plan as set out within the report at Appendix 1.

Reason:

To ensure that tangible progress has been made with the delivery of the Slough Adult Learning Disability Strategy 2023-2028 Action Plan as set out within the of Slough Adults Learning Disability Strategy 2023 – 2028.

In doing so ensure that adults with Learning Disability and their carers in Slough are supported to achieve positive outcomes. This progress update to Cabinet was co-produced with the Slough Learning Disability Partnership Board.

Commissioner Review

Commissioners have no comments to add to this report.

2. Report

Publishing the progress of the Slough Learning Disability Strategy 2023-2028 contributes to the following priorities:

Corporate Plan

A town where residents can live healthier, safer and more independent lives

- Working with partners to target health inequalities and promote wellbeing
- Supporting residents to be as independent as possible whilst providing quality services for the most vulnerable adults.

Slough Wellbeing Strategy 2022-25

Priority 2: Integration

- Increase the number of people living independently at home and decrease the proportion living in care homes
- Increase the number of people who are managing their own health and care needs.

2.1 Options considered

Options	Pros	Cons
<p>Option 1 Deliver an annual progress update of the implementation of the Slough Learning Disability Strategy 2023-2028 in line with its incorporated Action Plan.</p> <p>Recommended</p>	<p>Transparency accountability to, and oversight from Members in the delivery of a Cabinet approved Strategy.</p> <p>Opportunity to share more widely the positive progress which has been made at pace.</p>	<p>None</p>
<p>Option 2 Do not update Cabinet of the progress in the implementation of the Slough Learning Disability Strategy 2023-2028.</p> <p>Not recommended</p>	<p>No clear advantage to not reporting on progress. .</p>	<p>A missed opportunity to provide information concerning progress.</p>

Option 1 is recommended

2.2 Background

The Slough Adult Learning Disability Strategy 2023-28 provides an opportunity to strengthen the offer for people with learning disabilities within the town - based upon evidence and information obtained through engagement and consultation. The Strategy sets out 7 key priorities for adults with a learning disability, aligned to Corporate Objectives. The priorities are to:

- Promote independence
- Access to good quality care and support

- Integration of Health and Social Care
- Effective transitions
- Employment, training and skills
- Evidence based and data driven approach to commissioning
- Keeping people safe.

Further detailed information concerning each of these priorities is found in Section 6 of the Strategy.

The Strategy contains an action plan setting out a range of initiatives which are being implemented to deliver against the priorities. These include establishing a single point of access for health and social care, further developing the market to increase provision within the borough, developing positive behaviour support plans and ensuring early intervention for people whose behaviour challenges and enhancing the employment and retention offer for individuals. One of the key elements of the action plan is to seek to develop a more integrated and joined up offer so that individuals accessing services do not have to repeatedly tell their story and contact many different professionals within different organisations.

This first annual report back to Cabinet seeks to note the progress a year on. It recognises the significant amount of work which has been undertaken to create a robust partnership framework, the Learning Disability Partnership Board, to support the delivery of the Slough Adult Learning Disability Strategy 2023-2028. A Learning Disability Partnership Board meets on a quarterly basis and is Co-Chaired by the Learning Disability and Autism Commissioner, a Volunteer with Learning Disability, and a Volunteer Carer. The Partnership oversees several Task & Finish Groups led by volunteers with Learning Disability, Learning Disability Professionals, and Volunteer Carers where Slough residents, adult health and social care providers, and Council staff meet to develop and progress work through the seven key priorities.

To facilitate progress against the Slough Adult Learning Disability Strategy 2023-2028 Action Plan in this first year, the Learning Disability Partnership Board has agreed that the 7 key priorities are to be condensed in 3 top priorities by uniting areas with common actions and similar goals and progressed through task and finish groups led by officers, partners and carers. The priorities have been grouped as follows:

- **Priority 1, 4 & 5:** Promoting independence, Effective Transition, and Employment, training, and skills.
- **Priority 2, 3 & 6:** Access to Good Quality Care and Support, Integration of Health and Social Care, Evidence Based and data driven approach to commissioning.
- **Priority 7:** Keeping people safe, which is relevant for all the above priorities.

Year 1 has mainly focused on engagement and co-production with individuals making up the membership of the Learning Disability Partnership Board.

A full summary of the highlights, challenges and progress against the action plan is included in the update report at appendix 1.

In brief, some of the key highlights for this year, include:

- **Learning Disability Partnership Board:** Implemented with 45 participants and regular quarterly meetings.
- **Task and Finish Groups:** Formed to address key priorities, with initial meetings in October 2024.
- **Community and Market Engagement:** Enhanced relationships with stakeholders.
- **Promoting Independence:** Established advocacy links and focus on Direct Payments for self-directed support.
- **Quality Care and Support:** Design of local respite opportunities for public procurement.
- **Employability and Workforce Development:** Weekly drop-in sessions for work opportunities and staff training being developed.
- **Integration of Health and Social Care:** Discussed health initiatives with ICB and Public Health, and promotion of the Health Passport tool.
- **Technology-Enabled Care:** Planning of a Technology Enabled Care pilot project for Supported Living services.
- **Research and Innovation:** Collaborating with Berkshire NHS Health Foundation Trust on research for Immersive Medicine.
- **Community Initiatives:** Exploring Paralympic events and designing activity programmes for LD service users at local libraries.

Some of the challenges include:

- **Resource Constraints:** Limited funding and staffing impact progress.
- **Operational Issues:** Logistical challenges in coordination, infrastructure, and scheduling.
- **Data Challenges:** Scarcity of reliable data and delays in receiving information for analyses.

3. Implications of the Recommendation

3.1 Financial implications

The Slough Adult Learning Disability Strategy 2023-2028 is funded through Slough Borough Council's general fund. There are no financial implications directly relating to the publication of the update on the Carers Strategy. Any procurement activity arising out of the Action Plan will be subject to approval through the Council's Contract Procedures Rules and will only be authorised subject to the availability of budget.

3.2 Legal implications

This strategy is produced in accordance with the Care and Support Statutory Guidance and sets out the steps that the Council has taken and will take to (i) discharge its statutory obligations including general duties and specific duties to people with learning disabilities and carers under the Care Act 2014 (ii) analyse local needs of carers and keep them under review (iii) shape the local market as well as establish joint working partnership with health partners and align its functions with the wider corporate planning.

3.3

Risk management implications

Risk	Assessment of Risk	Mitigation	Residual risk
One Commissioner covering both the Autism and Learning Disability Portfolios mean that some actions may not be completed within the intended timeframes	Medium	<p>New recruitment planned August/September 2024 to appoint a LD Commissioning Officer funded through Public Health to help support the delivery of the Strategy.</p> <p>More realistic timeframes incorporated into the Strategy Action Plan.</p>	Low/medium
Insufficient budget to support any commissioning intentions arising out of the Slough Learning Disability Strategy 2023-2028 Action Plan.	High	<p>Budget availability to be confirmed in advance of commencement of any commissioning project.</p> <p>Ensuring best value considerations.</p> <p>Robust analysis as part of project of effectiveness and efficiency of any existing current supply.</p>	Medium
Reluctance from Partners to pursue an integrated arrangement.	Medium	<p>Continuing discussion with partners through established forums – including the Health and Wellbeing Board and Health and Social Care Partnership Board.</p> <p>Shared understanding of risks, aspirations and barriers to integration from all relevant partners.</p> <p>Engagement of professional stakeholders from all key organisations engaged in Partnerships work to support scoping activity and oversight of delivery of the strategy.</p>	Low

Disruption to teams caused by Senior Management changes and restructuring.	High	Senior management structure and changes are acknowledged as being likely to lead to some disruption in business as usual and developmental activity. Timescales within the Strategy Action plan adjusted to reflect risks.	Medium
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3.4 Environmental implications

There are no environmental implications

3.5 Equality implications

It is intended that the Strategy will have a positive impact upon the lives of people with a disability (learning disability) by supporting individuals to live a good quality of life as independently as possible within the local community and to access joined up health and social care.

The Strategy is also likely to have a positive impact on the lives of younger adults who are transitioning to adults services, by reviewing the local market for care and support and ensure that this meets the particular requirements of younger adults who are adjusting to living as independently as possible within the community.

A full Equalities Impact Assessment is set out in Appendix 3.

4. Background Papers

None

Appendix 1

Slough Learning Disability Strategy 2023-2028: 1-year update
November 2024

Introduction

Slough [Adult Learning Disability Strategy 2023-2028](#) was approved at Cabinet in November 2023. The Strategy focuses on promoting independence, ensuring access to quality care, integrating health and social care, facilitating effective transitions, and providing opportunities for employment and skills development. It emphasises person-centred approaches, early intervention, and crisis prevention, aiming to empower individuals to achieve their full potential and live fulfilling lives within their communities. Furthermore, it provides an opportunity to strengthen the offer for people with learning disabilities within the town.

An engagement event took place at Observatory House in September 2023 to inform the strategic priorities which are included in the Strategy. The event was widely attended by people with learning disabilities, their support workers, members of the co-production network, officers from the People (Adults) Directorate and professional stakeholders. A survey was also distributed within the Learning Disability community, and an additional on-line engagement event with providers was also undertaken to ensure a broad stakeholders involvement. These events had a positive turnover, and participants agreed priorities and actions needed to achieve these. All feedback have been instrumental to inform the Strategy and Action Plan.

The commitment and passion shown by all partners to deliver on this Strategy has been striking – with a shared commitment and passion to make improvements and support the learning disability population to live healthier and more independent lives, as well as providing solutions to access the wider community, employment opportunities, and quality specialised services with a keen eye toward the implementation of technology enabled care. Such commitment has allowed the Action Plan to proceed at speed and achieve significant outcomes within a single year.

Background

The Slough Adult Learning Disability Strategy 2023-28 provides an opportunity to strengthen the offer for people with learning disabilities within the town - based upon evidence and information obtained through engagement and consultation. The Strategy sets out 7 key priorities for adults with a learning disability, aligned to Corporate Objectives. The priorities are to:

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Further detailed information concerning each of these priorities is found in Section 6 of the [Strategy](#).

The Strategy contains an action plan setting out a range of initiatives which are being implemented to deliver against the priorities. These include establishing a single point of access for health and social care, further developing the market to increase provision within the borough, developing positive behaviour support plans and ensuring early intervention for people whose behaviour challenges and enhancing the employment and retention offer for individuals. One of the key elements of the action plan is to seek to develop a more integrated and joined up offer so that individuals accessing services do not have to repeatedly tell their story and contact many different professionals within different organisations.

This first annual report seeks to note the progress a year on. It recognises the significant amount of work which has been undertaken to create a robust partnership framework, the Learning Disability Partnership Board, to support the delivery of the Slough Adult Learning Disability Strategy 2023-2028. The Learning Disability Partnership Board meets on a quarterly basis and is Co-Chaired by the Learning Disability and Autism Commissioner, a Volunteer with Learning Disability, and a Volunteer Carer. The Partnership oversees several Task & Finish Groups led by volunteers with Learning Disability, Learning Disability Professionals, and Volunteer Carers where Slough residents, adult health and social care providers, and Council staff meet to develop and progress work through the seven key priorities.

To facilitate progress against the Slough Adult Learning Disability Strategy 2023-2028 Action Plan in this first year, the Learning Disability Partnership Board has agreed that the 7 key priorities are to be condensed in 3 top priorities by uniting areas with common actions and similar goals and progressed through task and finish groups led by officers, partners and carers. The priorities have been grouped as follows:

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Highlights and Challenges

Over the past year, the implementation of the Learning Disability (LD) Strategy has seen substantial advancements across multiple fronts, reflecting our commitment to enhancing the quality of life for individuals with learning disabilities in Slough. Here are the key highlights:

Learning Disability Partnership Board

- The Learning Disability Partnership Board has been successfully implemented, comprising 45 active participants from 18 organizations, including 11 individuals with learning disabilities and 3 carers. This diverse group ensures a broad representation of perspectives and needs.
- Two co-chairs were appointed from the Co-Production Network, one being a service user with a learning disability and the other a carer, ensuring leadership that is both experienced and empathetic.

- The board has held four meetings to date: the inaugural meeting on 21st February 2024, followed by meetings on 15th May 2024, 23rd July 2024, and 11th October 2024.
- These quarterly meetings have facilitated continuous engagement and progress tracking.

Task and Finish Groups

- To address specific priorities, a survey was conducted with 90% engagement from attendees, identifying key areas for the formation of task and finish groups. Direct engagement with individuals with learning disabilities, both in person and online, ensured their views were gathered in an accessible format.
- The first three task and finish groups were formed following a Maslow pyramid model, focusing on Keeping People Safe, Health and Employment, and Communication and Independence.
- These groups held their initial meetings in September 2024, agreeing on Terms of Reference (TOR), and created a working plan in October 2024 to guide their activities.

Enhancing Community and Market Engagement

- Significant efforts have been made to build relationships with statutory partners, private providers, and community groups, enhancing the delivery of the action plan. Representatives from the LD Partnership Board have actively participated in various networking events and community initiatives in Slough.
- The Carers Celebration event at Ditton Manor was particularly successful in engaging more carers and carer groups, integrating their input into the task and finish groups related to the LD Strategy.

Market and Needs Analysis

- A comprehensive market and needs analysis were conducted to explore replacement care options within the community. This included designing a potential public tender for creating local services with input from the LD Partnership Board. Participation in the Accommodation with Support (AwS) workstream helped identify high-cost packages and develop strategies to reduce costs.
- Additionally, the board's involvement in the Accelerated Reform Fund's Carers Support Workstream has been pivotal in aligning support services with the needs of carers.

Promoting Independence

- The LD Partnership Board has established a strong link with Empower Slough to promote self-advocacy and improve the accessibility of information resources.
- An agreement with Matrix Advocacy has been reached to provide regular drop-in advocacy sessions at The Curve library for LD service users and their carers.
- Regular discussions at the board meetings have focused on accessing Direct Payments to hire personal assistants, manage care independently, and personalize support.

Good Quality Care and Support

- Current discussions are underway to create a peer reviewer task force comprising people with learning disabilities and their carers to support Quality Assurance visits in LD services.
- The board is also working creatively to address the lack of residential LD replacement care options by sourcing suitable providers and exploring interim care arrangements with community services and initiatives.

Employability and Workforce Development

- Ways into Work has been actively involved with the LD Partnership Board, leading the Employability task and finish group. Regular weekly drop-in sessions at The Curve and Cippenham libraries provide support for finding work and volunteering opportunities for LD service users and their carers.
- Internal discussions are ongoing to enhance SBC workforce development through Oliver McGowan training and other resources in partnership with Frimley Integrated Care Board (ICB).
- Disability Essential training via the AccessAble contract is now available on Cornerstone for all SBC staff.

Integration of Health and Social Care

- Initial discussions have been held on regular drop-in health prevention initiatives for the LD population and their carers, in partnership with Frimley ICB, Public Health, and Healthwatch.
- Efforts are also underway to promote the Health Passport tool to improve its uptake and awareness among service users and healthcare providers.
- The reasonable adjustments flag and dynamic support register projects presented by ICB at the LD Partnership Board have raised awareness about the importance of joint working.

Communication and Web Resources

- A dedicated webpage for the LD Partnership Board has been launched, featuring a stakeholder promo video and accessible resources linked to the board's activities.
- The Community Team for People with Learning Disability (CTPLD) resources are also being revamped in an accessible format via the SBC webpages, ensuring that information is readily available and user-friendly. [Learning Disability Partnership Board – Slough Borough Council](#)
- A video explaining the partnership board is here [Learning Disability Partnership Board – Slough Borough Council](#)

Technology-Enabled Care

- The design and operational planning of a Technology Enabled Care (TEC) pilot project for Supported Living (SL) services are underway. This project, in partnership with the TEC Commissioner and CTPLD, includes a thorough cost analysis to ensure feasibility and sustainability.

Research and Innovation

- Collaborative efforts with academic partners are focused on developing research ideas around Immersive Medicine and Virtual Reality (VR) for mental health.
- The board is exploring research funding for social prescribing projects involving digital therapeutics, in partnership with the Berkshire Health NHS Foundation Trust research department.

Community Initiatives, Activities, and Participation

- The board is exploring potential Paralympic events for LD and Autism at Arbour Park, in partnership with CVS and Slough Town Football Club.
- Support has also been provided for a disability sport taster event at Hershel Grammar School in July 2024, involving the LD Partnership Board and Youth Forum (OneSlough). Furthermore, a regular activity programme dedicated to LD service users and their carers is being designed, featuring literature, arts and crafts,

and gaming projects run by volunteers sourced via CVS, CPN, and LDPB (Details in Appendix 2).

Challenges to the delivery of the Action Plan

The implementation of the Learning Disability (LD) Strategy has faced significant challenges that have affected several areas:

Resource Constraints: Limited Funding and Staffing Impacting Progress

- Lack of funding has restricted the ability to expand services and support initiatives for the LD Community. This includes limitations on the number of programs that can be offered within the community.
- A lack of adequate staffing has led to increased workloads for existing staff, potentially impacting the speed of progresses.

Operational Issues: Logistical Challenges

- **Coordination and Communication:** Ensuring effective coordination and communication among various stakeholders, including health and social care professionals, community groups, and individuals with learning disabilities, has been complex. This complexity has led to delays in progresses.
- **Infrastructure Limitations:** Physical and technological infrastructure limitations have hindered the smooth implementation of certain initiatives such as having hybrid attendance, translation services, accessible venues with good transport links.
- **Scheduling Conflicts:** Organizing meetings and events that accommodate the schedules of all stakeholders, including individuals with learning disabilities and their carers, has been challenging. This has sometimes resulted in low attendance and reduced engagement.

Data Challenges: Scarcity of Data and Delays in Information for Analysis

- **Data Availability:** There has been a scarcity of reliable and comprehensive data on the needs and demographics of individuals with learning disabilities. This lack of data makes it difficult to plan and allocate resources effectively.
- **Data Delays:** Delays in receiving necessary information from various departments and external partners have prolonged the analysis and decision-making processes. For example, the respite needs vs. offer analysis has been delayed due to incomplete data from finance and other relevant departments.
- **Data Integration:** Integrating data from multiple sources, such as the East Berkshire Observatory, ONS, and other national databases, has been a complex and time-consuming task. This integration is crucial for accurate forecasting and planning.
- **Data Quality:** Ensuring the accuracy and quality of the data collected has been a challenge. Inaccurate or outdated data can lead to misguided decisions and ineffective strategies.

Addressing these challenges requires a concerted effort to enhance operational coordination and streamline data collection and analysis processes. Continued support from the Cabinet and other stakeholders will be essential in overcoming these obstacles and achieving the goals of the LD Strategy.

Conclusions

Overall, the past year has been marked by significant progress in implementing the LD Strategy, with strong community and provider engagement, innovative projects, and a focus on improving the quality of life for individuals with learning disabilities. Continued support from SBC leadership and the Cabinet will be crucial in sustaining and building on these achievements and realise the vision of the LD Strategy by 2028 as planned.

Action Plan

The 5-year action plan from the Adult Learning Disability Strategy 20232028 is shown below

Priority	Action	What we will work on to achieve these actions	Timeframes ² / Lead Officer	1 year progress (2024)
Priority 1 Promote Independence	Ensure that advocacy service works effectively with people with learning disabilities	Work with the provider to ensure they can access adequate data and provide an appropriate level of service.	December 2023 ASC Commissioner Contracts Manager	Agreement with advocacy provider to run walk-in clinics at local libraries to support people with LD every month (expected starting date: January 2025).
	Support people with learning disabilities to self-advocate.	Arrange through partnership board – see below.		
	Develop life skills training for people with learning disabilities.	Build this requirement into all new service specifications and contract variation of existing specifications for supported living providers. Review this requirement as part of the Quality Assurance programme.	March 2024 onwards. Head Market Management Head of Learning	Development of volunteer-led programme at local library to support life skills learning overseen by task and finish group. Expected to start in January 2025. Promotion of Direct Payment and freedom associated in accessing different services through these.

² Timeframes subject to review once Steering Group has been established along with new sub-groups might be established and progressed.

		Developmental approach within the CTPLD team towards working with service users e.g. travel training.	Disabilities Service. Measures: ASCOF and No of Direct Payments.	
Priority 2 Ensure access to good quality care and support	Maintain and increase contract management and quality assurance of care and support services. Effective engagement with providers to share information and promote good practice, including key staff competencies and training requirements.	Planned and responsive quality assurance visits with reporting as necessary into Care Governance Board. Re-establishment of a programme of Provider Forums	Ongoing January 2024 and ongoing. Head of Market Management Measures: CQC – State of Market Reports. Provider ratings across the Borough. Attendance at Provider Forums.	Provider Forums (Supported Living providers and Nursing/Care Home Providers) established and led by Contract Management Team.
	Understand and value the role of Carers.	An Adult Carers Strategy 2023 – 26 and Action Plan was	September 2023 and ongoing	Carers strategy implemented and in progress. Pivotal has been the Carers Celebration Day (held in

		<p>agreed by Cabinet in September 2023. Delivery of action plan is being overseen by a Steering Group.</p>	<p>Commissioner for Older People and Carers.</p>	<p>June 2024 at Ditton Manor) which strengthen the partnership work among the Carers Steering Group and the Learning Disability Partnership Board</p>
	<p>Improve contact with the Learning Disabilities Team</p>	<p>Publicise clear contact details and access information.</p> <p>Widespread adoption of easy read across the Learning Disabilities Team and on the Council website.</p> <p>Review information on the website and make web pages easy read.</p> <p>Produce easy read leaflets about the service available.</p> <p>Provide links to easy read information</p> <p>Ensure all assessments and support plans are in the right format for the individual.</p>	<p>April 2024</p> <p>Director ASC Operations</p> <p>Head of Learning Disabilities</p> <p>Measures: Satisfaction Surveys. .</p>	<p>Revamp of Community Team for People with Learning Disability's webpages including easy read information (link).</p> <p>Development of dedicated web resources for Learning Disability and Learning Disability Partnership Board (link).</p> <p>First Learning Disability Partnership Board video published on YouTube and Slough Borough Council Webpages (link).</p>

		Explore and adopt use of different media such as videos.		
Promote person centred approaches	<p>Team managers to ensure that person-centred approaches continue to be embedded in practice.</p> <p>Provide training and development for staff to ensure they have the skills and knowledge to deliver high-quality, person-centred services</p>	<p>March 2024 and periodic review. <i>Amend to March 2025</i></p> <p>Director ASC Operations</p> <p>Head of Learning Disabilities</p>	<p>Ongoing discussion on developing Expert by Experience training programme via task and finish groups with participation of local academies and support from Slough Borough Council Human Resources department.</p> <p>The target date to undertake bite-sized training has been amended to March 2025</p>	
<p>Transforming Care:</p> <p>Work with individuals and families in Slough to prevent crisis and to work with providers to enhance the quality of support for people whose behaviour challenges.</p>	<p>Develop positive behaviour support plans (PBS) with a person-centred approach that aim to understand and address the underlying causes of behaviour that challenges.</p> <p>Offer training and development for staff on positive behaviour support, communication strategies, and de-escalation techniques.</p>	<p>To start: December 23.</p> <p>Head of Learning Disabilities</p> <p>Commissioner for LD</p> <p>Measures: No / % of Hospital Admissions.</p>	<p>Collaboration with Frimley Integrated Care Board for raising awareness and promoting Community Treatment Reviews and Dynamic Support Register during Learning Disability Partnership Board meetings.</p>	

		<p>Consider invest to save opportunities.</p> <p>Proactive engagement in Community Treatment Reviews (CTRs) and widespread understanding of Dynamic Support Registers.</p>		
Seek to establish crash pad facilities to accommodate individuals in crisis and prevent hospital admissions.	We will work with partners and other Local Authorities through the Health and Social Care partnership board and other forums (eg E Berks Directors Group) board to assess need and if appropriate to seek to establish crash pad facilities / integrate into existing resource.	<p>Start conversations immediately –</p> <p>March 2025 <i>Amended</i> October 2025</p> <p>Head of Learning Disabilities</p> <p>Commissioner for Learning Disabilities.</p>	This priority has been impacted by delays.	
Support independence through the use of technology.	Progress opportunities for a funded pilot for assistive technology for people with learning disabilities in Slough as part of the ASC	<p>Commence early 2024</p> <p>Head of Commissioning</p>	<p>Technology in Learning Disability Services project group established.</p> <p>Full review of all care packages to include Canary Care and monitor</p>	

		Transformation Programme.	Measures: Established through pilot.	needs accordingly to provide cost effectiveness of support.
<p>Priority 3</p> <p>Progress the Integration of Health and Social Care (and improve partnership working)</p>	<p>Facilitate better partnership working</p> <p>Scope opportunities with partners and with people with learning disabilities and the family members for integration of health and social care.</p>	<p>Establish a partnerships board or forum to work together with the wider stakeholder community – involving family members as well as the person.</p> <p>Establish a Steering Group (linked to the partnerships board or forum) to have oversight of the delivery of this Strategy.</p> <p>Develop a shared vision for the integration of health and social care and work together to meet the needs of adults with learning disabilities. This will include senior level conversations between the Slough Executive Director for Adult Social Care, the Frimley ICB Place</p>	<p>January 2024</p> <p>January 2024</p> <p>Commence January 2024– December 2025</p> <p>Director of ASC Operations</p>	<p>Learning Disability Partnership Board established including professionals, carers, and people with Learning Disability</p> <p>Task and finish group dedicated to integration of health and social care implemented – first meeting in November 2024</p>

		<p>Convenor for Slough and the Locality Director of Community Adult Health.</p> <p>Areas for consideration include:</p> <p>Opportunities for joint management and co-location of health and social care teams.</p> <p>Single Point of Access.</p> <p>Common eligibility and assessment criteria.</p> <p>Development of joint pathways.</p> <p>Agreement of Core Tasks for Key Professionals.</p> <p>Enhanced contact between GPs and Adult Social Care Teams to improve waiting lists to GPs.</p> <p>Improve awareness and usage of health passports.</p>	<p>Director of Commissioning</p>	<p>Promotion of health passport tool during Learning Disability Partnership Board meetings.</p> <p>Health-related trainings provided by Frimley ICB to local providers.</p>
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		<p>Improve access to health-related training (diabetes, dementia) for social care staff.</p> <p>Increased take up of annual health check, health screening and other health checks to reflect NHS targets.</p>		
	Ensure adequate support for adults with learning disabilities within Wexham Hospital	Work with Frimley Healthcare colleagues to support and progress recruitment to LD liaison nurse post at Wexham Park Hospital for Slough.	<p>March 2024 <i>Amended</i> March 2025</p> <p>Head of Learning Disabilities.</p> <p>Measure: Recruitment undertaken and liaison nurse in post.</p>	This priority has been delayed due to Frimley ICB restructuring and delays in recruitment
	Reduction in adults with learning disabilities presenting in A&E and crisis response teams	Undertake feasibility study for jointly commissioning and positive behaviour support resource.	<p>December 2025</p> <p>Commissioner for Learning Disabilities</p> <p>Measures: Established through the</p>	Exploring commissioning opportunities to enhance PBS awareness and use

			commissioning project.	
	Access to Council buildings	Work with other service areas to support better access to Council buildings such as Observatory House. Changes are dependent upon the Council's intended use and occupation of buildings currently in use.	Ongoing discussion at Executive Director level.	Development of comprehensive activity programme in all local libraries led by volunteers and coordinated by Learning Disability Partnership Board and its task and finish groups (See Appendix 2). Contract renewal with AccessAble for the design of accessible guides to access Community Resources and local amenities (webpage) – soon to be developed in virtual video tours (date TBC).
Priority 4 Ensure effective transitions	Work collaboratively with Slough Children First to understand the needs of children with learning disabilities and plan for their transition.	Continuing participation within the: SBC SEND Board chaired by the Director of Children's Services. SBC / SCF Strategic Transitions Group – Jointly Chaired by AD ASC Operations and the Director of Operations (SCF) .	Ongoing Director of ASC Operations Measures: contained within work programmes for SEND Board and SBC/SCF Strategic Transitions Group.	Strategic transition group participation established and ongoing. Early exploration of universal commissioning opportunity for the future to prevent increase of needs and provide cost effectiveness across children and adults. Data shared by SCF on transition cases to inform demand and need of services for Commissioning

		<p>Tracking of young people from 14+</p> <p>ASC involvement in Year 9 and subsequent reviews as appropriate</p> <p>Early allocation to ASC staff 17+</p> <p>Draft CA care & support plan by age 17 1/2</p> <p>Improved planning around PfA outcomes</p>		<p>redesign. Here's the current forecast for the next 10 years:</p> <table border="1" data-bbox="1305 338 1798 853"> <thead> <tr> <th>Year</th> <th>Young People turning 18</th> </tr> </thead> <tbody> <tr><td>2024</td><td>4</td></tr> <tr><td>2025</td><td>8</td></tr> <tr><td>2026</td><td>13</td></tr> <tr><td>2027</td><td>7</td></tr> <tr><td>2028</td><td>9</td></tr> <tr><td>2029</td><td>11</td></tr> <tr><td>2030</td><td>1</td></tr> <tr><td>2031</td><td>7</td></tr> <tr><td>2032</td><td>6</td></tr> <tr><td>2033</td><td>10</td></tr> <tr><td>2034</td><td>1</td></tr> <tr><td>2035</td><td>0</td></tr> </tbody> </table>	Year	Young People turning 18	2024	4	2025	8	2026	13	2027	7	2028	9	2029	11	2030	1	2031	7	2032	6	2033	10	2034	1	2035	0
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	<p>Establish networking opportunities for parents / carers.</p>	<p>Operate forums/ events for parents of young people with learning disabilities transitioning to adult social care.</p> <p>Developing better partnerships with schools and colleges (ongoing)</p> <p>Ensure clear links with the SEND Plan and listening to the voice of the Young Person.</p>	<p>April 2024 and ongoing <i>Amended April 2025 and ongoing</i></p> <p>Partnerships Manager</p> <p>June 2024</p> <p>Commissioner for Adult Social Care</p>	<p>This priority has been delayed due to significant staff turnover</p>																										

		Scope out opportunities for voluntary and community sector to develop further as part of annual grants programme.		
<p>Priority 5</p> <p>Facilitate access to employment training and skills.</p>	Enhance the employment, training and skills offer.	<p>We will:</p> <p>Develop partnerships with employers, training providers, and community organisations.</p> <p>Engage with employers to promote the benefits of employing adults with learning disabilities and dispel misconceptions or stereotypes.</p> <p>Provide training to employers to support inclusive practices.</p> <p>Offer specialised training and support to adults with learning disabilities to enhance</p>	<p>November 2024 for scoping project.</p> <p>May 2025 for implementation</p> <p>This will be led by the LD Commissioner and the Head of Learning Disabilities but success will be dependent upon drawing upon resources within the Council and the local community.</p>	<p>Involvement of Ways into Work in Learning Disability Partnership Board and lead for employment task and finish group.</p> <p>Ways into work present since April 2024 in local libraries every week for drop-in support in identifying employment and training opportunities for people with learning disabilities.</p> <p>Established link with SME network and regular participation of Learning Disability Commissioner and Coproduction Forum representative to strengthen links with the local business community.</p>

		<p>their employability and retention in roles.</p> <p>Join with SCF on existing initiatives such support internships and work with NDTi.</p>		
<p>Priority 6</p> <p>Embed an evidence based and data driven approach to commissioning</p>	<p>Esure sufficient provision locally to enable individuals to live as independently as possible within the local community.</p>	<p>The Council's Market Position Statement and Commissioning Intentions are currently in development and will provide information on how the Council wishes to develop the local market.</p> <p>This will include provision for young people coming though transitions, including services for young women only.</p> <p>Progress workstream to review accommodation and support in the borough and create opportunities based upon the needs of the individual</p>	<p>Market Position Statement will be presented to Cabinet in Autumn / Winter 2023/24.</p> <p>Director of Commissioning</p> <p>March 2024 and ongoing (ASC Transformation Programme) <i>Amended March 2025</i></p> <p>ASC Transformation Measures</p>	<p>Market position statement developed and published (link here).</p> <p>Commissioning Forward Plan developed and on track.</p> <p>Learning Disability Commissioner and Contract Management exploring new opportunities to support adult with Learning Disability in Shared Lives schemes with support from Community Team for People with Learning Disability</p> <p>Workstream now concluded providing significant cost avoidance and savings concerning accommodation with support packages.</p>

<p>Priority 7</p> <p>Keep people safe.</p>	<p>Strengthening LeDeR reviews and reporting arrangements</p>	<p>Draw upon learning from LeDeR reviews. Look at positive experiences, End of Life etc.</p> <p>Ensure that data on the mortality is collected accurately and consistently.</p> <p>Increase awareness and engagement with the LeDeR programme among health and social care providers in Slough. Raise awareness among families.</p> <p>Ensure that LeDeR reviews are conducted in a timely manner and that the findings are acted upon.</p> <p>Ensure that systemic issues that contribute to the mortality of adults with learning disabilities are identified and addressed. This will involve working with</p>	<p>April 2024 and ongoing <i>Amended April 2025 and ongoing</i></p> <p>Head of Learning Disabilities.</p> <p>Commissioner for Learning disabilities.</p> <p>Safeguarding Partnerships Manager</p> <p>Measures: TBC</p>	<p>This priority has been delayed due to issues in access data and data quality.</p>
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		broader issues such as health inequalities, discrimination and social exclusion.		
		<p>Work with Safeguarding Partnership Board to raise the profile of safeguarding issues affecting people with learning disabilities and how these can be addressed through partnerships arrangements.</p> <p>Promote training which is available to parents, carers and members of the general public</p> <p>Promoting safe spaces – locally.</p>	<p>September 2024.</p> <p>Head of Learning Disabilities.</p> <p>Safeguarding Partnerships Managers</p> <p>Measures: Conversion rates for safeguarding concerns.</p>	<p>Direct involvement of Learning Disability and Autism Commissioner with Safeguarding Partnership Board and ongoing development of LD-friendly literature to promote awareness as well as “lunch and learn” programme of trainings for the wider local authority staff (non ASC) to commence by April 2025.</p> <p>Use of local libraries as safe spaces for activities dedicated to people with Learning Disability.</p>

Appendix 2 – Community Activities for people with Learning Disabilities

Here follows the provisional programme of activities for people with Learning Disability designed by the Learning Disability Partnership Board and the local libraries network (The Curve, Cippenham Library, Langley Library) that will be led by expert by experience and planned to start in January 2025. Further details and confirmation of schedule will be published on the Learning Disability web resources in due course.

1. Read aloud sessions - Monthly appointment at The Curve

Read aloud sessions provide an engaging and interactive experience where participants can enjoy listening to stories read by a facilitator, fostering a love for reading and enhancing comprehension skills.

2. Sensory stories – Weekly appointment at The Curve – either on Mondays or Tuesday morning.

Sensory stories combine storytelling with sensory experiences, using props, sounds, and textures to create an immersive and engaging narrative for participants with learning disabilities.

3. Art and Craft Workshops – Monthly appointment at Cippenham library (1st Wednesday of each month).

Art and craft workshops offer a creative space for participants to explore various artistic techniques and create their own unique projects, promoting self-expression and fine motor skills.

4. Social skills group - Bi-weekly appointment at Langley Library

Social skills groups provide a supportive environment where participants can practice and develop essential interpersonal skills through guided activities and peer interactions.

5. Gaming activities – Monthly appointment at Cippenham Library (4th Wednesdays afternoon of each month)

Gaming activities offer a fun and interactive way for participants to engage in various games, enhancing cognitive skills, teamwork, and social interaction.

6. Book club – Monthly appointment at Langley Library.

A book club provides a welcoming space for participants to read and discuss books together, fostering a sense of community and encouraging a shared love for literature.

7. LEGO Club – Monthly appointment at Cippenham Library (2nd Wednesday afternoon of each month, possibly Thursdays)

A Lego club provides a creative and collaborative environment where participants can build and design with Lego bricks, enhancing problem-solving skills and encouraging teamwork.

8. **Community newsletter design group** –Monthly appointment at the Curve.
A community newsletter design group offers participants the opportunity to collaborate on creating a local newsletter, enhancing their writing, design, and teamwork skills while keeping the community informed and connected.
9. **Self-advocacy club** - Weekly appointment at The Curve.
A self-advocacy club empowers participants to develop and practice their self-advocacy skills, promoting confidence and independence through guided discussions and activities.
10. **Employment advice** - Weekly appointment at Cippenham Library (either Tuesdays or Thursdays).
Employment advice and tips sessions provide participants with practical guidance and strategies for job searching, resume building, interview preparation, and workplace skills, helping them to achieve their career goals.

Additional activities may be added throughout the year based on participants feedback and volunteer's capacity.

Appendix 2 - Equality Impact Assessment

Directorate: People Strategy & Commissioning People (Adults)								
Service: Adults Learning Disability Strategy 2023-26								
Name of Officer/s completing assessment: Jane Senior								
Date of Assessment: 3/8/23								
Name of service/function or policy being assessed: Adult Learning Disability Strategy								
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Strategy sets out how the Council, working with its partners, will seek to reduce health inequalities for adults with learning disabilities and adults with learning disabilities and autism, so that more people can live a good quality of life as independently as possible within the local community.</p> <p>The Strategy seeks to further join up services, with health and social care professionals working together and in an integrated way to identify solutions that improve lives. This includes a focus on crisis prevention, early intervention and crisis support to prevent medical intervention and hospital admission.</p>							
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Delivery of the action plan contained within the Strategy will be overseen by a steering group comprising people with learning disabilities, family members, the Co-production network, Council officers and other professional stakeholders including representatives from Frimley ICS. It is intended that reporting will take place into the Slough Wellbeing Board.</p>							
3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>The Strategy affects people with a learning disability and indirectly their carers. An Adult Carers Strategy 2023-26 was approved at Cabinet in September 2023.</p>							
	<table border="1"> <thead> <tr> <th>Characteristic</th> <th>Positive, Negative, Neutral or</th> <th>Rationale for Assessment</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Characteristic	Positive, Negative, Neutral or	Rationale for Assessment				
Characteristic	Positive, Negative, Neutral or	Rationale for Assessment						

		Unknown Impact	
	Age	Positive	The Strategy should have a positive benefit on adults, including young people who have transitioned to adults services. This includes developing the market to support younger adults.
	Disability	Positive	The Strategy seeks to improve the lives of people with a learning disability by enabling them to live independently within the local community and to improve the local service offer – including joining up health and social care.
	Gender Reassignment:	Positive	The Strategy will benefit all individuals including those who have undertaken gender reassignment.
	Marriage and Civil Partnership:	Positive	The Strategy will benefit all individuals with a learning disability including people who are married / in a civil partnership.
	Pregnancy and maternity:	Positive/	The Strategy should have a positive benefit on people with a learning disability who are pregnant or who become mothers – by improving access to an integrated offer for health and social care.
	Race:	Positive	The Strategy will benefit all individuals with a learning disability.
	Religion and Belief:	Positive	People of any religion and belief who have a learning disability should benefit from the Strategy.
	Sexual orientation:	Positive	People of any sexual orientation who have a learning disability should benefit from the Strategy.
	Other:	Positive	
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Better support to individuals across all equalities categories to reduce health inequalities for adults with learning disabilities and adults with learning disabilities and autism, so that more people can live a good quality of life as independently as possible within the local community.</p>		

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so, then are any particular groups affected more than others and why?</p> <p>There will be no negative impact.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>There has been extensive engagement to support the development of the Strategy including the Priorities.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Strategy has been shaped by engagement. Implementation of the Action Plan will be overseen by a Steering Group comprising people with learning disabilities, the co-production network, council officers, and other professional stakeholders including representatives from Frimley ICB.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>A demonstrable commitment to delivering the strategy should have a positive impact upon community relations.</p> <p>.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>There are no identified negatives.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Implementation of the Action Plan Oversight by a Steering Group It is also proposed that progress against the action plan is reported through the Slough Wellbeing Board.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and

Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Giuseppe Di Martino Signed: (Person completing the EIA)
Name: Signed:(Policy Lead if not same as above)
Date: