

PRIORITY 1 - A GOOD PLACE TO LIVE

ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG
1. We will create Housing Forums to encourage collaboration and partnership working with local housing providers.	HS, Local Providers & IC	Jul-24		Collaborative approaches with local housing partners that support innovation and access to resources.	Four Housing Forums held every year.	
2. We will review all supported accommodation and scope a reshaping and development plan across the next 5 years.	IC (HH,& JW) & ASC (HA)	Apr-24		Local supported housing provision that is designed to meet identified needs of local LD population.	100% of supported housing reviewed by Jul 24. Action Plan with key actions, partners and timescales.	
3. We will work with housing providers to upgrade or adapt properties, exchanging those that no longer meet needs.	LHP, HS & ASC	Sep-24	Work to begin once Housing Forums established. Process of linking with Lewisham Asset Management Strategy begun.	Maximisation of current housing assets.	100% of properties for exchange or refurbishment identified by April 24. 100% incorporated into Asset Management Plan. Refurbishment and exchange plan for 50% agreed by Jan 25. Remaining 50% by Aug 25.	
4. We will repurpose three residential properties surplus to current requirements, into new services, designed to meet the needs of young people in transition.	IC (HH, TB, JL)	Mar-24	Properties identified. One opened Oct 23. One with refurbishment completed, and provider transition plan and costs agreed opening December 23. One identified with landlord. 'Invest to save' refurbishment discussions underway, lease issues to be resolved, transition costs with provider in development. potential delay for	Development of housing designed to meet identified needs of young people and support Transition pathway.	Three new housing offers for people in transition by 2025.	
5. We will open the Mayow Road supported living service in 2023.	IC (TB) & HS	Sep-23	Opening delayed till 09.23 because of build issues. 4 residents move in. 2 to move (1 in 12.23 and 1 in Jan 24). Issues of enhanced housing management to be resolved.	Specialist in-borough housing provision that provides support for people with behaviours that challenge.	25% reduction in people who have behaviour that challenges moved out of borough.	
6. We will create a supported environment where people can develop and practice their independent living skills.	IC (HH, TB, JW)	Dec-24		PWLD supported to develop the skills and confidence to live more independently	One independent living skills, training flat developed. At least 10 PWLD supported to access facilities by March 25.	
6a. We will seek to re-establish the independent living flat at Holmbury Dene.	IC (JW & TB)	Dec-24		In-borough resource that supports a pathway to independence for PWLD.	Independent Living Training skills offer developed at Holmbury Dene.	
6b. We will work with GSTT OT to develop a 10 week skills training programme to be delivered in one of the community hubs.	IC (JW) & GSTT	Dec-24		In-borough initiative which supports PWLD to develop independence skills.	Independent Living Training & Skills programme offered in one community hub by Dec 24.	
7. We will develop housing designed to support people as they get older including people with dementia	IC, SH & EST	Dec-28		PWLD supported to live as independently as possible throughout their lives.	Action Plan that identifies key actions, partners and timescales	

7a. We will identify the capital or a provider with a capital.	SH & Estates	Apr-25		Maximisation of housing development resources.	Capital identified by Apr 25.	
7b. We will develop a supported living or residential nursing home offer designed to meet the needs of people with a learning disability, particularly those affected by	IC, SH & Estates, SELA's	Mar-29		PWLD supported to have access to specialist support as they get older. Maximisation of resources by exploring partnerships with other Local Authorities.	One new residential or nursing home developed by 2029.	
8. We will develop a clear pathway into extra care housing for older adults with a learning disability	IC	Jun-24	There have been some successful pilots in 23/24. Now need to establish protocol and incorporate to extra care panel protocol.	PWLD as they become older are supported to remain living as independently as possible.	Extra Care protocol established with providers and allocation panel processes agreed. 50% more people moving into extra care rather than residential care by Mar 25.	
9a. We will identify a partner to support people's access to shared ownership.	HS	Jun-25		PWLD supported to own their own property.	Minimum of one shared ownership purchase each year.	
9b. We will develop an accessible process and protocol	IC, ASC, GSTT, SOP,	Jun-25		PWLD supported to own their own property.	Accessible protocol and process developed with Shared Ownership Partner. (SOP) by Jun 25.	
10. We will refresh protocol and agreement with Local Housing Providers (LHP's) re expectations around enhanced housing management particularly in services where people have	HS, IC (HH, JW) & ASC (HA)	Jun-24		PWLD with behaviour that challenges supported to live locally in properties which meet their needs.	Refreshed protocol and formal agreement with LHP's. 50% improvement rate in time taken for repairs and maintenance by Jun 25.	
11. We will set up a quota system for access to general needs housing.	HS, IC (HH, JW) & ASC (HA)	Mar-25		Clear pathway for PWLD to access general needs housing.	Protocol and quota agreed with Housing. 50% improvement in number of PWLD who access general needs housing by Mar 26	
PRIORITY 2 - IMPROVING HEALTH AND WELLBEING						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG

<p>1. We will promote annual health checks, improve their quality, and review their impact on improving health outcomes.</p>	<p>AHCC's, PCN, LDHSG, IC (TB)</p>	<p>Apr-24</p>	<p>Annual Health Check Coordinator (AHCC's) pilot - A pilot project has been set up to appoint borough Annual Health Check Coordinators to support identification and contact with patients with a learning disability on the Learning Disability Register who have not had an Annual Health Check (AHC) and help people complete Pre-Health Check Questionnaires. It will also address what practices need to do to make access to AHC's easier and follow up for non-attenders. In Lewisham an AHCC is working with a Primary Care Network (PCN) to model an approach</p>	<p>Improved health and wellbeing outcomes for people with a learning disability. Improved access to primary care and preventative healthcare. Support for the work of The Learning Disability Health Stakeholder Group (LDHSG), ensuring they continue to address local priorities, health Inequalities and improve health outcomes</p>	<p>100% of people on LD register without a AHC contacted. 100% of those who engage helped to complete pre health check questionnaire. Protocol with procedure to address non attendance at AHC.</p>	
<p>2a. We will co-produce accessible health information and health promotion tools.</p>	<p>Health Ambassadors, LDHSG LSU,IC (TB)</p>		<p>Accessible health information and health promotion tools have been produced by the Health Ambassador project. Lewisham Speaking Up (LSU) were one of 3 advocacy organisations delivering the project. The Health Ambassadors had a paid role to speak up about health issues that impact on the lives of people with a learning disability. They had a particular focus on Annual Health Checks, Cancer Awareness & Cancer Screening & the impact of Covid-19</p>	<p>Improved access to health pathways and the services and support that can improve health and wellbeing. Improved access to preventative and early diagnostic resources to reduce health inequalities. Recognition of Accessible information Standard by producing health information in formats that support people's communication needs.</p>	<p>Local health tools co-produced with people with a learning disability. 100% of tools produced/available in formats that are as accessible as possible.</p>	
<p>2b. We will agree a local strategy to promote these tools.</p>	<p>LDHSG, Peoples Parliament LSU,IC (TB) (JW), SP's,</p>	<p>Feb-24</p>	<p>People's Parliaments, organised by Lewisham Speaking Up, have been held to discuss health topics and further promote people with a learning disability's awareness of health issues.</p>	<p>Up to date and accessible health information available to local people. Health information targeted to those who need it. Reduction in health inequalities experienced by BAME communities.</p>	<p>Tools promoted to 100% of known learning disabled population. Co-produce a local strategy to promote to unknown LD population. Outreach to 100% of BAME communities identified by Feb 25. Engagement feedback recorded and utilised to improve information available. Annual review of tools available to ensure they remain up to date and accurate. Additional tools to be developed to address any unmet health needs.</p>	
<p>3. We will support the use of the DNACPR Tool to improve conversations and decision-making around capacity and advance decisions about treatment.</p>	<p>GSTT, LDHSG, SP's</p>		<p>GSTT Lewisham, Southwark and Lambeth Team for Adults with Learning Disabilities have produced a DNACPR Conversation tool to support clinicians reach an understanding of whether an adult with known learning disability has capacity to make advance decisions around treatment, treatment thresholds and DNACPR Orders</p>	<p>Improved access to health pathways and the services and support that can improve health and wellbeing. Improved access to preventative and early diagnostic resources that can reduce health inequalities. Co-creation of skills and training resources in collaboration with local health partners, designed to address identified gaps. Improved local workforce skills which support the a reduction in health inequalities.</p>	<p>Local tool developed. Review of outcomes achieved from use of the tool.</p>	

4. We will promote the use of the Restore 2 Mini Assessment Tool with local support providers.	Thera Trust, SP's, LDHSG. IC (TB)	Jan-25	Restore 2 Mini training has been delivered to two local providers by the Thera Trust	Improved access to health pathways and the services and support that can improve health and wellbeing. Improved access to preventative and early diagnostic resources that can reduce health inequalities. Co-creation of skills and training resources in collaboration with local health partners, designed to address identified gaps. Improved local workforce skills which support a reduction in health inequalities.	Evaluation of initial provider rollout. Learning from initial rollout applied to wider training programme. 100% of all residential and supported living providers to receive training in use of the tool by Jan 25. Review of use of tool and lessons learnt	
5. We will work in partnership with Public Health (PH) to review the local support available for young people and adults with a learning disability around their reproductive and sexual health needs.	LDHSG, IC (HH, JW), PH, GSTT	Jul-24		Improved access to health pathways and the services and support that can improve health and wellbeing. Improved access to preventative and early diagnostic resources that can reduce health inequalities. Recognition of Accessible information Standard by producing health information in formats that support people's communication needs.	Review of local reproductive and sexual health support available to people with a learning disability. Co-produce a Action Plan to address key gaps identified and implement plan. Identify and produce accessible information needed to improve access. Record and review number of PWLD accessing services by Jul 25. 50% improvement in number accessing support by Jul	
6. We will continue STOMP & STAMP reviews to measure the ongoing reduction in the use of psychotropic medications.	LDSPT, SP's, LDHSG. IC (TB)		The SEL Learning Disability Specialist Prescribing Team (LDSPT) has implemented several initiatives in response to insights from previous LeDeR reports. This includes a proactive approach to raise awareness on all aspects of Learning Disability and Autism and to provide training across the region including SEL-wide educational sessions focused on STOMP and STAMP. The emphasis is on promoting patient safety, reducing the	Implementation of learning from the LEDER programme. Improved local workforce skills which support a reduction in health inequalities.	STOMP & STAMP review programme in place. Annual review report and action plan developed from outcomes of reviews. Action Plan implemented.	
7. We will develop a suite of information that is readily available to all acute hospital ward staff. We will have a Business Continuity Plan agreed in the event that the LD Acute Nurse is not available for any period of time.	LGT & SEL ICB, GSTT	Mar-25		We will ensure that health staff in acute settings have access to the advice and support they need to achieve effective health interventions with young people and adults with a learning disability.	Suite of information produced by Mar 25. Business Continuity Plan in place by Mar 25.	
8. We will continue to work with primary care partners to provide support with preventative measures e.g., vaccinations.			Targeted vaccination sessions for people with a learning disability and their families and carers have been held through Covid and beyond. Further sessions are planned during the Learning Disability & Autism Big Health Week this year (Dec 2023)		How many flu vaccinations sessions per year? How many covid-19 vaccination sessions per year? How many targeted at not usually engage communities -awaiting feedback from Tom Bird	

9. We will develop an enhanced health awareness campaign to support the needs of people with a learning disability from BAME communities and their family members.		Mar-25			Health awareness campaign proposal developed by Mar 25. Outreach to 100% of BAME communities identified, by Mar 26. Engagement feedback recorded and utilised to improve future planning.	
PRIORITY 3 - ENABLING PEOPLE TO HAVE A LIFE WITH OPPORTUNITIES						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG
1. We will co-create outward facing community hubs.	IC (HH, JW), ASC (HA) & SP's	Dec-25		Local day opportunities provision which builds and sustains links with local people and communities.	Review of existing provision and development Plan agreed with local providers by Dec 24.. Key performance indicators agreed that evidence community engagement.	
2. We will reshape support to focus on skills development, independence, and community access.	IC (HH, JW), ASC (HA), SP's, GSTT	Dec-26		Local day opportunities provision provides opportunities for those attending to develop independence skills.	Two skills development offers in place at all day opportunities provision. Independent Living Training & Skills programme offered in one community hub by Dec 24.	
3. We will improve opportunities to access evening and weekend activities.	IC (HH, JW), ASC (HA), SP's, EP	Dec-25		PWLD will have access to more education, skills and social opportunities at evenings and weekends.	100% Support providers to record number of people accessing evening and weekend activities. 70% of evening and weekend activity offers to be spot checked by Jan 25. Improvement targets to be agreed and set. Ongoing review of targets.	
4. We will highlight the location of disabled toilet facilities in Lewisham, including how people can access hygiene rooms located in day services and community hubs.	IC (HH, JW), LSP's, C&ET,	Mar-24		PWLD will have greater access to facilities that enable them to engage in more community activities.	100% of locations of disabled toilet facilities in Lewisham to be mapped by Feb 24. Information leaflet which includes access arrangements and times available by Mar 24. Information distributed through 100% of local contacts and publicised.	
5. We will support the bid for two more local Changing Places toilets.	IC (HH, JW)	Aug-23	Two grant awards made to Horniman Museum & Lewisham Shopping Centre for completion in 23/24 pending approval from DLUHC.	PWLD will have access to greater access to facilities that enable them to engage in more community activities.	Two new changing place toilets in Lewisham Borough by 2025.	
6. We will co-create a peer-based befriending and activities scheme.	IC (HH, JW), ASC (HA), SP's, EP	Mar-25		PWLD will be supported to build local connections that enable them to access to more community activities and social opportunities.	Scheme development proposal agreed. Scheme set-up. 15 PWLD supported by scheme by Mar 26. Review outcomes and aim to increase number support by 50% by Mar 27.	
7. We will work with local employers to increase the number of apprenticeships and other employment opportunities including access to job support, role specific training and peer support.	IC(HH, JW) ASC (HA), EJPT,	Mar-26	Joint work with Economy, Jobs & Partnership Team begun via Lewisham SEND (Learning Disability) Employment Forum.	In 5 years Lewisham will be in the top quartile for Inner London (10.5%) around employment for PWLD. Increase in the skills development, apprenticeship and job support opportunities available for local PWLD.	10 new apprenticeship places developed by Mar 26. 50% increase in the number of PWLD with paid jobs in 3 years. 75% increase in the number of PWLD in paid jobs in 5 years. Report on numbers of people on an employment pathway to be reviewed annually.	

8a. We will assess all young people in transition for travel training	IC (HH, JW), ASC (HA)	Mar-24		Young people in Transition will be enabled to enhance their opportunities for independence, community engagement and access to employment.	100% of people in Transition to be offered travel training. Reasons for those unable to utilise offer also recorded and reviewed.	
8b. We will extend the existing travel training scheme to include people in supported living.	IC (HH, JW), ASC (HA), SP's, TTS,	Jun-24		PWLD in supported living will be enabled to enhance their opportunities for independence, community engagement and access to employment.	100% of people in Transition to be offered travel training. Reasons for those unable to utilise offer also recorded and reviewed.	
9a. We will work with providers to develop and embed "The Kitbag" as a resource that highlights local activities and events that are accessible.	IC (JW), SP, C&ET,	Feb-24		PWLD will have access to more information about accessible community activities.	Support providers and partners to engage and share information. Protocol and process agreed to enable/ensure regular updates of information. Usage of resource to be reviewed every 6 months. Actions to improve resource to be identified with PWLD, their families and support providers.	
9b. We will promote this resource to people and their families.	IC (JW) SP, C&ET,	May-24		PWLD and their families will be provided information about accessible community activities.	Promotion campaign organised. 100% of known contacts and resources to be sent information. Contacts and resources to be encouraged to cascade information.	
10. We will commission Lewisham Speaking Up (LSU) to provide local advocacy and actively work with them to identify additional funding streams.	IC (HH, JW)	Feb-24	Lewisham Speaking Up funding confirmed until March 2024. Funding agreement from April 24 under discussion.	PWLD have independent support to ensure their voice is heard in all decisions made which affect their lives.	Lewisham Speaking Up funding confirmed for a fixed term.	
11. We will fund any additional consultation work we commission from LSU.	IC (HH)	Dec-24	Five consultation sessions with PWLD commissioned from Lewisham Speaking Up re the LDIP. Further work around developing an accessible version of the LDIP to be commissioned. Work to be commissioned to produce a new leaflet on "Scams".	Local advocacy groups are supported to ensure that the voice of PWLD is an active part of the co-production of local plans.	Lewisham Speaking Up funded to carry out additional work to support co-production.	
12. We will explore the options and costs of commissioning a Saturday Club 2 days a month, and Pilot an offer	IC (JW), ASC (HA), CFG, SP	Jul-24		PWLD provided with more opportunities to access evening and weekend activities. Engagement opportunities co-produced with PWLD. Family carers identify the support they need to continue in their caring role. Family carers involved in the co-production and the co-design of the support they need.	Review what is happening in other boroughs and good practice examples IC (JW). Development and costings plan completed including any staffing & capital costs for agreement by DMT. IC(JW) Develop business case. IC (JW) & ASC (HA) Pilot scheme to be set up by Jan 25.	
PRIORITY 4 - DEVELOPING SUPPORT FOR FAMILY CARERS						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG

1. We will carry out a Carers Survey in 2024.	IC (HH, JW) & IMAGO	Oct-24		A better understanding of the needs of family carers of PWLD as defined by family carers themselves.	100% of known carers to be offered survey. Survey to be promoted in partnership with IMAGO. Report produced highlighting key areas of need and priorities.	
2a. We will identify all older carers.	ASC (HA) & IMAGO	Jan-24	List of carers obtained from LAS and reviewed to identify carers believed to be aged 70+	Increased understanding of a group of PWLD and their carers who are at risk.	100% of known carers aged 70 yrs. plus carers identified.	
2b. We will agree a plan for the long term future of their relative.	ASC (HA) & IMAGO	May-24	List to be reviewed with Mencap/ LSU/ Community Connexions and other partners and letter written to carers by 30.11. 23. Outline plans to be completed by 30.04.24 Emergency Planning to be included at the Carers Rights Day on 23.11.23 including distribution of Emergency Contact Cards	Planning process in place designed to mitigate risk and improve wellbeing and longer term outcomes.	100% of carers aged 70 yrs. plus identified to have a plan.	
3a. We will offer all carers a Carers Assessment.	IC (JW), ASC (HA)& IMAGO	Mar-24	List of carers of people at home obtained LAS. List to be reviewed with Mencap/ LSU/ Community Connexions for agreement to be referred on to IMAGO.	Person-centred process to support family carers to self-identify needs and any gaps in support.	100% of carers offered assessment. Report produced on needs and gaps identified.	
3b. We will use the information provided to develop the support people have told us they need.	IC (JW), ASC (HA)& IMAGO	Jun-24	IMAGO/ ASC/ Commissioning to review and identify stated support gaps. To be considered by the Carers Focus Group and prioritised.	Improved outcomes for family carers.	Report reviewed. Action plan co-developed with family carers .	
4a. We will establish a Learning Disabilities Carers Focus Group (CFG)	IC (HH, JW)	Apr-24		Voice of family carers is an active part of the co-production of local plans.	Group established and membership agreed by April 24. Terms of reference, venue, meeting frequency etc. agreed by June 24.	
4b. We will identify the support Carers need to be equal partners in co-production.	IC (HH, JW), CFG	Apr-24		Resources identified to ensure meaningful involvement from family carers in co-production.	Carers identify support needed to participate. Support offer agreed and provided. Co-production to be rated at "Doing With" on Co-production Ladder by Apr 25.	
4c. We will co-produce priorities and actions that will make a difference to the lives of Carers.	IC (HH, JW) & CFG	Mar-25		Outcomes for family carers will be improved as carers will identify key priorities and actions via co-production.	Carers Focus Group will agree action plan for carers.	
5. We will scope and develop additional short break offers in discussion with the family carers of people who have behaviour that challenges and those with complex physical health needs.	IC (HH, JW), ASC (HA)	Apr-26		Development of improved short break offers via co-production with family carers.	Family carers identify type of short breaks they need. Actions required and development plan agreed with carers.	
6a. We will co-develop two annual social events for family carers.	IC (HH, JW) & CFG	Sep-24		Opportunity for family carers to have a break from caring role, socialise and access peer support.	Family carers agree type of event. Two event dates set. 100% of known family carers invited to attend.	
6b. We will identify partners and resources to host.	IC (HH, JW) & CFG	Jul-24		Event designed and hosted to meet needs of family carers.	Available resources identified. Family carers supported to plan and agree details of event, timing, venue etc. First event organised by Jul 24.	

6c. We will quantify the cost of supporting carers to attend or identify a host venue where PWLD can be supported in a different area.	IC (HH, JW) & CFG, SP's	Jul-24		Resources identified to ensure carers feel supported to engage in events.	Support costings developed. Support options jointly agreed. Support providers engaged.	
7. We will support carers & information groups to be more accessible and to tailor their advice and information to the family carers of people with a learning disability.	IC (HH, JW) & IMAGO, CFG	Feb-24		Recognition of the needs of family carers of PWLD will be improved.	Gaps in support will be jointly identified with family carers and carer organisations. Work with IMAGO to improve support offer by May 24. Carer satisfaction to improve by 50% by Mar 25	
8a. We will facilitate and support the meaningful involvement of family carers in tender evaluations, as part of procurement processes.	IC (HH, JW, JL, TB), SP's, PT & CFG	Jul-24		The knowledge and insight of family carers will be utilised to improve tender evaluations.	Carers identify support needed to participate. Support offer agreed and provided. 100% of LD tender evaluations to include offer for carer involvement.	
8b. We will each develop a specific co-production statement as part of every permission to procure.	IC (HH, JW, JL, TB), PT	Jun-24		Co-production approaches will be embedded in all procurements.	Co-production statement included in every permission to procure. Family carer involvement facilitated in 100% of all future procurements for PWLD.	
9. We will promote family carer involvement in the quality assurance of support providers.	IC (JW)	Jun-24		The knowledge and insight of family carers will be utilised to improve service outcomes.	Extension of the Lay Visitor scheme to all LD services. 3 Lay visitors recruited by Oct 24. 30% of LD services to be visited by March 25.	
10. We will organise an annual event to support family carers when choosing a support provider.	IC (HH, JW), ASC (HA), GSTT, SP's & CFG	Jun-24		Family carers feel more empowered when choosing a support provider. Support providers gain better understanding of family carers key concerns and information needed.	One event date set.	
10a. We will find out from Family Carers the kind of event that would support them best.	IC (HH, JW), ASC (HA), GSTT, SP's & CFG	Apr-24		Family carers identify the type of support and information they need.	Family carers agree type of event. Available resources identified. Family carers supported to plan and agree details of event, timing, venue etc.	
10b. We will organise a pilot event	IC (HH, JW)	Jun-24		Event organised based on family carer input.	Pilot event organised by Jun 24.	
10c. We will review the event and establish a recurring event with improvements based on the review.	IC (HH, JW)	Aug-24		Pilot event used to develop and improve future events.	Feedback gathered from all event partners/participants. Report of first pilot event produced. Lessons learnt from first event to be used to improve next event.	
11. We will get access to a warmer swimming pool for people with profound LD and physical disability one Saturday a month	SEN/ Leisure/ IC (HH, JW)	May-24	IC (HH) has formally contacted Leisure Services re possibility of accessing school pool (31/10/23).	Family carers identify the support they need to continue in their caring role. Family carers involved in the co-production and the co-design of the support they need. Family carers of people with complex needs co-design support to meet their needs. Younger adults in transition, people with complex needs and those with behaviour that challenges, provided with additional engagement opportunities.	IC (HH) to contact Leisure contract manager. IC & ASC (JW & HA) to develop business case – staffing & capital/ equipment costs for agreement by DMTs (x2).	

12. We will set up a half term/summer holiday activities programme (18-24)	IC (HH, JW), ASC (HA), CFG,	Jul-24	IC (HH, JW) begun investigating potential locations and reviewing provision in other boroughs.	Family carers identify the support they need to continue in their caring role. Family carers involved in the co-production and the co-design of the support they need. Family carers of people with complex needs co-design support to meet their needs. Younger adults in transition, people with complex needs and those with behaviour that challenges, provided with additional engagement opportunities.	Potential locations with appropriate disability facilities identified (HH) Review what is happening in other boroughs e.g. Southwark re activities and costs (JW) Commissioning & ASC (JW & HA) to develop business case for agreement by DMT by 31.01.24 Commissioning & ASC (JW & HA) with Carers Focus Group (tbc) to draft Service Spec ready for expression of interest by Mar 24	
13. We will develop an Information Sheet that highlights the information questions raised in the Carer Consultation.	CFG, IC(JW), ASC (HA)	Feb-24		Family carers provided with information and advice that can support them in their caring role.	Information sheet developed with CFG by Feb 24.	
PRIORITY 5 - SUPPORT TO MANAGE RISKS AND STAYING SAFE						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG
1a. We will work with providers to map current workforce skills around positive risk taking and risk management.	IC (HH, JW) ,ASC (HA), GSTT, SP's	Sep-24		Identification of skills gaps in current workforce.	Map 100% of local providers.	
1b. We will co-create training and skills development strategies designed to improve outcomes in these areas.	IC (HH, JW) ,ASC (HA), GSTT, SP's	Sep-25		Local resources designed that address skills gaps, enhance local workforce and support PWLD to increase their engagement.	Local skills development offer to address 100% of gaps identified..	
2. We will operationalise effective risk taking by developing a risk sharing process in partnership with support providers and health and social care professionals.	IC (HH, JW) ,ASC (HA), GSTT, SP's	Mar-25		Shared positive risk taking protocol in place to support local providers to increase engagement opportunities for the people they support.	Risk sharing protocol developed by Mar 25.	
3. We will co-develop local pathways to support those young people and adults at risk, as a result of their sexual choices (including from sexually transmitted diseases and infections) and/or drug and alcohol use.	IC (HH, TB), ASC (HA) GSTT	Oct-24		PWLD supported to be informed, improve health outcomes and develop safe relationships.	Review of local reproductive and sexual health support with Public Health by Jul 24. Co-produce a Action Plan to address key gaps identified and implement plan. Identify and produce accessible information needed to improve access. Record and review number of PWLD accessing services by Jul 25. 50% improvement in number accessing support by Jul 28.	
4. We will support local providers to identify and use assistive technology and other digital resources that support positive risk taking and risk management.	IC (HH, JW), ASC, (HA) GSTT	Feb-25		PWLD will be supported to be more independent and to safely engage in more community and social activities.	Suitable technology to improve engagement identified. Joint work to incorporate technology into support planning & risk assessments by Feb 25. Evidence of outcomes for PWLD reviewed and lessons learnt applied.	

5. We will work with young people with a learning disability, special education schools and mentor schemes to better understand the challenges and risks faced by these young people.	IC (HH, JW), ASC, (HA) GSTT, EP	Sep-24		Improved understanding of the needs of people in Transition.	Meet with 100% SEN's schools and mentor schemes. At least 2 new support options developed for young people.	
6. We will collaborate with support providers who have a proven track record of supporting people with a learning disability who inadvertently break the law, to improve outcomes for this group of people.	IC (HH, JW), ASC, (HA) GSTT, SP	Mar-27		Improved support models with effective risk management.	100% of good/outstanding local providers identified. One new service offer developed.	
7. We will work collaboratively with Lewisham Safeguarding Adults Board (SAB) to build confidence in how local police will respond to learning disability hate crime.	IC (HH), LSU, SAB	Jul-24		Improved relationship between PWLD and local police.	Information about local people's experiences to be collated and reviewed annually. 50% reduction in the number of PWLD who report negative interactions with local police by Mar 25.	
8. We will promote education and awareness around "scams" including the development of a new easy read leaflet.	IC (HH), LSU, SAB, C&ET	Aug-24	Discussions underway with LSU to utilise knowledge and resources in this area and produce a leaflet.	PWLD supported to stay safe and better understand risks.	New leaflet produced by Aug 24. Leaflet distributed through contacts and local distribution networks.	
PRIORITY 6 - DEVELOPING A SUSTAINABLE WORKFORCE						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG
1. We will co-create skills and training programmes in collaboration with local health partners, designed to address any gaps identified in the local workforce.	IC (HH, JW JL, TB) ,ASC (HA), GSTT, SP's	May-25		Lewisham will have an appropriately skilled support provider workforce.	New skills and development programme available for 100% of support workers	
2. We will agree a set of core local competencies for all support staff.	IC (HH, JW, JL, TB) ,ASC (HA), GSTT, SP's	Dec-24		Shared understanding of Lewisham values and the key skills that support workers need, to support PWLD effectively.	100% of local contracted support providers sign up to local competencies framework. Monitoring of 1005 of contracted providers to ensure staff meet competency levels required.	
3. We will identify and share possible sources of training grants and bursaries.	IC (HH, JW)	Apr-24		Maximisation of resources to improve local workfor	Two new training opportunities developed.	
4. We will establish a Learning Disabilities Provider Forum.	IC (JW)	Mar-24	Forum in place. Met twice and will meet 6 monthly. Work ongoing to increase provider range/attendance. Next meeting Feb 24	Improve partnership working and establish co-production approaches. Build collaborative relationships between local care and support providers to maximise resources and share knowledge and skills.	Two meetings every year. Membership reviewed to increase providers attendance. New providers identified and invited.	

5. We will survey the employment arrangements of all staff against the Unison Ethical Care Charter and make recommendations to individual providers.	IC (HH, JW, JL, TB) SP's	May-24		Ensure that all Lewisham providers pay staff at least the London Living Wage.	100% of salary scales paid by organisations providing support to PWLD in Lewisham reviewed. Action taken with 100% providers not meeting Lewisham requirements.	
6. We will undertake a snapshot survey of staff employment patterns.	IC (HH, JW, JL, TB), SP's	May-24		Better understanding of employment patterns in LD support services to inform and improve recruitment and retention strategies.	50% improvement in recruitment and retention in Lewisham within 2 years. 75% improvement within 5 years.	
7. We will co-ordinate a job recruitment fair twice a year and support providers to engage in the new Wellbeing Worker recruitment process.	IC (JW), SP's	Mar-24	First Recruitment Fair held 15.10.23. Next Fair to be scheduled April 24.	Improve local staff recruitment. Improve partnership working and establish co-production approaches. Build collaborative relationships between local care support providers to maximise resources and share knowledge and skills.	Report on first Recruitment Fair. Lessons learnt to be used to improve future events. Number of attendees. Number of successful recruitments achieved.	
8. We will ensure that the social value plans of all support providers include volunteering and apprenticeship opportunities for people with a learning disability.	IC (HH, JW, JL, TB) SP's	May-24		Improved local skills development and job training opportunities for PWLD.	100% of Social Value Plans to include these opportunities. All providers to offer minimum of 2 apprenticeship or volunteering opportunities by May 24 & 5 places by May 25.	
9. We will ensure that Equality and Diversity training across all providers is mandatory and co-delivered by diverse individuals, with lived experience.	IC (HH, JW, JL, TB), SP's	May-24		Improved outcomes for PWLD who have one or more protected characteristic. Improved workforce skills and knowledge.	100% of LD care and support providers to offer Equality and Diversity training by Mar 24. 100% of Equality and Diversity training to addresses all the protected characteristics and equality dimensions recognised in Lewisham. 100% of care and support staff to have completed this training by June 2025. Training to be refreshed by 100% staff every three years.	
10. We will work with providers to create job shadowing opportunities and a management development programme that enables existing support staff to build their skills and experience.	IC (HH, JW,) SP's	Mar-25		Improved recruitment and retention. Improved availability of staff trained in Lewisham values able to move into senior positions.	25% increase in staff available to move into more senior positions within 3 years. 50% improvement in staff retention within 3 years.	
11. We will develop a peer support network.	IC (HH, JW, JL, TB), SP's	Mar-25		Improvement in staff skills, knowledge and confidence. Sharing of good practice. Peer learning and solution focused problem solving leading to improved outcomes for PWLD receiving support.	30% reduction in quality alerts within 2 years. 50% improvement in satisfaction ratings from family carers and people receiving support.	
PRIORITY 7 - SUPPORTING THE DEVELOPMENT OF THE LOCAL MARKET						
ACTION	WHO	BY	CURRENT POSITION	OUTCOME	OUTPUT	RAG

1. We will explore adopting the SCIE co-production charter as the basis of a formal Lewisham commitment to commission and develop all learning disabilities support and services following co-production principles.	IC (HH, JW), SP's	May-24	SCIE Charter scheduled for discussion at next LD Provider Forum Feb 24.	Formal commitment to co-production. All new service plans and developments follow co-production principles. The voice of local people with lived experience is strengthened.	Co-production Charter agreed and publicised by May 24. Co-production embedded in 100% of all new planning and development activities.	
2. We will establish a Partnership Board and Workstream Groups to deliver and evaluate the progress of The Implementation Plan's Commitments and Actions.	IC (HH, JW), ASC, SP's, GSTT & All Partners.	Mar-24		PWLD in Lewisham have a formal mechanism to deliver the LDIP and to monitor it's achievements.	Terms of reference developed by Feb 24. First Board meeting by April 24 and terms of reference signed off. Quarterly meetings dates scheduled until March 2025. Co-Chair with lived experience appointed by Mar 24. Sub-group membership and Action Plans in place by July 24.	
3. We will utilise knowledge and guidance from resources such as the Learning Disability & Autism programme and the Association of Directors of Adult Social Services to identify innovative and creative approaches to providing support.	IC (HH, JW). ASC (HA), SP's, NSP's	Mar-27		New service models that maximise resources and improve outcomes for PWLD are developed locally.	New and innovative service models to be researched. LD Partnership Board and/or subgroups to receive at least 2 presentations on new models each year. Relevant LD Partnership Board groups to agree next steps.	
4. We will complete a gap analysis based on feedback provided by diverse community groups. Co-develop strategies to address these gaps.	IC (HH, JW)	Apr-25		Increased engagement with PWLD from BAME communities who are under-represented in service development and decision making. Better understanding of what these communities want from services and support. Service designs and support models which are developed with diverse community partners following co-production principles.	100% of known or identified groups to be part of review. Gap analysis completed. Action Plan co-developed. Evidence of at least 3 new support offers developed, provided to LD Partnership Board.	
5. We will facilitate and support Market Engagement events for new and existing providers that encourage innovation and explore potential new support models.	IC (HH, JW, JL, TB) SP's, NSP's	Sep-24		New service models that maximises resources and improve outcomes for PWLD are developed locally.	One Market engagement event date agreed by Sep 24.. All existing providers and at least 5 new providers invited to take part.	
6. We will co-create local procurement practices that encourage collaboration, partnership working and the maximisation of resources between providers.	IC (HH, JW, JL, TB) SP's, NSP's,PT,	Aug-24		Procurement processes that encourage provider collaboration, maximise resources and improve outcomes for PWLD, are developed locally.	Protocol developed and agreed. 100% of all new procurements to evidence consideration of protocol.	

7. We will develop a new Lewisham Adult Learning Disability Market Position Statement that reflects the current and future needs identified through co-production.	IC (HH, JW, JL, TB) SP's,	Oct-24		Lewisham has a Market Position Statement which identifies gaps in local provision for PWLD. New and existing providers have a clear indicator of local challenges and types of services needed to meet identified needs.	Market Position Statement for PWLD co-developed by Oct 24. Market Position Statement to identify 100% of service gaps.	
8. We will co-create systems that enable people with lived experience and family carers to take an active part in evaluating the performance of all support providers.	IC (JW)	Aug-24		The knowledge and insight of people with lived experience and their families will be utilised to improve service outcomes.	Extension of the Lay Visitor scheme to LD services. 70% of LD services visited by July 25. 100% by Jan 26. "Experts by Experience" programme proposal and costing developed by Aug. 24.	