LEARNING DISABILITY DAY SERVICES MODERNISATION PROGRAMME

1. PURPOSE

1.1 The purpose of this report is to seek approval from committee members to move forward with the next stage of consultation on the modernisation of learning disability day services in South East CHCP.

2. UPDATE

2.1 Committee were previously updated (Nov 08), on the progress of the service modernisation of learning disability day services within South East CHCP.

2.2 It is noted that there has been slippage in relation to timescales outlined within the November 08 report in producing the proposal document and moving forward to formal consultation on the modernisation of learning disability day services in South East CHCP. This slippage has been caused by a number of factors.

2.3 The Health and Well Being, Social Care and Equalities Policy Development Committee and the Learning Disability Day Service Reform Working Group (previously known as the PDS Committee) have insisted that they agree all proposals in the redesign process and this has resulted in some aspects of work being reviewed, causing delay in the implementation of certain proposals. This has particularly affected the Transport sub group and the work around service users receiving a day service from their supported living provider.

2.4 In addition, staffing resources are still being realigned. The initial severance programme is not completed and this is affecting plans to maximise the number of staff at day service support worker grade.

2.5 It is also noted that the financial framework for the day service reform programme is still to be finalised with Social Work Centre.

2.6 However, within South East CHCP, whilst it is acknowledged that local plans need to link into some of the strategic work streams, it is important that progress is made in the expectation that the strategic work will be concluded. Consequently, the South East Proposal Document, outlining the principles of the proposed service has been developed to avoid any further slippage and delay.
3. **PROGRESS**

3.1 Since the last update to committee a number of local and more strategic work groups have met to consider developments and resources required to move from the current model based around large centres to a more community focused and person centred model of service.

3.2 As noted above, it has not been possible to populate this work with the comprehensive detail of what is required but it has provided the outline of a new model for the service with some detail around the resource requirements needed to move in a phased way to this new model of service provision.

3.3 The finite detail around exact staffing levels and support requirements like transport options will become clearer when we know how many service users opt to have their day supports provided by their current supported living service providers.

3.4 To date, nine day service workers have taken voluntary severance and their posts have been replaced with nine day service support workers. These support workers were previously employed by DACS and were part of a redeployment process.

3.5 The new model would result in one main centre-based service with another community-focused operation that would assist service users with the acquisition of new skills and help develop natural networks in the local community with the assistance of a well trained and adaptable team of support staff.

3.6 The service would be based around five main themes, (employment/volunteering, independent living skills, healthy living, leisure & recreation, art & drama), and programmes would be developed for each individual that sought to maximise potential and assist them to make positive lifestyle choices that supported healthy living.

3.7 The new service would also seek to provide a more flexible approach to the times of service delivery and the use of a range of transport options to support accessibility for all that use our service.

3.8 The content of the proposal document is contained in Appendix 1 (attached).

4. **PROCESS**

4.1 It is intended to convene a series of meetings for stakeholders both during the day and in the evening to maximise attendance. These meetings would involve a presentation on the new proposed service model and the resources required to underpin this new service. Independently facilitated workshops would then give stakeholders the opportunity to discuss these proposals and feedback comments and suggestions.

4.2 It is hoped that these sessions would take place in October/November 2009 and would result in the definitive plan to move forward with service developments, pending any further changes required by the CHCP or social work centre, along with approximate timescales for achieving these reforms.
4.3 The CHCP Public Partnership Forum will be invited to engage in the consultation process.

5. **RECOMMENDATION**

5.1 The Committee is asked to:

- *note* the content of this report and the content of Appendix 1
- *endorse* the next stage of consultation

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**GLENDA COOK**  
Head of Learning Disabilities

22 September 2009
Learning Disability day service modernisation in South-East Glasgow

Consultation Brief

September 2009
What changes are planned and how will they affect me?

Day Services have been changing for a number of Years with more emphasis placed on wider participation in community based activities and resources.

More than half the activities currently provided use resources available in the wider community like leisure centres, further education colleges, art & dance classes etc.

We want to support more people to access resources in their community in a way that stimulates and develops them.
What changes are planned and how will they affect me?

A lot of people that come to our day service already have a full and varied programme that involves a range of non centre based activities and they won't see a great change in the way we deliver our services.

We would like to maximise these opportunities for more people that come to our service.

For most people the only difference they will notice could be that they are no longer required to travel in to the centre base before leaving from there to access their planned activities.
What changes are planned and how will they affect me?

If you live in your own home with support from staff you will have the opportunity to decide if you want to have your day service provided by the same staff that support you in your home. If you would rather continue accessing Council provided day service then that’s fine too.

The new service will be built around people’s individual needs and the range of activities offered will reflect the demand that is identified by collating information from these individual plans.
What changes are planned and how will they affect me?

Your keyworker will work with you to identify your main development needs and a programme will be built around this with a core element of activities focusing on those needs. We will work with partner organisations such as Further Education colleges and Sport & Leisure to make sure the activities and resources accessed through them are meaningful and linked to your development programme.

The new service will be more flexible with the timing of activities determined by their availability rather than trying to fit them in to a 9-5 schedule.
What changes are planned and how will they affect me?

Your agreed activity plan will have a number of ‘Core’ activities based upon those areas you want to develop further but it will also include other activities that might just be about having some fun with friends… things like an exercise programme to help you keep fit & healthy.

You have told us that maintaining friendships you have developed at your day service is important to you. Opportunities to socialise and be involved in activities with friends will remain a key feature of the new service.
What changes are planned and how will they affect me?

We do not envisage the need for 2 large centres in the new service. More than half the current activities are community based and we could make better use of our staffing resource by locating to a single site. The plan would be to have a new purpose built facility on a new location but in the interim we would seek to consolidate our resources on one of the existing sites.

We recognise the important respite function that day services provide for carers and families and that employment and lifestyle opportunities can be based on a dependable service with set hours. We would seek to accommodate gaps where the timing of planned activities might clash with these commitments.
What will the new service look like

Traditionally the model of service has seen a range of activities being provided and people accessing a fixed programme. The new service will seek to develop its curriculum based around individual planning meetings and from that identifying the range of activities that we would need to provide or support access to.

The need to report to a centre base before accessing your activities won't be necessary unless your individual plan indicates activities or resources that will continue to be provided in the new centre. You will be supported to access the activities directly from home and transport provided where required.
What will the new service look like

The new day service model will be focused around 6 main strands with a curriculum and activities based on them.

Centre Based services – a fully equipped service to act as a base for people with complex needs.

Healthy Living – a mixture of health education/promotion and physical activity programmes.

Independent Living Skills – activities aimed at improving everyday living skills such as independent travel, cooking, shopping & budgeting.
What will the new service look like

Leisure & Recreation – developing hobbies & interests and sports activities like swimming, tai chi etc.

Art & Drama – developing interests in music, performing arts and painting etc.

Employment/Volunteering – pre-vocational training and linking in with Bridging service when ready for job coaching.
What will the new service look like

Modules would be developed by staff and tailored to meet the needs and skills of the individual.

A task analysis approach to the sessions would break them down into easy to understand activities.

A 'Criterion of success' would be applied so that individuals know when they are making progress in any particular area.

Reviews would become more outcome focused.

Emphasis on enjoyment as well as learning.

A mixture of learning and more recreational activities would apply but all sessions would have a purpose.

Activities would be extended to fit with appropriate timeframes and not restricted to 9am-4pm to suit with centre bus runs.
What will the new service look like

To support the new service a range of transport options would have to be available including small vehicles as well as bigger buses and using public/community transport options where appropriate.

Some adapted vehicles suitable for wheelchair access would also be required.

We envisage a shift away from relying solely on larger buses to transport options that are flexible and offer greater choice.
What will the new service look like

You told us that you wanted staff that were trained properly and wanted to work with people that have learning disabilities. We will make sure that our staff are involved in continuous training that gives them the necessary skills to support them in their role. All our staff will have a personal development plan that they agree with their line manager and this will focus on attaining the necessary skills and experiences to develop them.

We will maximize the number of staff at support worker grade to make sure most of our staff are directly involved in delivering support to our service users.
How long will take?

You asked that any changes be gradual and phased in over a period of time. This will certainly be the case and we would envisage a timescale of 18 Months.

We would seek to move from the current 2 locations and consolidate our resource on the one site by August 2010.