

PERTH AND KINROSS COUNCIL**Housing and Health Committee****12 March 2014****Joint strategy for Learning Disability and Autism Services 2012-2015****Report by Executive Director (Housing and Community Care)****PURPOSE OF REPORT**

To report on the progress of the joint strategy for Learning Disability and Autism Services (2012-2015). The report shows the positive impact on the lives of young people and adults with a learning disability and the priorities of the joint strategy, as well as providing information on new national policy and other significant influences that are shaping local policy and plans.

1. BACKGROUND / MAIN ISSUES

- 1.1 The joint strategy for Learning Disability and Autism Services (2012-2015) was approved by Housing and Health Committee (Report 12/334) in August 2012. In the same month, it was presented to and approved by the Perth and Kinross Community Health Partnership.
- 1.2 The joint strategy was developed to bring about a range of further improvements to the quality of life, wellbeing and prospects of people with a learning disability/autism and their carers, parents and families. It provides an integrated framework and focus for a wide range of service developments, enhancements and investment priorities over a three year period.
- 1.3 The comprehensive modernisation programme of learning disability services has culminated in the improved co-ordination and quality of all areas of service and brought about significant cultural shifts and improvements to the life chances for individuals, including:
 - A new focus on person-centred planning, empowering and developing inclusive approaches to supporting individuals and their families.
 - Shifting the balance of care from hospital and residential-based environments to independent lives in the community.
 - Promoting the rights of people with a learning disability to a fulfilled life as citizens with all the opportunities our society offers; i.e. further education, employment, good quality housing, a social life with friends and the chance to follow their individual interests and aspirations.

- 1.4 The joint strategy places Perth and Kinross Council and NHS Tayside in a position of strength with regard to the integration of health and social care. Already this established strategic process has paved the way towards an effective statutory partnership in the future. This is being realised by the steady and growing development of joint planning, commissioning and policy development. Operational business is now supported by partnership working in a range of areas, for example, shared management team meetings, joint working protocols across all key services, joint professional practice forums and multi-agency workforce learning and development programmes.
- 1.5 The joint strategy takes account of the Social Care (Self Directed Support) (Scotland) Act 2013 which became law in January 2013. The Act enshrines the Scottish Government's aim to empower individuals and their families by offering more control and responsibility for their own support and social care arrangements.
- 1.6 The application of the Act is commonly referred to in broad terms as 'Personalisation'. This new approach enables individuals to be more involved in the way services are designed. It goes beyond tailoring existing provision as it brings about a more flexible and innovative set of options to make sure people have a service that suits their unique and individual requirements. In social care, this will mean everyone having more choice and control about the content of their support plan. One of the many ways this can be achieved is through Direct Payments that can be used to commission a service of the client's choice, or to employ a personal assistant directly.
- 1.7 In June 2013, the Scottish Government launched 'The Keys to Life', its new 10 year national joint strategy for improving quality of life for people with a learning disability. It contains 52 recommendations which will be applied locally through a revised Joint Strategic Implementation Plan. Whilst ongoing themes, such as housing and employment, feature in this national plan, new areas for improvement include health inequalities, wider and more detailed data collection, criminal justice and human rights. A summary of 'The keys to life' can be found in Appendix A.
- 1.8 In March 2013, the CIPOLD 'Confidential Inquiry into premature deaths of people with a learning disability' (funded by the Department of Health) published the findings of its three year study showing that 37% of the deaths of people with a learning disability (in the research area) were considered avoidable. In July 2013, the Department of Health published its response and recommendations. The joint strategy Group will review and formulate the local response in the Strategic Implementation Plan through 2014-2015.
- 1.9 The joint strategy addresses some of the relevant recommendations within the 'Scottish joint strategy for Autism 2011'. It does so only in relation to clients with a dual diagnosis of autism and learning disability. The needs of children and adults with a condition on the 'Autism Spectrum' who do not have a learning disability are addressed in the local Autism joint strategy and Action Plan which is currently being drafted.

- 1.10 Later this year, the Scottish Government will issue guidance on developing joint commissioning plans for client groups such as those with a learning disability. In anticipation of this, the joint strategy Group has established working links with the Perth and Kinross - Joint Commissioning Steering Group which is in the process of drafting the joint strategy for older people's services. In response to this, the governance and commissioning arrangements for learning disability services have been re-modelled to create a more integrated local framework can be found in Appendix B.

2. PROPOSALS

- 2.1 **The Implementation Plan for the joint strategy** – it is proposed that Committee acknowledge the progress made by the joint strategy Group at this mid-way point in the three year plan. A range of developments has been taken forward by the partners, which has led to many improvements in the lives of young people and adults with a learning disability. This report details a small selection of the positive impacts on those lives, whilst the full Joint Strategic Implementation Plan - Progress Report February 2014 can be found in Appendix C.

- 2.2 The Implementation Plan contains twelve broad strategic themes which are supported by a number of detailed objectives. The themes are referred to as 'The Pledges'. These are concerned with:

- Improving communication and involvement
- Housing and independent living
- Physical, mental and spiritual wellbeing
- Making friends, loving relationships and active social lives
- Staying safe in the community and online
- Moving on from school to adult life - Transitions
- Further education and training
- Getting a job
- Supporting carers and families
- Taking control and making choices - Personalisation
- A better life in older age
- Improving services for people with autism

The following selection of examples illustrates the positive impact that the Joint Strategic Implementation Plan is helping to bring about in clients lives:

- 2.2.1 **Involvement and the positive contributions made by people with a learning disability** – through actively supporting individuals to be involved in consultation and service development, the 'Us and the Housing Group' was formed involving a group of adults with a learning disability. Because of their shared interest, concern and personal experience of disability harassment, the group produced a series of educational DVDs entitled 'It Goes On and On'. One of the key messages of the film and the accompanying instructional pack is to raise awareness about the bullying endured by people with a disability. The films have been shown in schools and community groups, and to much acclaim both locally and nationally. The DVD and pack is free to all and available online at www.pkc.gov.uk/itgoeson

- 2.2.2 **Your own home and an independent life** – in February 2014, 64 adults with a learning disability in Perth and Kinross are enjoying independent lifestyles, supported in their own tenancies with care packages that suit their unique needs and preferences.

“I like my support workers; I couldn’t live at my flat if I had no-one to help me with things”

“If I didn’t have support staff it would be hard to live in the town. Folk said I won’t manage but I do” **(Independent Advocacy Client Focus Group, 20th May 2013)**

To make sure that people with a learning disability receive all the benefits they are entitled to, the Perth and Kinross Welfare Rights Team offer ‘Income Maximisation Assessments’ and between May 2013 and August, 281 were carried out.

‘Shared Lives Services’ is an innovative approach to providing a form of adult placement offering personalised services to people who are unable to live independently. In 2013, a service was commissioned through tender and awarded to Richmond Fellowship. At 30 January 2014, this new service had recruited three self-employed carers who are now successfully matched with clients. Benchmarking with similar services in other areas suggests that the rate of take-up is better than average.

- 2.2.3 **Playing sports and keeping fit** – a key aim of the joint strategy has been to help people improve their general fitness and enjoy a range of sports. In a recent focus group individuals who were asked the question – ‘what makes you feel good?’ responded:

“We could do with more gyms and more sessions for people with disabilities”
“Big gyms are expensive. You pay for a year and it’s a lot of money”

Live Active Leisure (LAL) is a key strategic partner who has been successful in widening the range of sports activities available to adults with a learning disability. The ‘No Limits’ consultation event in February 2013 attracted 150 participants who tried out a variety of leisure and sport activities. A new ‘No Limits’ evening club started in August 2013; to date there have been 10 sessions with 47 attendances. Weekly ‘No Limits’ sessions are part of the Bells Sports Centre programme with 35 sessions attracting 331 attendances between April and Dec 2013. In the localities, LAL supported a new programme with Blairgowrie Day Opportunities offering a range of activities in 7 sessions which attracted 100 attendances.

‘Saints Academy - Inclusion through sport (SAINTS) Project’ encourages people with a disability or health issue to participate in sports. This initiative is delivered in partnership with Housing and Community Care and St Johnstone F.C. The Learning Disability Group doubled the number of participants at the

Special Olympics last year with a degree of medal success (particularly in football); their disability cricket squad was the only Scottish team to travel down to old Trafford for a tournament last year and won it; they are now planning their own tournament.

The Perth and Kinross Community Health Partnership, Learning Disability Service supported an initiative to form a Duke of Edinburgh Awards Group specifically for adults with learning disabilities. This has been a resounding success over the last three years with 5 people achieved Gold Awards, 3 Silver and 1 Bronze. The group involved people who have needs additional to a learning disability, including wheelchair use, visual impairment and mental health issues. All participants fulfilled the required elements of the award which meant camping and cooking outdoors in the worst of the Scottish weather. As far as is known, this is the first additional support needs group to have achieved such success out with an educational establishment.

- 2.2.4 **Better health and wellbeing** – by comparison to the general population, several studies show that people with a learning disability have inequitable access to, and unsatisfactory experiences of healthcare services. Accordingly, a range of pro-active, local initiatives has been implemented to improve the health and wellbeing of this client group.

Individuals who are admitted to general in-patient units now receive additional support for communication and other special needs they may have. This has been made possible by the establishment of the 'The Learning Disability Acute Liaison Nurse Service'. Hospital teams can now access specialist support, advice and education to improve the experience for the patient with a learning disability. A similar service is now being developed to support primary care services.

A specialist 'Learning Disability Falls Service' is in development because people with a learning disability, complex needs and long term conditions can be at a greater risk of falling and sustaining injuries. Because of special communication needs, this group is unable to benefit from the generic 'Falls Service'. Other new specialist healthcare services which aim to address health inequalities and recently identified needs in the adult learning disability population are:

- Perth and Kinross Sexual and Reproductive Health Clinic Services – opened in Drumhar Health Centre, April 2103
- Down's Syndrome Health Screening Clinics – operational since May 2011. These clinics also screen for dementia as this condition can appear earlier in people with Down's Syndrome
- Bridge to Vision Tayside Initiative - Vision Support RNIB Project has increased the number of people with a learning disability who receive routine eye tests

- 2.2.5 **Enjoying friendships and active social lives** – Enable and Perth and Kinross Council jointly established a new service in March 2013 called 'Friends Unlimited Network' (FUN), with the aim of helping clients to come together and make friends. To date there are 53 members with many more

interested in joining. Individuals are represented on the steering group and play an active part in deciding the programme of events. FUN is more than just a social and recreational club in the traditional sense. There is also a range of social skills training on offer to help members build communication and relationship skills for the future.

2.2.6 Feeling safe and confident in the community – the recent establishment of the ‘Safe Place Scheme’ in Perth offers vulnerable people and those with a learning disability somewhere to go if they feel unwell, lost or are being bullied’. Safe Place’ shop window stickers are displayed wherever the scheme has been adopted in the St John’s Centre.

2.2.7 More young people with a learning disability now receive specialist support and advice to help them plan the move from school into adulthood – the new Transitions Service located in the Adult Learning Disability Fieldwork Team works in partnership with schools, Children’s Services and family support services, such as PAMIS to ensure that young people with a learning disability receive personalised, self-directed support packages to help them achieve their desired outcomes. This work can begin as early as Primary 6. At February 2014, thirteen young people are receiving a service. Only one young person receiving services from this team, and who left school in 2013, went on to receive ‘traditional’ support in day opportunities. All others moved into either further education and/or some form of employment.

2.2.8 More young people with a learning disability and complex needs achieve their personal ambitions through improved access to further education – in September 2013, Perth College UHI, PAMIS and HCC launched a ‘pilot’ training course ‘off-campus’ at Gleneagles Day Opportunities in Perth. This joint initiative was aimed at those students with more complex needs. The site at Gleneagles provides all the necessary equipment and support staff on hand to assist where required. It has proven successful and further courses are being planned.

Students with a learning disability now receive specialist support at Perth College UHI within the faculty of Social and Vocational Studies. A Community Learning Disability Nurse is based in the department one day per week to support individuals, offer drop-in sessions, deliver life skills sessions and advise teaching staff. Joint evaluations show this partnership to be very successful and it is planned to continue for the foreseeable future.

2.2.9 A steadily increasing number of adults with a learning disability are in paid work – in 2012, of the 88 clients supported by the Housing and Community Care Employment Support Team; 32 entered employment and 26 found volunteering opportunities. The data was similar for 2013 but ‘throughput’ in real terms was higher accounting for redundancies and the end of fixed term contracts.

- 2.2.10 More carers and families receive support and a break when they need it** – in 2013, the Short Breaks Bureau managed by Cornerstone through a Service Level Agreement with the Council helped 67 adults to access a range of holidays and short breaks of their choice to various locations in Scotland and overseas.

PAMIS 'Future Choices' project has provided a range of training and information events aimed at reducing family carers' concerns and stress by ensuring they are informed about all the necessary information needed to form personal support plans for their sons or daughters. Training is provided on transitional issues such as: Welfare and Financial Guardianship under the Adults with Incapacity, (Scotland) Act 2000, Self-Directed Support - the processes and implications, Welfare Reform and how this will affect family finances amongst a host of other topics.

- 2.2.11 People with learning disabilities have more choice and greater control over the way their support is provided** – the 'Personalisation' of social care has brought about a move away from traditional services. The increase in the use of 'Self Directed Support' (SDS) offers clients a more individualised support package that better meets their unique needs and is more flexible. In 2013, fifty people with a learning disability were receiving non-traditional support in the form of Direct Payment for at least part of their care package.

A number of individuals who currently live in care homes, or are in 'out-of-area' placements are having their needs reviewed to assess suitability for moving into a house in their local community. Alternative supports can now be arranged through new options, such as Shared Lives Carers and Personal Assistants.

- 2.3 Strategic priorities for 2014 to 2015** – the strategy Group has identified the following areas within the Implementation Plan as the key tasks for the ensuing eighteen months when this joint strategy ends.

- 2.3.1 To continue the process of Personalisation** – two Perth and Kinross Council Capital Building Funds (each with a value of £735,000) have been identified to develop around eight bespoke housing units. Two specific client groups have been identified as potentially requiring bespoke builds; adults with Profound and Multiple Learning Disability (PMLD) and those with Autism and complex needs. The process is underway to identify a suitable site, potential tenants, and required building adaptations.

- 2.3.2 Better lives in older age** – due to improved mortality rates, the older group of adults with a learning disability is growing year on year. Their health and social care needs are changing. (Adults with Down's syndrome are considerably more susceptible to early onset dementia). Accordingly, the joint strategy Group is in the process of forming a multi-agency development group to work on a strategic policy regarding access to suitable services, dementia screening and care, and workforce training and development.

- 2.3.3 **The Perth and Kinross joint strategy for Autism** – This joint strategy is being developed in response to the Scottish joint strategy for Autism. The joint strategy Group will ensure close working links with its local partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum. This will involve the development of a more detailed local plan for integrated working and joint commissioning arrangements for this client group

NHS Tayside is currently developing a business case to identify how it will meet its obligations to deliver a service to people with an Autistic Spectrum Disorder (ASD) encompassing Autism, Asperger's Syndrome and Atypical Autism. Initial recommendations suggest that the NHS care pathway of ASD will be part of a multi-agency health, education and social care pathway covering all aspects of the individual's life.

- 2.3.4 **The development of an Inclusive Communication Policy** – to make sure services share information in a way that everyone can understand. From this initiative, there will be wider availability of 'accessible information' in the form of Easy Read documents and a range of other forms of assisted communication. A multi-agency Accessible Information Working Group has now been formed, and a full work programme set out for two years hence.
- 2.3.5 **'Making Choices Keeping Safe'** – is a recently published local policy document containing guidelines for statutory, private and third sector workers on how to approach the subject of sexuality, and respond to the sexual health needs of people with learning disabilities. An accompanying training programme will help staff to use the 'Early Identifier Tool' and develop awareness of important related legislation.
- 2.3.6 **Enhancing job retention services to help people stay in their jobs** – this will be undertaken by the local Employability Network Governance Group which has working links with the joint strategy Group. Engagement with employers to increase job opportunities for this client group will also remain a strategic priority.
- 2.3.7 **Consolidating and widening integrated working** – partnership working in the area of planning and operations across agencies, including Perth and Kinross Council, NHS Tayside and Perth College UHI, has been extended and strengthened under the auspices of the joint strategy. This process will continue as more shared projects are realised and jointly managed. Links with third sector services will be enhanced through the Service Providers' Forum which is currently developing its constitution and role. New aims for this Forum include the coordination of representation on Council (and other) planning and decision-making forums
- 2.3.8 **Improving communication and involvement with carers and parents** – the joint strategy Group has recently reviewed the approach to engaging with carers and parents in order to increase and widen participation across the various groups. A range of different forms of engagement are now being implemented; i.e. a supported forum, a regular newsletter, specialist workshops and communication with carers and parents of people with a Profound and Multiple Learning Disability.

- 2.3.9 **A joint local response to the recommendations contained in the new national ten year joint strategy entitled ‘The keys to life - Improving Quality of Life for People with Learning Disabilities** – This is the new national joint strategy produced by the Scottish Government and the Scottish Consortium for Learning Disabilities and is the successor to the ‘Same as You?’ (2000).

The ‘Keys to Life’ makes 52 recommendations on a range of themes, the greatest number of which are health related, 18 in total. New themes include commissioning, criminal justice and transitions. There is a considerable emphasis on partnership working and a stronger focus on employability.

In September 2013, the joint strategy Group began work on benchmarking local services against the recommendations and formulating local actions for incorporation into the Strategic Implementation Plan where required. Around half of the recommendations have a timescale of 1 to 2 years for completion, with the remainder set to deliver between 2 and 10 years’ time.

The joint strategy Group has drafted a set of wide-ranging proposals for the local response to the 52 recommendations. Following consultation with all key stakeholders, the proposals will be taken forward through actions in the current Joint Strategic Implementation Plan.

3. CONCLUSION AND RECOMMENDATIONS

- 3.1 Effective partnership working across all agencies, individuals and family carers has brought about significant progress in the first eighteen months of implementing the joint strategy. A concerted focus on the priorities for the remainder of the second and third year will make sure the Implementation Plan remains on track and consistent with its aims and desired outcomes. New challenges will arise through the local response and incorporation of the recommendations from the national joint strategy’, ‘The keys to Life’.
- 3.2 It is recommended that Committee:
- Acknowledge the positive developments to date through the joint strategy for Learning Disability and Autism Services (2012-2015).
 - Endorse the continuing implementation of the actions and priorities for joint service development through the remaining term of the joint strategy.
 - Receive the final report on the outcomes of the joint strategy at its completion in eighteen months time.

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	Yes
Workforce	Yes
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	Yes
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	None
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

1. Strategic Implications

Community Plan / Single Outcome Agreement

- 1.1 The joint strategy for Learning Disability and Autism Services 2012-2015 has particular relevance to the delivery of the Perth and Kinross Community Plan (2013-2023) /Single Outcome Agreement in respect of the following local outcomes:
- Giving every child the best start in life - by way of the new Transitions Services that supports young people with the move from school to adulthood.
 - Developing educated, responsible and informed citizens - by way of several initiatives; i.e. Further education classes provided by Perth College UHI now being delivered off campus in supported environments for people with complex needs.

Corporate Plan 2013-2018

- 1.2 The joint strategy for Learning Disability and Autism Services 2012-2015 has particular relevance to the delivery of the Perth and Kinross Corporate Plan in respect of the following local outcomes:

- Supporting people to lead independent, healthy and active lives – this is the core aim of the joint strategy with most aspects the Implementation Plan leading to these outcomes for clients

2. Resource Implications

Financial

- 2.1 Transition costs for the financial year 2013-14 are within budget, and it is expected this will also be the case for financial year 2014-2015. Accordingly, Projected Costs for leavers in 2014 can be calculated with accuracy. In September 2013 the cost of the transitions leaving School in summer 2014 was projected at £527k. Following Outcome Focused Assessments and planning being undertaken by the Transition Team the anticipated costs of leavers is now projected at £224k, therefore an expected cost reduction of £303k from original forecast. This is based on the current list of Transition Clients and their needs. It should be noted these costs can change depending on Client's circumstances.

Workforce

- 2.2 A Joint Workforce Training and Development Plan underpins the Strategic Implementation Plan as detailed in Appendix C

Asset Management (land, property, IT)

- 2.3 There are no asset management implications arising from within this report.

3. Assessments

Equality Impact Assessment

- 3.1 The Report is assessed as relevant for the purposes of the EqIa as the Implementation Plan addresses a range of social and health inequalities such as access to employment opportunities and health improvement programmes to redress poor mortality rates; i.e. the fact that people with a learning disability still die 20 years earlier than the general population.

Strategic Environmental Assessment

- 3.2 No action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

- 3.3 There are no issues relevant to sustainability

Legal and Governance

- 3.4 The report contains no issues which would have a legal or governance impact on the Council.

Risk

- 3.5 There are no issues of risk arising from the proposals in this report

4. Consultation

Internal

- 4.1 The views, reports and general contributions of lead officer/members of the Joint Strategic Group have been gathered. This includes key operational managers and senior staff in Housing and Community Care.

External

- 4.2 The views of individuals have been gathered throughout the first eighteen months of implementation. Reports from focus groups are sent to the Planning and Policy Officer and presented to the joint strategy Group. Responses are formed and reported back through the representatives and/or the facilitators of the client's focus groups; thus forming a two-way communication link. Similarly, the views of carers and parents are gathered through review processes, support groups and in themed workshops. The Third Sector Providers Forum is represented on the joint strategy Group.

5. Communication

- 5.1 Partners have undertaken to develop a joint policy on the provision of Accessible Information for learning disability services; drawing on recent guidance produced by the Department of Health and other expert agencies; i.e. Scottish Consortium for Learning Disability Services.

Clients and their families will have access to better information through publications in 'plain English' and in 'easy read' versions; both paper and online.

A SharePoint site on the PKC Intranet was established in January 2013 to ensure that staff across statutory and third sector organisations have access to joint strategy reports and announcements.

2. BACKGROUND PAPERS

The Keys to Life – Improving quality of life for people with learning disabilities, The Scottish Government, June 2013.

3. APPENDICES

Appendix A - A summary of The Keys to Life – Improving quality of life for people with learning disabilities.

Appendix B – The Joint Planning, Commissioning and Implementation Framework.

Appendix C – The Progress Report on the Strategic Implementation Plan – February 2014. A Sample Page is shown. The full progress report is available from Lorna McCurrach – Planning and Policy Officer lmccurrach@pkc.gov.uk

Summary

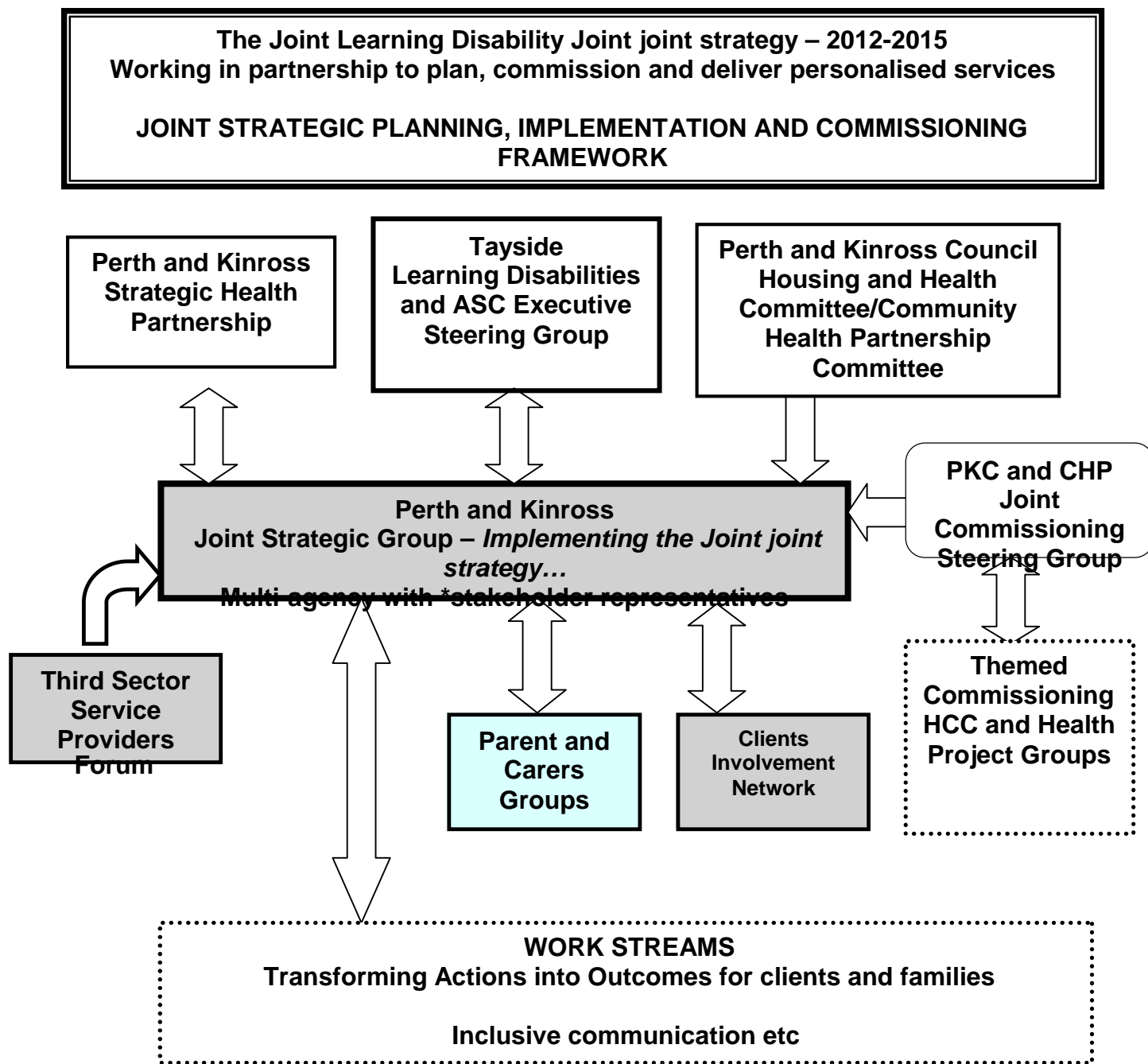
The keys to life - Improving Quality of Life for People with Learning Disabilities Published June 2013

The new learning disability joint strategy in Scotland, following on from, and building on the principles and successes of *The same as you?*, the original review of services for people with a learning disability, published in 2000.

It contains **52 Recommendations** following these themes:

- Human Rights
- Data - who are the people with learning disabilities?
- The Scottish Learning Disability Observatory (Research)
- Commissioning of public services and Joint Commissioning
- Integration of Adult Health and Social Care and Commissioning
- Reshaping Care for Older People
- Self-Directed Support
- Health and Health Inequalities
- Healthy Lifestyles - Prevention and Self Help, Diet and Obesity, Exercise
- Smoking and Drinking
- Health Checks, Dentistry, Epilepsy, Sensory Impairment
- The role of the GP and The role of primary care liaison support
- Health in Hospital and avoidable hospital admissions
- Use of Accident and Emergency Departments
- Dementia
- Palliative care, bereavement and loss
- Independent living, Housing and Supported living
- Mitigating the effects of UK Welfare Reform
- Day opportunities travel and transport
- The role of local area co-ordinators
- Advocacy
- Shift the culture and keeping safe
- Relationships - Friends and partners
- Building Resilience
- Family carers, Paid carers (support workers)
- Parents with learning disabilities, protecting children, young people and adults
- Improving developmental and health outcomes for children with learning disabilities: early intervention
- Children and Young People Bill
- Adult Support and Protection (Scotland) Act 2007 (ASPA 2007)
- Guardianship
- Sexual Abuse
- Education
- Transitions
- Further or Higher Education

- Employment
- Review of Scotland's Supported Businesses
- Volunteering
- People with profound and multiple learning disabilities
- Healthcare issues for people with profound and multiple learning disabilities
- Transitions for people with profound and multiple learning disabilities
- Moving from the family home to supported living
- Meaningful activities for people with profound and multiple learning disabilities
- Accessing Further and Continuing Education and Accessing day opportunities
- Changing Places Toilets
- Bereavement and loss for people with profound and multiple learning disabilities
- Criminal Justice Services - victims and witnesses, being accused or suspected of committing a crime, Criminal Justice (Scotland) Bill, young people and prison health
- Complex care
- Autism Spectrum Disorder
- Mental Health
- Progress on complex care since The same as you?
- Delayed Discharge
- Out of area placements



APPENDIX C: Sample Actions

Perth & Kinross - Joint Strategy for Learning Disability Services (2012 – 2015) Strategic Implementation Plan (With Revisions) – Progress Report at 17 February 2014

No.	Actions & Update	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS					
1.1	<p>ENSURE CLIENTS ARE CONSULTED ON A REGULAR BASIS, AND ARE INVOLVED IN THE PLANNING OF SERVICES AND POLICY DEVELOPMENT</p> <p>To take this forward through an existing network which incorporates the following groups:</p> <ul style="list-style-type: none"> Us and the Housing – supported by Independent Advocacy and PKC All service based Focus Groups PAMIS workshops 	<p>Outline structures in place by Dec 2012 ✓</p> <p>Identify voluntary sector leads by March 2013 ✓</p>	<p>A representative of the service users' involvement network will attend all meetings of the Joint Strategy Group in order to participate fully in decision making and shaping policy.</p> <p>Service User Involvement groups will operate within, and be supported by a 'two-way communication flow' that records and produces evidence of effective participation and involvement that shapes plans and policies</p>	<p>£2,000 – Year 1 budget for 'out of pocket expenses'</p> <p>Review budget allocation prior to year two and adjust accordingly</p>	<p>HCC PKC Gill Motion Suzie Burt Kenny Ogilvy</p> <p>NHS TAYSIDE Allison Angus Angie McManus</p> <p>Independent Advocacy Perth and Kinross Sheina Bell</p> <p>PAMIS Maureen Phillip</p>
PROGRESS REPORT					
<p>STATUS</p> <p>C completed Underway % Behind Schedule Not Started [Action Removed]</p>	<p>Client's involvement network - Senior Community Capacity Building Worker ECS joined the Strategy Group as a core member and has helped to shape effective service user involvement through a network approach that makes use of existing groups and forums. By having a 'pledge-based' strategy and a schedule of themed discussions for the year ahead, it is now possible to plan time for groups to focus on particular areas of the Strategy and feed their views back through a representative, i.e. Gill and/or one of the other group facilitators.</p> <p>In January 2014 - Autism Initiatives joined the network in January 2014, bringing the views of clients with Autism into the Joint Strategy Group</p> <p>Reports from clients focus groups – these are sent to the Planning and Policy Officer and presented to the Joint Strategy Group. Responses are formed and reported back through the representatives and/or the facilitators of the client's focus groups, thus forming a two-way communication link</p>				

Perth & Kinross - Joint Strategy for Learning Disability Services (2012 – 2015)
APPENDIX C Strategic Implementation Plan (With Revisions) – Progress Report at 3rd March 2014

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Pledges, Actions and Progress	Page No
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS	
1.1 ensure clients are consulted on a regular basis, and are involved in the planning of services and policy development	3
1.2 For clients with profound and multiple learning disability (PMLD), services will work in partnership with PAMIS to improve participation/information sharing	4
1.3 Live active leisure will build communication links	5
1.4 Support the development of a carers/ parents network	6
1.4.1 Parents and carers Involvement Plan	7
1.5 Improve responses following consultation with stakeholders	9
1.6 Develop a joint strategic policy, identify funding and resources for the provision of accessible information	10
1.7 Develop the communication/involvement plan in day opportunity services	11
1.8 Contribute to the production of an online (directory) of mainstream community resources	12
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No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
1.1	<p>ENSURE CLIENTS ARE CONSULTED ON A REGULAR BASIS, AND ARE INVOLVED IN THE PLANNING OF SERVICES AND POLICY DEVELOPMENT</p> <p>To take this forward through an existing network which incorporates the following groups:</p> <ul style="list-style-type: none"> • Us and the Housing – supported by Independent Advocacy and PKC • All service based Focus Groups • PAMIS – Family Support Service P&K 	<p>Outline structures in place by Dec 2012 ✓</p> <p>Identify voluntary sector leads by March 2013 ✓</p> <p>A representative of the service users' involvement network will attend all meetings of the Joint Strategy Group in order to participate fully in decision making and shaping policy.</p> <p>Service User Involvement groups will operate within, and be supported by a 'two-way communication flow' that records and produces evidence of effective participation and involvement that shapes plans and policies</p>	<p>£2,000 – Year 1 budget for 'out of pocket expenses'</p> <p>Review budget allocation prior to year two and adjust accordingly</p>	<p>HCC PKC Gill Motion Suzie Burt Kenny Ogilvy</p> <p>NHS TAYSIDE Allyson Angus Angie McManus</p> <p>Independent Advocacy Perth and Kinross Sheina Bell</p> <p>PAMIS Maureen Phillip</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p>	<p>Client's involvement network - Senior Community Capacity Building Worker ECS joined the Strategy Group as a core member and has helped to shape effective service user involvement through a network approach that makes use of existing groups and forums. By having a 'pledge-based' strategy and a schedule of themed discussions for the year ahead, it is now possible to plan time for groups to focus on particular areas of the Strategy and feed their views back through a representative; i.e. Gill and/or one of the other group facilitators.</p> <p>In January 2014 - Autism Initiatives joined the network in January 2014, bringing the views of clients with Autism into the Joint Strategy Group</p> <p>Reports from clients focus groups – these are sent to the Planning and Policy Officer and presented to the Joint Strategy Group. Responses are formed and reported back through the representatives and/or the facilitators of the client's focus groups; thus forming a two-way communication link</p>			

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS				
1.2	<p>FOR SERVICE USERS WHO HAVE PROFOUND AND MULTIPLE LEARNING DISABILITY (PMLD), SERVICES WILL WORK IN PARTNERSHIP WITH AND SUPPORT PAMIS TO IMPROVE PARTICIPATION AND INFORMATION SHARING – PAMIS WILL:</p> <p>1.2.1 Continue meetings with library service at North Inch Community Campus; working to improve use of the community facilities</p> <p>1.2.2 Ensure provision of information relating to workshops, and activities for young people with PMLD are available and included on the PK website and in the newsletter</p> <p>1.2.3 Continue to liaise with partners to address any issues that arise through the Family Support Service.</p>	<p>Ongoing for life of Strategy 2012 - 2015</p>	<ul style="list-style-type: none"> PAMIS will gather feedback from the Community Librarian as to how PAMIS input has improved services. By monitoring the information that PAMIS is submitting to the website and newsletter. Also by evaluation of PAMIS training workshops. Through PAMIS Service Level Agreement monitoring 	<p>Within existing resources SLA</p> <p>*1.2.3 February 2014 an additional £1000 supplement to the SLA Grant</p> <p>PAMIS Joint Strategy Group</p> <p>Maureen Phillip</p> <p>Elizabeth Johnstone – Gleneagles Day Opportunities</p> <p>Gill Motion to link with Maureen Phillip</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p>	<p>1.2.1 Links have now been established between the library service, PAMIS and an independent Storyteller/Puppeteer Ailie Findlay. By establishing this partnership working arrangement, this has meant that PAMIS is now eligible to apply to different funding sources – essentially the links have become mutually beneficial in terms of attracting new money. A group of Kinnoull Day Opportunity clients are accessing this new resource of storytelling sessions at the North Inch Community Campus. The provisions will be delivered on other sites; i.e. Gleneagles in Autumn 2013.</p> <p>1.2.2 From Spring 2013, the PAMIS Newsletter will be uploaded onto the Learning Disability Services SharePoint site</p> <p>*1.2.3 Funding made available to support additional staff time on home visits to hold discussions, collate and report responses back to the Planning Officer and for the Strategy Group, and to contribute to venue and catering expenses for a workshop/event in 2014/15. Easy Read and Accessible Information will be made available to PAMIS about the Joint Strategy and any relevant policy matters for the parents and carers of clients with PMLD; including those 'in Transition'. PAMIS Family Support Worker will speak with families about the importance of getting their views fed into policy and planning processes. Newsletters and updates will help to inform and guide these discussions. Feedback and views will be conveyed back to the Planning Officer from PAMIS or directly by the parent/carer. Annually, PAMIS will organise a workshop event that the Planning Officer will attend. This will be a further opportunity to gather more views on experiences of Transitions Services and other policy matters that are arising through the Personalisation agenda.</p>			

No	Timescales		How we will know it's working		Resources	Lead Agencies & Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS						
1.3	LIVE ACTIVE LEISURE WILL BUILD COMMUNICATION LINKS with the Joint Strategy Group to inform the work of their Disability Sport and Active Recreation Networking Group	September 2013 Event Planned for Dec '12	Improved communication and planning consistency – Live Active to evaluate	Within existing resources	Live Active Leisure Disability Sport and Active Recreation Networking Group	*Gill McShea LAL Susan Hynd HCC
STATUS	No Limits Event February 2013 - approx. 150 participants tried a variety of leisure and sport activities. Consultation focused on the set up of a new 'No Limits' evening club. This club started in August 2013 supported by volunteers. Funding to set up secured from P&K Active Living fund.					
Completed Underway % Behind Schedule Not Started [Action Removed]						

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS				
1.4	ACTION REVISED & UPDATED - OCTOBER 2013	Review Progress October 2014	Recommendations gathered from consultation are incorporated into the Implementation Plan for this Strategy and communicated to the Carers/Parents Network	Resource requirement to be identified
<p>SUPPORT THE DEVELOPMENT OF A CARERS/ PARENTS NETWORK - as a means of ensuring that family carers are empowered and involved in effective ways</p> <p>Key Aims Carers and parents will have an opportunity to shape and influence local service provision for children and adults with learning disabilities and/or those with a condition on the autism spectrum</p> <p>An opportunity to hear about local developments and share ideas with others</p>				
<p>STATUS Completed Underway 50% Behind Schedule Not Started [Action Removed]</p> <p>An engagement event to consult carers and provide information about new services and strategy developments was arranged in November 2013. Unfortunately this was cancelled due to low numbers. It prompted a review of the approach used and a new Plan has been formed.</p> <p>In January 2014, the Joint Strategy Group posed the question – ‘Are these events the best way to engage?’ The ‘cost’ in terms of staff time and money versus the ‘benefits’ may not be good if we are only gathering the views of a small group. It may not be a representative view...if indeed there is such a thing given the diverse client group? It was agreed to develop a more comprehensive/multi-dimensional approach such as a combination of newsletter, online and paper survey, discreetly ‘tap into’ existing groups of carers, make better use of our websites i.e. use social media?</p> <p>See ‘Parents and Carers Involvement Plan’ Revised January 2014: ↓</p>				

Parents and Carers Involvement Plan Revised January 2014

No	Actions	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
SUPPORTING THE FOLLOWING STRATEGIC AND POLICY AGENDA					
JOINT LEARNING DISABILITY STRATEGY PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS					
JOINT LEARNING DISABILITY STRATEGY Pledge 9 Helping carers and families Supporting you as a carer to continue in your role, maintaining your health...etc					
TRANSITIONS PROTOCOL 2012-2015 – Involving, informing and empowering the parents of young people with additional needs who need support to move from school into adult life (specifically those with a learning disability and/or a condition on the autism spectrum					
1.4.1	<p>Extend and improve involvement – services will work together to increase the number of parents and family carers accessing existing networks, support groups and involvement forums</p> <p>Make links – with existing groups, i.e. the <i>Carers Forum</i> supported by PKAVS, <i>Carers Chic-Chat Group</i> supported by Gleneagles Day Opportunities, PAMIS parents and carers</p> <p>Reach rural areas – ensure locality teams and workers are kept up to date and involved with any developments for carers</p>	Years 2 and 3 of the Learning Disability Strategy (2013-2015)	An increase in the number of parents and carers who are actively involved in the wider network of groups, consultation events and other forms of involvement	Resource requirement to be identified	<p>HCC PKC Suzie Burt Lorna McCurrach NHS TAYSIDE Allyson Angus Angie McManus ECS PKC Craig Whyte PAMIS M Phillips</p>
1.4.2	<p>Communicate - ensure up to date information about existing support groups and involvement forums for carers and parents will be made available online; i.e. <i>Forthcoming Events Flyer</i> or the booklet entitled '<i>Useful Contacts for Carers</i>' which can be found on the PKC, NHS and PKAVS Website ... http://www.pkc.gov.uk/CHttpHandler.ashx?id=21284&p=0</p>	Years 2 and 3 of the Learning Disability Strategy (2013-2015)	An increase in the number of parents, carers and members of the public visiting the relevant web pages (Google analytics or other methods of counting web page visitor numbers)	Resource requirement to be identified	<p>HCC PKC Suzie Burt Lorna McCurrach NHS TAYSIDE Allyson Angus Angie McManus ECS PKC Craig Whyte PAMIS</p>

No	Actions	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
1.4.2	<p>Disseminate – ensure information is produced and made available in different formats and through a range of methods to widen circulation' i.e. leaflet, online, in the local press</p> <p>Attend 'Help at Hand Event' in Perth – prepare leaflets and engage with attending parents and carers. Collate comments and feedback</p>	25 th Sept 2013 Help at Hand Event	An increase in the number of parents, carers and members of the public visiting the relevant web pages (Google analytics or other methods of counting web page visitor numbers	TBI	<p>M Phillips</p> <p>HCC PKC Lorna McCurrach NHS TAYSIDE Arlene Dawson ECS PKC Craig Whyte</p>
1.4.3	<p>Modernise approach to consultation - through using a range of internet-enabled ways:</p> <ul style="list-style-type: none"> • Social Networking Sites – Facebook, Twitter • ePanel for the Strategy • Survey Gizmo http://www.surveygizmo.com/ 	Test new approaches throughout 2014	Good response numbers from survey participants	Resource requirement to be identified	“ “ “
1.4.5	Prioritise – services will work with groups to establish an agreement and process for prioritisation of tasks and work streams; thus ensuring that involvement is feasible and effective	LD Strategy 2013-2014	Groups and services will achieve general consensus on the scope of involvement and shared agenda	Within existing resources	All Stakeholders

	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS				
1.5	ACTION REVISED & UPDATED OCT 2013	*Reviews to coincide with Committee and Board Reporting 8 Oct '13 CHP PKC March 2014	Recommendations gathered from the three consultation exercises are incorporated into the Implementation Plan for this Strategy and communicated to service users, carers and all groups involved in consultation Client consultation will aim to be widely representative through comprehensive equalities monitoring that takes account of: All types of need – low-level community support to 24 hour care Locality - consider rural and city dwellers Generational – young people, adults and older people Equalities – race, gender etc	<i>Joint Strategy Group</i> Lorna McCurrach Planning & Policy HCC
STATUS Completed Underway 50% Behind Schedule Not Started [Action Removed]	<p>The Planning Officer used consultation and survey results to shape the actions in the Implementation Plan under each Pledge. For example, the relationship between the feedback from Carers and the specific actions in the Implementation Plan are reported on in the Newsletter to Carers (which is now published 3 times per year)</p> <ul style="list-style-type: none"> For clients – An Easy Read Version of the March 2014 PKC HH Committee Report in Newsletter form will be made available to Focus Group Facilitators (Independent Advocacy, Autism Initiatives etc. and they will in turn communicate this to the client group in the most effective way; either 1:1 or in workshops Parents and Carers - Reporting back will be through the newsletter... Third sector, independent and statutory service providers – Committee Reports will be circulated and presented to staff groups and the Voluntary Sector Providers Forum – responses will be fed back into the Joint Strategy Group 			

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers	
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS					
1.6	<p>* ACTION REVISED & UPDATED OCT 2013</p> <p>Develop a joint strategic policy, identify funding and resources for the provision of Accessible Information. The scope of this proposal will extend to address the needs of young people, adults, older people and carers supported through integrated Health and Community Care learning disability and physical disability services.</p> <p>The new Easy Info zone on the NHS inform website launched on the 6th of November. The zone has been developed in conjunction with the Scottish Consortium for Learning Disability (SCLD) to provide easy read accessible health information through the existing NHS inform channel http://www.nhsinform.co.uk/Easy-Info</p>	<p>Begin work on policy development Nov 13</p>	<p>Clients and their families will have access to important information through publications in 'plain English' and in 'easy read' versions; both paper and online</p> <ul style="list-style-type: none">Plans and reports about ServicesNew legislation and developmentsWhere to find help, advice or support'What's On' in our communities (i.e. sports, leisure activities)	<p>Purchase subscriptions to 'Easy Read' graphic packages</p> <p>Cost £670 for 1 year subscription to Photosymbols</p> <p>Budget for external training</p>	<p><i>Joint Strategy Group</i> <i>I Devlin PKC Design Team</i></p> <p>L McCurrach PKC M Phillip PAMIS G Motion PKC P McCarthy PKC S Hynd HCC A Laughlin NHST T Fox NHST W Smith PKC T Barclay PKC</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p>	<p>Funding was identified to purchase a 1 year licence for 10 users (across health and community care) to begin producing Easy Read Documents using www.photosymbols.com ...with a view to rolling out across other services and departments i.e. CJS .</p> <p>Partners have agreed to develop a shared capacity to implement a joint strategic policy on the provision of Accessible Information for learning disability services; drawing on recent guidance produced by the Department of Health and other expert agencies; i.e. Scottish Consortium for Learning Disability Services. We will undertake a joint review of all communication needs across learning disability services and map the extent and quality of current provision for those with a sensory impairment – linking into a parallel work stream in the Physical Disability Strategy. Partners will be supported to establish shared quality standards; drawing on examples of good practice in other areas.</p> <p>A small working group of 10 license users was formed in December 2013 and is now writing Easy Read documents; starting with Transitions leaflets and Strategy Reports for clients. The documents will go onto the PKC and NHST websites from 2014 onwards</p>				

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS				
1.7	DEVELOP THE COMMUNICATION AND INVOLVEMENT PLAN IN DAY OPPORTUNITY SERVICES in the following ways:			
<ul style="list-style-type: none"> Run 'Information Events' for everyone during times of change or development. (either a group event or one to one) Co-produce (staff, clients and family carers) and publish regular newsletters Ensure clients have regular opportunities to give their views i.e. through questionnaires/focus groups Participate in the Accessible Information publishing group to ensure consistency of communication NHS Services (Birch Ave Day Hospital and Growing Capability formerly the OT Garden Project, Upper Springland). Seek carers/users feedback via questionnaires/focus groups 	Review and Report May 2013	All clients are provided with useful and current information regarding developments. (feedback from annual strategic consultation exercise) Seek reader's views on the newsletter; invite 'letters to the Editor'. A high % return of completed questionnaires issued Seek feedback through annual strategic consultation exercise – all stakeholders	Within existing resources Speech therapy and other key partners	<i>Day Opportunities...& Other key partner services</i> <i>i.e. Cornerstone Independent Advocacy</i> Brian Kinnear Kate Kane Elizabeth Johnstone Mark Stratton Angie McManus
STATUS Completed Underway % Behind Schedule Not Started [Action Removed	Gleneagles, Kinnoull and Blairgowrie Day Opportunities are all active in producing newsletters, bulletins and arranging information events and open days on a regular basis. NHS Tayside, Birch Avenue Day Hospital publish the Evolution Newsletter quarterly A full consultation programme was undertaken in November and December 2013 to inform and seek views on moving the services from the Birch Avenue/Score site. All day opportunities services regularly issue questionnaires to clients and carers. Birch Avenue publishes survey results and feedback in the Evolution Newsletter. The December 2013 edition reported back on the quality of nursing services and how well they communicate with clients. Two staff from Birch Avenue and one from Kinnoull Day Opportunities are members of the Accessible Information Working Group			

No.	Timescales & Progress		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS						
1.8	CONTRIBUTE TO THE PRODUCTION OF AN ONLINE (DIRECTORY) OF MAINSTREAM COMMUNITY RESOURCES to inform service users and their families about all local amenities and resources that are accessible and welcoming to people with a disability (i.e. restaurants, cinemas, transport etc.)	Launch online March 2014	An annual review process will ensure the access guide is kept up to date. All venues will be contacted by post, email or telephone. All venues which report a structural change will be reassessed by a surveyor and their information republished. In addition, 25 detailed access guides, 100 key access reviews or a combination of both (on a 4 key access review to 1 detailed access guide ratio) will be surveyed and added to the online access guide.			Disabled GO
STATUS	The Executive Director (Housing and Community Care) recently commissioned 'Disabled Go', a specialist national accessibility project, to produce an online access guide to some 1,000 goods and service providers across the area including shops, pubs, restaurants, theatres, hotels, train stations, tourist attractions, leisure facilities, local council offices and other public venues.					
Completed Underway % Behind Schedule Not Started [Action Removed]	DisabledGo worked closely with local organisations who already work with those living with a physical and/or sensory impairment and consulted directly with community members across Perth & Kinross. DisabledGo already work with a number of local authorities in Scotland and England. By visiting either the DisabledGo website or following a link from the Perth & Kinross Council website, people will soon be able to check, for example, whether a pub is accessible to a wheelchair user, whether a cinema can offer a hearing loop, whether a hotel offers adapted rooms, and whether a restaurant offers menus in large print or Braille. The DisabledGo access guide will be specially designed to answer the everyday questions of people living with a physical and/or sensory impairment, their assistants, carers, family and friends who live in or visit Perth & Kinross.					

No.	Actions & Update	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 1 – IMPROVING COMMUNICATION AND ENGAGEMENT WITH CLIENTS, CARERS, FAMILIES AND OTHER KEY STAKEHOLDERS					
1.9	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 1 – the following training programme will be offered:</p> <ul style="list-style-type: none"> • SVQs • Codes of Practice Training • Outcome Focussed Assessment Training • Facilitation skills • Communication Skills for Staff • Listening Skills for staff • Non Verbal Communication Training • Talking Mats and Inclusive Communication • Producing 'Easy Read' Publications – through peer learning in the Accessible Information Working Group 	<p>All Courses offered on an ongoing basis and on request</p> <p>Individual applicants will be responded to on an as required</p>	<ul style="list-style-type: none"> • Staff will gain required qualification • Staff practice will be compliant with professional Codes of Practice • Improved satisfaction recorded in feedback from service users and carers • Staff report increased confidence in their abilities, interactions and achievements; measured in supervision and Employee Review and Development sessions 	<p>SVQ Team</p> <p>SSSC codes of practice booklet</p>	<p><i>PKC-HCC Learning and Development</i></p> <p><i>NHST Learning & Development</i></p> <p>PAMIS</p> <p>Independent Advocacy PK</p> <p>Enable Scotland</p> <p>Pat Millar</p> <p>NHS Tayside</p>
<p>NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.</p>					

No.	Timescales & Progress		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks						
2.1	DEVELOP ACCOMMODATION WITH SUPPORT FOR FOUR PEOPLE WITH PROFOUND AND MULTIPLE LEARNING DISABILITY (PMLD) - this will involve identifying the preferred model i.e. shared or individual tenancies, necessary building adaptations etc	Site Selection underway at Nov 2013 Building work to commence 2015-2016 Completion 2016-2017	Funding and developers appointed by 2014, as specified in the Strategic Housing Investment Programme for Perth and Kinross	£735,000 Capital Building Fund	PKC HCC Commissioning Team – LD Project Group Maureen Phillip Glen Peters Norma Robson D McNaughton Lorna McCurrach Shirley Douglas Sue young	
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]		The process of site selection is ongoing. The current preferred site is on the banks of the Tay – known as the old Hillside Hospital site A commissioning meeting was held on Monday 19 th November 2013 to re-evaluate assessed needs and to identify flexible options where the new builds can serve the needs of more than one client group. Operational teams report that there is a sufficient number of potential candidates with PMLD currently receiving services and coming through Transitions Services (supporting school leavers)				

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks				
2.2	Ensure clients with PMLD and family carers are consulted and advised about the development of 2.1 PAMIS will organise information sessions/focus groups and gather information at home visits to enable full consultation with carers in any review or development of future housing models. PAMIS will ensure carers are advised about Shared Lives Service, offering awareness sessions and by continuing to support families who wish their sons/daughters to enter supported living services	To be agreed when builders are on site (2015) Ongoing support through family support service	<ul style="list-style-type: none">Reporting of the information gathered from carers relating to discussions around housing models and the options available.Information sessions for carers will be attended to ensure they are advised about different housing models and the implications of the various options.Monitoring through the contracts team. PAMIS will provide information through Service Level Agreement monitoring and by sharing information and evaluations from information sessions with Perth and Kinross Council	Within existing Resources Within existing Resources PKC HCC Commissioning Team – LD Project Group Maureen Phillip Glen Peters Norma Robson D McNaughton Lorna McCurrach Shirley Douglas Sue Young
STATUS	The PAMIS Family Support Worker has joined the New Builds Project Group as an advisor and full consultation will take place when the builders are on site.			
Completed Underway % Behind Schedule Not Started [Action Removed]				

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks <u>ALSO LINKED TO... PLEDGE NO 11: BETTER LIVES IN OLDER AGE: Meeting the needs of older people with a learning disability, older carers and older parents.</u>				
2.3	PROVIDE SUITABLE ACCOMMODATION WITH SUPPORT - Progress the planned agreement to make available 6 cottages/bungalows (including integral housing support plans) in the Bridge of Earn area for people with a learning disability who are living with older parents – THIS ACTION WAS REVISED REVISION APPLIED March 2013: After assessments were carried out, no older clients were identified whose needs fitted with this development. Accordingly, the criteria was widened to invite applications from younger clients requiring amenity housing – 3 were identified and subsequently moved in	Development Started Autumn 2012 Clients to be identified by mid-January 2012 Building work was completed March 2013	Adults with a learning disability, living with older parents will have access to suitable housing with additional support REVISION APPLIED March 2013 Revised Indicator – 3 younger clients with learning disability and mobility support needs will be housed and supported with independent living	Within existing resources – tenants support packages and funding transferred from previous accommodation and support provision PKC HCC Commissioning Team LD Project Group Shirley Douglas HCC Sue Young NHST
STATUS Completed Underway Behind Schedule Not Started [Action Removed]	At the end of the Assessment period, no older clients were identified for the houses. Because the properties are classified as 'Amenity Housing', this allowed for clients with mobility needs who need ground floor living. Three tenants were identified by the deadline date of 14 th February 2013. This left three houses unallocated and were handed back to Caledonia Housing Association. By March 2013, the houses were available for clients to move in. By April, assessments and moving in plans were completed with 3 properties tenanted and 3 properties handed back to Caledonia Housing Association			

PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks				
2.4	DEVELOP ACCOMMODATION WITH SUPPORT FOR ADULTS WITH HIGH FUNCTIONING AUTISM (ASPERGERS) WHO ALSO HAVE COMPLEX NEEDS – NHS Tayside and Perth and Kinross Council are to develop a joint model of accommodation support with a care provider to support adults with high functioning autism and complex needs	By 2015/16	<ul style="list-style-type: none"> A reduction in the number of in-patient admissions due to a relapse in mental health A reduced need for the purchase of 'out of area' private provision 	Unknown PKC HCC Commissioning Team – LD Project Group Glen Peters Norma Robson D McNaughton Lorna McCurrach Shirley Douglas Sue Young
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The process of site selection is ongoing. The current preferred site is on the banks of the Tay – known as the old Hillside Hospital site</p> <p>A commissioning meeting was held on Monday 19th November 2013 to re-evaluate assessed needs and to identify flexible options where the new builds can serve the needs of more than one client group.</p>			

No.	Timescales & Progress		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks						
2.5	ASSIST SERVICE USERS WITH A HISTORY OF OFFENDING, AND/OR THOSE AT RISK OF OFFENDING TO MOVE FROM INSTITUTIONAL SETTINGS TO A SAFE COMMUNITY SETTING - with the police, we will assess and quantify needs, explore options and where possible assist people in this group to move from institutional settings to more homely settings in Perth and Kinross; putting into place the most rigorous risk management systems to prevent offending/re-offending	Commenced June 2012 A progress report to the Joint Planning Group by Sept 2013	<ul style="list-style-type: none">From the baseline taken at 1st June 2012; by the end of Year 1 a greater number of service users will have moved into a homely setting in the communityRigorous risk management arrangements will prevent offending behaviours from occurringThrough regular reports via the Purchased Services Board and the Joint Planning Group on an annual basis	To be calculated on a case by case basis	PKC HCC Risk Management Multi-disciplinary Meetings	Shirley Douglas Rob Alexander SW Sue Young OT Forensic Nurses Providers Cornerstone and Turning Point
STATUS		This work is ongoing and is progressed through the quarterly PKC HCC, Risk Management, Multi-disciplinary, Meetings An Easy Read Guide for clients who attend these meetings will be produced. This will enhance understanding of the process and the reasons for it.				
Completed Underway % Behind Schedule Not Started [Action Removed]						

No.	Timescales & Progress		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks						
2.6	DEVELOP INNOVATIVE APPROACHES TO SUPPORT PEOPLE IN THEIR OWN HOMES - Assess the feasibility of developing services based on alternative models i.e. the 'Key Ring Living Support Networks' of good neighbours who help out vulnerable clients living alone. Consider other housing support models where someone without a disability can support others with a disability in a flat-share.	Undertake Options Appraisal August 2014	Stage 1 - Local research will show evidence of a demand for this type of service. Stage 2. Subject to demand, feasibility and resources, develop in partnership with a suitable voluntary sector partner	Budget to be calculated	PKC- HCC Lorna McCurrach NHS Partners	
STATUS	Work to begin August 2014					
Completed Underway % Behind Schedule Not Started [Action Removed]						

¹ Further information about this scheme can be found at <http://www.keyring.org/Home>

No.	Timescales & Progress		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks						
2.7	ESTABLISH A LOCAL ² SHARED LIVES SERVICE/KINSHIP CARE – commission a Care Provider who already provides this type of service elsewhere in Scotland to develop and enlarge their current 'Shared Lives' service to include Perth and Kinross.	Lead care provider identified by Dec 2012 1 st Review Sept 2013	<ul style="list-style-type: none">Shared Lives Carers will be recruited and registered to the SchemeSuccessful matching of service users and Shared Lives Carers will progress to the placement stageA formal review of placements will be undertaken 6 months into the scheme; or ad hoc should the need arise.	£20,000 [LD Portion of a total grant of £60,000 to inc mental health and substance misuse]	PKC HCC to Commission Complete ✓ Provider Richmond Fellowship Co-ordinator Dave-Jo Chaplin (Contact Details in Appendix A	
STATUS		<ul style="list-style-type: none">3 self employed carers have been recruited and successfully matched up with 3 clientsThe main challenges facing potential carers is caution about (1) being self-employed and (2) bringing clients into their own homeRichmond Fellowship has recently spent time studying community involvement in rural settings focusing on vulnerable and isolated adults.Advertisements are online and in leaflets on many sites. Some interest is being generated through 'word of mouth' <p>Benchmarking the rate of take-up; this has been found to be favourable compared to other services at this stage of development</p>				
SLA Completed Underway Behind Schedule Not Started [Action Removed]						

² Shared Lives arrangements involve individuals and families in local communities (Shared Lives Carers) provide accommodation and/or support for people who need help to live the lives they choose. More information can be found at www.naaps.co.uk

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks				
2.8	MAXIMISE INCOME AND HOUSING BENEFIT services will ensure that client's income and good financial status is preserved and well managed in light of imminent Welfare Benefit Reforms.	Review Sept 2013	<ul style="list-style-type: none"> Monitor number of referrals to the Welfare Rights Team Case file audit 	Within existing resources Welfare Rights Team Nicola Sutherland
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	To ensure that clients with a learning disability are receiving all the benefits they are entitled to, the Perth and Kinross Welfare Rights Team offer 'Income Maximisation Assessments'. Between May 2013 and August, 281 were carried out.			

No.	Actions & Update	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 2 HELPING PEOPLE TO LIVE INDEPENDENTLY, SAFELY AND TO ENJOY LIVING IN THEIR OWN HOME: We will help people to live in their own home, or in homely settings and have access to enabling and supportive networks					
2.9	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 2 – the following training programmes will be offered:</p> <ul style="list-style-type: none"> • SVQ • Self Directed Support (SDS) training • SMART technology training • Outcome focussed assessment training • Circles of support • Community Connecting • Working with Risk training • CALM training • Moving and Handling <p>Adult Support and Protection Act NHS Tayside Level of Training/Delivery:</p> <ul style="list-style-type: none"> • Level 1: Staffnet, e-learning • Level 2: General Awareness Workshops • Level 3: Specialist/Detailed Training 	<p>Progress Report to be completed by June 2013</p> <p>Training dates available from the LOD Team</p>	<ul style="list-style-type: none"> • Staff will gain the required qualifications and aptitudes • Increasing No's of service users opting for SDS • SMART Technology installed / used by Individuals • Staff awareness and understanding will increase • More service users will have circles of support • Undertake Case File Audits to evaluate improvements to risk assessments <p>Risk and CALM Training - reduction in incidents (measured through collation of incident report forms), and staff report increased confidence in dealing with incidents - reported through supervision and ERD</p>	<p>Within existing resources</p> <p>SVQ team LOD team Rapid Response team LOD team CALM Trainers</p>	<p>PKC-HCC Learning and Development</p> <p>NHST Learning & Development Pat Millar</p>

NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.1	<p>Live Active will widen participation - through promotion and attracting more service users to take part in physical activity, sport or active recreation. Particularly in areas of social deprivation, Live Active will promote initiatives that improve service users physical and mental health, and increase participation in physical activity</p> <p>Live Active will improve information - and signposting/referral pathways to existing opportunities</p>	Throughout 2012 to 2015	<p>By comparison with 2011 figures:</p> <ul style="list-style-type: none"> • higher numbers of service users will be participating in physical activity programmes; including those in areas of social deprivation • A higher number of referrals will be received by Live Active • Baseline data, indicators show some evidence of physical and mental health improvement at pre-agreed intervals 	<p>Live Active to budget for these developments</p> <p>Live Active Gill McShea</p> <p>Susan Hynd PKC</p> <p>Sheila Frenz is the LD NHS/P&K Rep. sheila.frenz@nhs.net for accessible activity</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p>	<p>The 'No Limits' consultation event in February 2013 attracted 150 participants who tried out a variety of leisure and sport activities. A new 'No Limits' evening club started in August 2013; to date there have been 10 sessions with 47 attendances. Weekly 'No Limits' sessions are part of the Bells Sports Centre programme with 35 sessions attracting 331 attendances between April and Dec 2013. In the localities, LAL supported a new programme with Blairgowrie Day Opportunities offering a range of activities in 7 sessions which attracted 100 attendances.</p> <p>The 2014 event will take place in September 2014 to build on the inspiration of the Commonwealth Games and Ryder Cup. The events are supported by a range of partners including Live Active Leisure, PKC Arts Development, PKC Sports Development, Saints Academy Inclusion through Sport initiative, Perth College UHI and local sports clubs and volunteers.</p>			

STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	
<p>Weekly adult No Limits session – has been sustained as part of the Bells Sports centre programme. Supported by the coordinator to attract new members. - 331 attendances April to Dec 13 at 35 sessions.</p> <p>LAL supported a new programme with Blairgowrie services for adults offering a range of activities. 7 sessions took place with 100 attendances.</p> <p>Support to schools for Boccia activity has been provided through a 3 month employability programme for a young person working with Capability Scotland.</p> <p>Weekly Boccia provided for Perth grammar ASN pupils. Evaluation has resulted in a commitment to continue to the programme and to link with North Mursion primary to extend the initiative.</p> <p>Perth College – 'Active Community' project –full year's curriculum programme for young adults with Perth College. To promote physical literacy and build confidence and self-esteem. On a term-time weekly basis. Staffing changes have resulted in a review and reorganisation of the programme.</p> <p>Holiday programmes developed for SHIP and SPLASH and Perth and Kinross Autism project.</p> <p>Blairgowrie locality development – monthly family drop in for families with children with a physical, learning or sensory disability. Partner engagement for programme to commence September 13. The need has been created through all of the activity for the development of a Boccia club. Meeting taking place with key partners in Jan 14 to progress this.</p> <p>A new swimming lesson programme has been at established at Perth Leisure Pool specifically for children with Autism in partnership with Pert Autism Support.</p>	

No	Timescales		How we will know it's working		Resources	Lead Agencies & Officers
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3.2	TRAINING AND STAFF DEVELOPMENT Live Active will work with partners to develop new opportunities for participation; and develop the workforce to better respond to the needs of service users	Adults and secondary age - 2012 Early years and school age - 2012/13	<ul style="list-style-type: none">The establishment of new programmes informed by the results of consultationThe workforce will have increased skills and capacity to respond to the needs of service users		Live Active to budget for these developments	Live Active Gill McShea
STATUS		Disability Inclusion training for coaches and instructors scheduled for February 2014. Instructor and lead coaches attending Makaton training 2014 Autism training need identified				
Completed Underway % Behind Schedule Not Started [Action Removed]						

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.3	WIDEN ACCESSIBILITY TO SPORTS ACTIVITIES Support the development of the new Community Sports Academy; a collaboration between Perth and Kinross Council and St Johnstone Football Club [Continue to report on the work of the 'SAINTS Academy' so that informed decision can be made about future sustainable funding]	Contract commenced 2011 Ongoing	<ul style="list-style-type: none">An increasing number of service users will have access to sports activities and coachingFeedback and evaluation /uptake of different sports (all measured by regular monitoring report)Feedback from the projects/service users/carers	Through the Service Level Agreement with St Johnstone Football Club (*1 year only and evaluate) Sheila Frenz Gill McShea Susan Hynd Maureen Phillip David McPhee
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]				
'Saints Academy - Inclusion through sport (SAINTS) Project' encourages people with a disability or health issue to participate in sports. This initiative is delivered in partnership with Housing & Community Care and St Johnstone F.C. The Learning Disability Group doubled the number of participants at the Special Olympics last year with a degree of medal success (particularly in football); their disability cricket squad was the only Scottish team to travel down to old Trafford for a tournament last year and won it; they are now planning their own tournament.				

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
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3.4	SUPPORT THE DUKE OF EDINBURGH AWARDS for Adults with a Learning Disability	Started 2012 Final expedition August 2012	<ul style="list-style-type: none"> Pilot Group first evaluation – Autumn 2012 	PKC Grant funding PKC NHS Tayside Physiotherapy Services NHS Tayside
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>In 2010 a team from the Perth and Kinross Community Health Partnership, Learning Disability Service identified a need for a Duke of Edinburgh Awards group specifically for Adults with Learning Disabilities. Led by Julie Stewart, Physiotherapy Support worker links were made with Kate Somervail from Perth and Kinross Duke of Edinburgh Awards Department officer and identified a Pilot Group of clients already known to the service. Over the last three years 5 of the group have achieved Gold Awards, 3 Silver and 1 Bronze. The group has included clients who have additional needs apart from their Learning Disability including wheelchair dependence, visual impairment, mental health and social issues.</p> <p>All participants fully engaged with the required elements of the award even camping and cooking outside in the worst of the Scottish weather. This project has been a hugely successful venture. It has provided new, exciting and rewarding opportunities for a group of historically isolated young people and integrated them into an internationally recognised and esteemed award.</p> <p>To our knowledge, this is the first additional support needs group that has achieved this success out with an educational establishment.</p> <p>We have shared our knowledge with our colleagues in Angus and Dundee with a view to replicating our success Tayside wide.</p> <p>Report submitted by Sheila Frenz, Physiotherapy Services on behalf of Julie Stewart, .Physiotherapy Support Worker and Duke of Edinburgh Project Leader.</p>			

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3.5	IMPROVE THE HEALTH OF PEOPLE WITH A LEARNING DISABILITY THROUGH EARLY INTERVENTION: support the development of the Down's Syndrome Health Screening Clinic, (a new initiative established in May 2011), ensuring the multi-disciplinary service model is well co-ordinated and effective	Down's... Clinic Est. May 2011 Joint Genetics Clinic 2012 Autism Intervention Group March 2013	<ul style="list-style-type: none"> From the results reported on in the annual audit/evaluation report OT and Physiotherapy will continuously evaluate assessments and actions; reporting outcomes and findings on an ongoing basis 	Within existing Resources <i>Perth and Kinross CHP</i> Angie McManus Dr Fabian Haut Sue Young OT Sheila McGarley Snr Charge Nurse
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>Annual Health Checks are now carried out by the Community Learning Disability Nursing Service and the Birch Avenue Day Hospital</p> <p>Down's Syndrome Health Screening Clinics (DSHSC) have been rolled out in NHS Tayside within each locality by the Community Learning Disability Services since April 2011. The Screening Clinics Steering Group oversees the progress of these sessions. This group has representation from the three localities LD Team Manager's, (representing AHP & Nursing services), Psychology, RNIB, DSHSC Locality Co-ordinators (encompassing comments from Podiatry, AHP's, RNID & Audiology, Tayside Paediatric Consultants and NHST Dental services via locality planning meetings) The Steering Group is an overarching Group which will ensure the Governance and Equity of the locality clinics. Communication and sharing of information is key to this task's success. Discussions with Safety, Risk and Governance Coordinators have taken place to promote an auditing, reporting culture prior to & during the clinics being rolled out & during their evolution.</p> <p>The outcomes of these clinics are reported by each locality via existing Quality & Improvement /Clinical Governance reporting procedures. It is envisaged that information gathered from the clinics will also be used for populating various partnership plans and evidencing HHS and other requirements.</p> <p>Data on outcomes from "onward referrals made" is gathered via re-call appointment documentation at clinics. Compiled results of our Customers Feedback, gathered in the form of Satisfaction Questionnaires were completed in each clinic in each locality. All show a high level of positive responses and provide valuable auditable information.</p>			

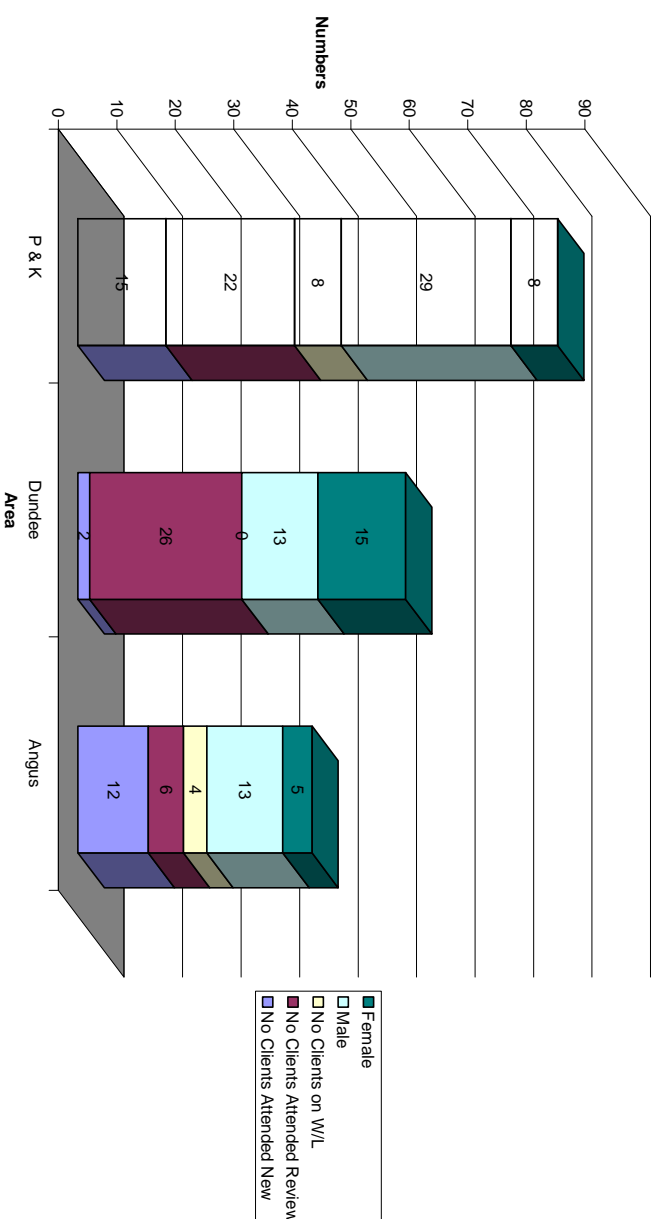
STATUS

Completed
Underway %
Behind Schedule
Not Started

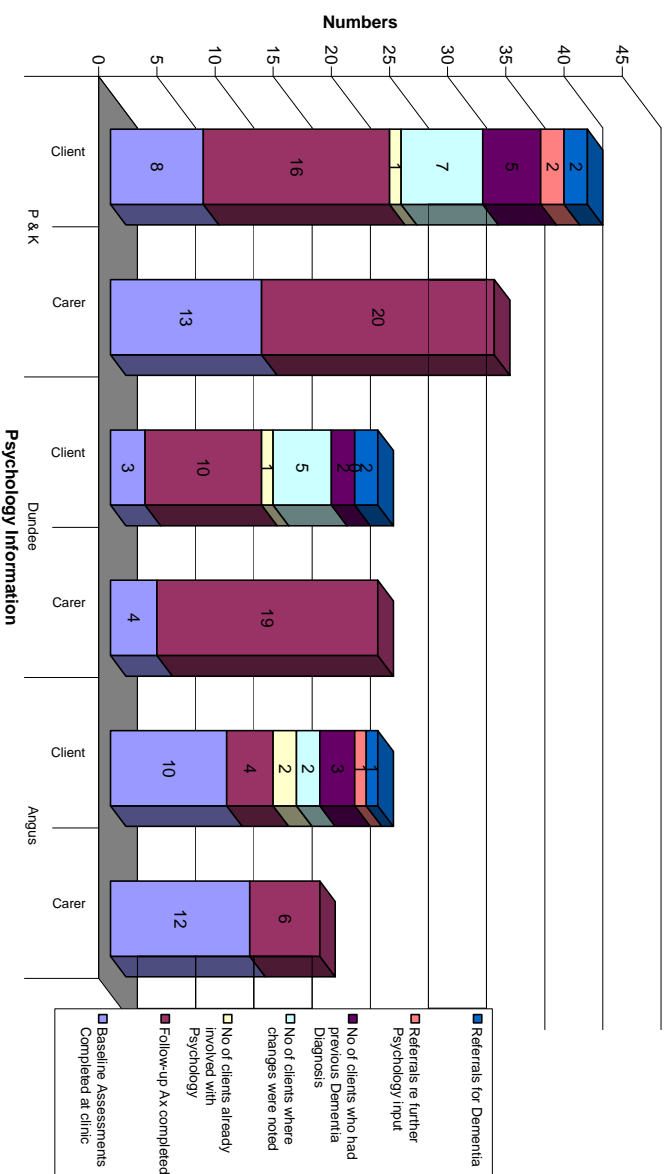
[Action Removed]

Selected Data at July 2013 ...Full Report available from Lorna McCurrach – lmccurrach@pkc.gov.uk

No of Clients attended clinic June 2012 to May 2013



Psychology June 2012 to May 2013



No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.6	IMPROVE MOBILITY AND SAFETY - Learning Disability Specific Falls Service to meet the needs of those most at risk. People with Learning Disabilities referred to Perth and Kinross CHP Falls Clinic with a history of falling are having difficulty engaging with the generic Falls Service due to their Learning Disabilities and accompanying complex needs.	May 2013 commence development	A reduced number of falls recorded in the target group	To be calculated <i>Perth and Kinross CHP</i> Angie McManus Lindsay King Sue Young NHS
STATUS Completed Underway % Behind Schedule Not Started [Action Removed	<p>People with Learning Disabilities have complex needs and long term conditions that put them at a greater risk of falling and sustaining injuries. Staff at the Perth and Kinross Falls Clinic, carers and clients with Learning Disabilities report that they find it difficult to cope with the environment, the format and length of time needed to complete the assessment in the current falls clinic at PRL. People with Learning Disabilities tend to be younger than falls clinic patients who do not have Learning Disabilities. They have very different needs and require more specialist support to understand and benefit from falls education work.</p> <p>As part of the assessment, the service currently given to people at the PRL falls clinic has been examined with a view to identifying a way to provide a more equitable service to people with Learning Disabilities. Learning Disability staff were able to work shadow the multi-disciplinary team during the falls clinic. This improved understanding of the assessment process and identified areas where the Learning Disability Team would need specialist support from the falls service if we were to set up a specialist LD Falls Service. The main area of difficulty identified was access to medical input and expertise. One of the Falls clinic Consultant Physicians has agreed, in principle, to work with us to support the development of A Learning Disability Specialist Falls Service. The Learning Disability Service has set up a multidisciplinary working group involving Physiotherapy, Occupational Therapy and Community Learning Disability Nursing to move the project forward. The group will, where possible, use assessment forms and methods currently used in the P&K Falls service. However where these do not meet the needs of service users with Learning Disabilities, assessment forms, methods and falls education tools will be adapted or devised where necessary.</p> <p>Feb 2014 - Following recent meetings with Carolyn Wilson the Falls Service Coordinator there are a few new developments in the General Falls Service which need to be incorporated into the LD Falls Service. The Tayside Falls Service is developing an NHS Tayside Falls screening Tool. This may be suitable for use in the LD service and this is being looked into. Work is also being done on a Perth and Kinross Learning Disability Service Falls Pathway. The first draft pathway has been reviewed in light of the work done recently with some of the clients who were experiencing falls. Changes will be made to incorporate a falls trigger question. Education and Training for LD staff is the next consideration.</p>			

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3.7	<p>IMPROVE THE GENERAL WELLBEING AND QUALITY OF LIFE FOR PEOPLE WITH PROFOUND AND MULTIPLE LEARNING DISABILITY PAMIS will apply for funding from 'Creative Breaks' to increase the opportunities for people with PMLD</p> <p>&</p> <p>INCREASE OPPORTUNITIES AND IMPROVE ACCESS TO ARTS ACTIVITIES FOR PEOPLE WITH PMLD PAMIS will seek funding for dance programmes, access to the story telling tradition and development of the stories.</p> <p>(PAMIS partnership approach through the Disability Sport and Recreation Network Meetings)</p>	<p>Creative Breaks Fund</p> <p>Applicants to be notified week comm. September 2012</p> <p>Stories Project expected to start - Fairview School August 2012.</p> <p>Funding application for Dance Project to Creative Scotland August 2012</p>	<ul style="list-style-type: none"> Monitoring the level of inclusion of people with PMLD in these activities. Evaluation of the projects through service user feedback The success of the PAMIS funding bid to 'Creative Breaks' will bring about the appointment of a leisure officer who will work to increase access to arts and cultural activities for people with PMLD. 	<p>'Creative Breaks Fund'</p> <p>Applicants will be notified week comm. September 2012</p> <p>PAMIS</p> <p>'Along Came Kirsty' (fundraising organisation)</p> <p>Gleneagles Day Opportunities (for the story telling)</p> <p>Day Opportunities</p> <p>Liz Conacher – PKC Cultural Services</p> <p>Sally Thomas OT</p>
<p>STATUS</p> <p>Completed</p> <p>Underway %</p> <p>Behind Schedule</p> <p>Not Started</p> <p>[Action Removed]</p>				
<p>Application to the Creative Breaks Fund – this was not successful. The Stories Project – this was carried out in Fairview through 'Creative Scotland' and came to Gleneagles Day Opportunities in Autumn 2013. Application for a Dance Project – not progressed as yet but 'in the pipeline' ...connections made with Liz Conacher PKC Cultural Services</p> <p>NHS - Learning Disability healthcare staff are involved in providing Story Telling at Gleneagles Day Opportunities</p> <p>Plans are underway to develop a project to ensure NHS staff are skilled in seating and postural management needs for this client group</p>				

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.8 IMPROVE ACCESSIBILITY TO HEALTHCARE SERVICES Learning Disability Service providers will work jointly to improve the experience of, and accessibility to the following health services: <ul style="list-style-type: none"> • General Practitioners • General in-patient services • Mental Health Services • Art Therapy • NHS 24 • Dentists, Opticians • Physiotherapy, Dietetics, Speech Therapy • Health screening 	Ongoing through 2012 - 2015	<ul style="list-style-type: none"> • Service user and key worker feedback through case file reviews • Health data bases 	Training Programmes for target health staff	<i>Perth and Kinross CHP</i> Angie McManus Dr Fabian Haut Dietetics Services
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	Dietetic/OT Healthy eating/cooking group – to be arranged ...funding has arrived for the (maybe called this) Nourish and Flourish Group to be established as – Pilot and Audit. There is a potential link/joint working opportunity with Perth College UHI - off campus classes...Growing Capability Project Physical Activity Health Alliance – Government Directive at all Local Authority regions targeting all disadvantaged groups (an equalities agenda) Action: Lorna to gather more information NHS Tayside Strategic Improvement Plan (SIP) - Information about Services Event – Pilot one at the end of March2013. This will be a PR Event where each service presents their role... Improve interface with Primary Care through attending Protected Learning Events in GP surgeries. Provide awareness sessions for GPS and all the staff that work with them Action: Angie and Fabian will take this forward)			

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.9 FOR PEOPLE WITH PROFOUND AND MULTIPLE DISABILITY - IMPROVE ACCESSIBILITY TO, AND EXPERIENCE OF THE AFOREMENTIONED HEALTHCARE SERVICES in Action 3.8 PAMIS and family carers will also work with a range of professionals to improve the experience of people with PMLD admitted to hospital	CPD Course presented to NHS Tayside Board July 2012	<ul style="list-style-type: none"> The establishment of a CPD foundation course for 'Continuing Professional Development' for all staff working in the acute hospital setting – monitor attendance rates The establishment of the self-selected component of medical student training 	Within existing Resources	<i>Reference group advising on NHS Tayside Improvement Plan for people with learning disabilities</i> PAMIS Family Carer Reps. Medical Director NHS Tayside Associate Nurse Director Head of patient safety NHS Tayside
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The Personal Passport is one of the tools developed by PAMIS that can help to inform healthcare staff about the person's needs. It is a small compact document that a person with communication difficulties carries with them. This document is full of useful information primarily about the person's likes and dislikes. Important information such as specific safety or feeding needs is included allowing carers to give informed care. When developing a passport a person-centred approach is taken with the passport holder telling their story through its pages. The reader is given insight into the person's personality and character, which helps promote positive interaction. Having a passport is beneficial to both the person who does not communicate in traditional ways and the professionals and carers that he or she comes into contact on a daily basis. Health Group (with a broad agenda) based in Gleneagles Day Opportunities Community Learning Disability Nurses are starting this project in Partnership with Community Facilitators</p> <p>Invasive Procedures: Minimising Risks and Maximising Rights – a report by PAMIS et al aimed at 'improving practice in the delivery of invasive procedures for people with profound and multiple learning disabilities Project Report and recommendations</p> <p>PAMIS has produced a series of leaflets on health topics that are particularly relevant to people with PMLD. They can be downloaded from their website. The Leaflets cover:</p> <ul style="list-style-type: none"> Managing Bowels and Bladders Understanding and Managing Epilepsy Respiratory Health Understanding and Managing Nutrition Responding to the Mental and Emotional Needs Oral Health Care 			

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
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3.10	2012 to 2015	<p>More people with a learning disability will undergo routine eye tests</p> <p>Previously undiagnosed conditions will be diagnosed /treated</p> <ul style="list-style-type: none"> Vision needs are incorporated into person centred plans – checked through case file audit Increased staff awareness of visual impairment in the client group – training needs analysis and case file audit 	NHS Tayside and RNIB Budget allocation	RNIB NHS Tayside Ann-Marie Boyd Angie McManus
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>People with a Learning Disability are more likely to have eye conditions which can adversely affect their day to day lives. Many of these go undiagnosed and the client may display behaviours which are difficult to manage or hard to explain. These behaviours may actually be as a result of their eye condition and not their learning disability.</p> <p>Visiting the Optometrist (Optician) can be a difficult and frightening process for the clients. Many cannot read or may be afraid of the small dark room. Others may have communication difficulties which prevent them from saying what they can or cannot see. As a result of this many of our clients have never had an eye check or do not attend routinely.</p> <p>Christine Scott and Lesley MacGregor from the Community Learning Disability Nursing Team have recently completed a Vision Champion training course. This has given them access to a toolkit which can be used to detect possible difficulties clients may be having. This involves:</p> <p>Carrying out a basic assessment with follow up referral to the RNIB Vision Support Team if required.</p> <p>Assisting carers to complete a pre optometry form to prepare the optometrist and give them the information to make the appointment as comfortable as possible for the client – including information on what form of test the optician needs to use – pictures, symbols, Cardiff Acuity cards.</p> <p>Signposting carers to appropriate services following diagnosis of eye condition.</p> <p>Giving basic advice following eye exam regarding changes which may be needed to the environment and / or equipment needed to maximise vision</p> <p>Assist carers to complete a Vision Passport for the client to ensure all those involved are aware of any issues.</p>			

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3.11	SUPPORT AND DEVELOP ART THERAPY SERVICES – to provide an additional psychological treatment option for people with intellectual disabilities who have identified emotional, behavioural, mental health problems and / or who may challenge services	2012 to 2015	<ul style="list-style-type: none"> Use of standardised outcome measurement tool – Clinical Outcome of Routine Evaluation (CORE-LD) 	<p>Art Therapy is part of the LD Specialist Health Team and provides an area wide service across NHS Tayside</p> <p><i>NHS Tayside Art Psychotherapy Service, Craigmill Skill Centre, Strathmartine Hospital</i></p> <p>John McCulloch</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p>				
<p>Now available to clients at Birch Avenue Day Hospital - Art Therapy aims to help clients with their emotional difficulties which may be impairing their way of life. An Art Therapist through engaging people in the art making process and in the building of a therapeutic relationship is able to help clients with expression and:</p> <ul style="list-style-type: none"> Communication. Emotional support. Build the capacity for healthy relationships. Raise the capacity for self-awareness & insight. Enable clients to affect change and growth on a personal level 				

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3.12	SUPPORT AND DEVELOP MUSIC THERAPY SERVICES – to provide an additional treatment option for people with intellectual disabilities who have identified emotional, behavioural, mental health problems and / or who may challenge services	2012 to 2015	Monitor level of inclusion of people with learning disabilities in individual and group music therapy sessions & record outcomes	Music Therapy offers an area wide service across NHS Tayside as part of the Learning Disability Specialist Health Team	NHS TAYSIDE MUSIC THERAPY SERVICE / Craigmill Skill Centre, Strathmartine Centre, Dundee.
Dr. Jeff Hooper Music Therapist					
STATUS	MUSIC THERAPY SERVICE - PERTH & KINROSS				
Completed Underway % Behind Schedule Not Started [Action Removed]	NHS Tayside Adult Learning Disability service currently has 1 full time music therapist who provides sessions on a Tayside-wide basis. As a part of that Tayside-wide service there are music therapy sessions in Perth & Kinross that are offered once every three weeks to the service users involved. These sessions provide each person with experiences of playing or singing (active music therapy) and opportunities to listen to music (receptive music therapy). They use music as a conditioning stimulus that reduces or eliminates inappropriate behaviours that tend to be considered an 'unhealthy' and unwanted aspect of an individual (e.g. isolation, agitation) and that increases positive, appropriate and 'healthy' behaviour (e.g. participation, interaction, relaxation). Currently 32 adults with a learning disability attend music therapy sessions in Perth & Kinross. There are 12 people receiving individual sessions either at home (n=9), Bells Sports Centre (n=1) or Birch Ave Day Hospital (n=2). The remaining 20 adults attend music therapy groups and they are visited at home (Mount Ericht, Blairgowrie n=6; St Catherine's Road, Perth n=4) or they go along to a Live Active Music Therapy session at Bells Sports Centre (n=10).				

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3.13	³FOR SERVICE USERS WITH COMPLEX NEEDS, ENSURE ACCESS TO THE LEARNING DISABILITY NUTRITION AND DIETETIC SERVICE – provide good quality services and community nutrition projects in partnership with statutory and voluntary sectors services, people who use services and their carers.	2012 to 2015 with annual reviews	<ul style="list-style-type: none"> We will consult service users and their families on an annual basis about access to all healthcare services 	Within existing resources	<i>NHS Tayside Dietetic Service</i> Kirsty Hamilton
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The Nourish and Flourish Programme has been implemented. A healthy eating and cooking skills programme specifically designed for adults with learning disabilities. Adults with learning disabilities are disadvantaged in many ways, one of which being the number of opportunities to learn about what constitutes a healthy diet. Being unable to read main stream healthy eating advice coupled with a lack of cooking skills classes for this client group means that many can struggle with healthy eating. Nourish and Flourish is run by a part time Health Improvement Practitioner, based within NHS Tayside's Nutrition and Dietetic Learning Disability Service. The programme includes pictorial health promotion activities designed to increase the food knowledge of participants, followed by practical kitchen skills. The project requires community facilities to provide suitable kitchen accommodation and additional staff resources. Prior to this particular programme a total of 12 cooking skills programmes had been delivered to over 70 clients with completion rates ranging from 71% to 100% and attendance rates ranging from 61% to 100%. Funding was received from Community Food and Health Scotland for the development and trial of evaluation resources that could be used with this client group. A range of evaluation tools had been used over previous courses but this allowed time to develop these further. This report looks at the evaluation methods used for a new programme using a different format. In the past a minimum of four weeks of health promotion activities took place prior to the cooking sessions starting. Programme number thirteen was planned for 8 weeks in partnership with the Perth Occupational Therapy Service for adults with a learning disability, using kitchen facilities within the Fairfield Neighbourhood Centre. Limited by its size, a maximum of 4 clients was agreed upon. A total of 12 referrals were received, reflecting a demand for such a programme. The group was presented as 'Come and make lunch' running from 10.30 am to 1.30pm, with health promotion activities and cooking on each occasion. The aim of the programme was to reduce the risk of health related disease by improving dietary intake, with the following primary outcomes</p> <ul style="list-style-type: none"> Increase knowledge of healthy eating Increase intake of fruit and vegetables and... Increase confidence in food preparation 				

³ Further information about the service can be found at <http://www.knowledge.scot.nhs.uk/ta/sidenutrition/learning-disabilities.aspx>

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3.14	IMPROVE GENERAL NUTRITION AND WEIGHT MANAGEMENT PROVISION FOR SERVICE USERS; PROVIDE ACCESS TO TRAINING COURSES - for support staff to enable service users and their families to self-manage nutrition and tackle weight management needs	Provide one REHIS Course per year in PK	<ul style="list-style-type: none">Annually, 20 support staff will complete the REHIS – elementary food and health course for carers of people with a learning disability	Within existing resources	NHS Tayside Dietetic Service Kirsty Hamilton PKC Community Inclusion Services
STATUS					
Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The Nourish and Flourish Programme has been implemented. A healthy eating and cooking skills programme specifically designed for adults with learning disabilities. Adults with learning disabilities are disadvantaged in many ways, one of which being the number of opportunities to learn about what constitutes a healthy diet. Being unable to read main stream healthy eating advice coupled with a lack of cooking skills classes for this client group means that many can struggle with healthy eating. Nourish and Flourish is run by a part time Health Improvement Practitioner, based within NHS Tayside's Nutrition and Dietetic Learning Disability Service. The programme includes pictorial health promotion activities designed to increase the food knowledge of participants, followed by practical kitchen skills. The project requires community facilities to provide suitable kitchen accommodation and additional staff resources. Prior to this particular programme a total of 12 cooking skills programmes had been delivered to over 70 clients with completion rates ranging from 71% to 100% and attendance rates ranging from 61% to 100%. Funding was received from Community Food and Health Scotland for the development and trial of evaluation resources that could be used with this client group. A range of evaluation tools had been used over previous courses but this allowed time to develop these further. This report looks at the evaluation methods used for a new programme using a different format. In the past a minimum of four weeks of health promotion activities took place prior to the cooking sessions starting. Programme number thirteen was planned for 8 weeks in partnership with the Perth Occupational Therapy Service for adults with a learning disability, using kitchen facilities within the Fairfield Neighbourhood Centre. Limited by its size, a maximum of 4 clients was agreed upon. A total of 12 referrals were received, reflecting a demand for such a programme. The group was presented as 'Come and make lunch' running from 10.30 am to 1.30pm, with health promotion activities and cooking on each occasion. The aim of the programme was to reduce the risk of health related disease by improving dietary intake, with the following primary outcomes</p> <ul style="list-style-type: none">• Increase knowledge of healthy eating• Increase intake of fruit and vegetables• Increase confidence in food preparation				

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PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing				
3.15	<p>SUPPORT SERVICE USERS WITH THEIR SPIRITUAL NEEDS - through consultation with service users and family carers, form a general assessment with regard to spiritual needs, and the extent to which peoples choices regarding worship and fellowship are met or unmet</p> <p>WIDEN ACCESSIBILITY FOR SERVICE USERS TO ATTEND WORSHIP/SPIRITUAL ACTIVITIES – through developing locality links to Church/faiih groups to support the accessibility for adults with learning disabilities and autism.</p>	2012 to 2015	<ul style="list-style-type: none"> Annual Case file reviews and analyse feedback from annual service user consultations Locality links in place with Church/faiih groups and increased accessibility to church/faiih groups 	<p>Within existing resources Access to the Spiritual Advisory Service</p> <p>Local Area Co-ordination</p> <p>NHS Tayside Spiritual Care Services with PKC HCC</p> <p>Gillian Munro</p> <p>An operational link worker needs to be identified</p>
STATUS	This project will start September 2014			
<p>Completed Underway % Behind Schedule</p> <p>Not Started</p> <p>[Action Removed]</p>				

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PLEDGE No 3 PHYSICAL, MENTAL AND SPIRITUAL WELL BEING: You should get the best healthcare, advice and support you need to live a happy, healthy and full life. You will also be supported with personal spiritual needs to attend places of worship and religious activities of your choosing					
3.16	RESEARCH THE NEEDS OF PEOPLE WITH PMLD AND THEIR FAMILY CARERS IN RELATION TO BEREAVEMENT – PAMIS will use the findings (content analysis of transcribed discussions) from focus groups held with bereaved parents on how they could have been better supported when their son/daughter died. PAMIS will develop learning materials to bring about better understanding of how bereavement and loss affects people with PMLD and those who care for them.	March 2013	The completion of learning materials to guide staff working with this group	Within existing resources	PAMIS... In conjunction with service users and family carers NHS Tayside Palliative Care Services Maureen Phillip
STATUS	Bereavement and Loss Project – PAMIS are working on the development of multi-sensory approaches to explore bereavement and loss issues with people with profound and multiple learning disabilities. PAMIS, in the past, has used multi-sensory storytelling to assist people with PMLD to understand sensitive topics. The overall aim of this part of the Bereavement and Loss Project is partly to extend this work to support people with PMLD when they are bereaved.				
Completed Underway %	Secondly, the Bereavement and Loss Project will provide training and develop materials in relation to carers of people with PMLD who have been bereaved. This will involve consulting with parents and carers to collate their views on this topic, which will then be used to develop the content for training workshops. The aim of these training workshops is to produce guidance to equip bereavement services and disability services with the training and knowledge of bereavement and complex learning disability issues.				
Behind Schedule Not Started	Findings from both the pilot study and the resources and information gathered from consulting with families and carers throughout the Loss and Bereavement Project will be disseminated to all services involved in supporting families and people with PMLD who have been bereaved.				
[Action Removed	It is the hope of the bereavement and loss research team that the development of appropriate accessible resources and development of training materials will address the issues highlighted and improve the experience of bereavement and the journey of grief for all involved. PAMIS is also running workshops which will allow carers to share their experiences of bereavement in relation to the person with PMLD, for whom they care. These workshops will help:				
	<ul style="list-style-type: none">• Develop multi-sensory approaches that will allow the person with PMLD access to the journey of grief and loss. This will involve meeting with parents/carers and professionals to explore recognition and memory.• Draft guidance for carers on how to use the developed sensory resources.				

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers	
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3.17	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 3 the following training programmes will be offered: <ul style="list-style-type: none">• Stress management• Mental Health Awareness• Dementia Awareness• Understanding Personality Disorder• Palliative Care training• Recovery Training• Safe Talk training• Assist Training• Coping with Loss and Bereavement• PAMIS Learning Materials• Life Story Work• Equality and Diversity Training• ⁴REHIS course - food and health course for carers of people with a learning disability Learn Pro training modules link - accessed via Tayside Centre for Organisational Effectiveness (TCOE) - www.t-coe.org.uk available for NHS Tayside staff to access.	Ongoing	<ul style="list-style-type: none">• All courses and learning experiences are routinely evaluated by attendees and facilitators on completion• Numbers of staff completing training• Annually, 20 support staff will complete the REHIS course	Within existing resources	PKC HCC Learning and Development Team: PAMIS Joyce McQuilken Zoe Robertson Maureen Phillip PKC Business Support Trainers NHS Tayside Dietetic Services Tayside Centre for Organisational Effectiveness Pat Miller NHST Learning & Development Team
STATUS					
Completed					
Underway %					
Behind Schedule					
Not Started					
[Action Removed]					
NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.					

⁴ <http://www.rehis.com/community-training/courses/course/elementary-food-and-health-course-carers-adults-learning-disability>

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 4: BUILDING FRIENDSHIPS, LOVING RELATIONSHIPS AND ACTIVE SOCIAL LIVES: We will help you in different ways that you will choose to meet new people and make more friends.				
4.1 DEVELOP FRIENDSHIP AND RELATIONSHIP NETWORKS with the aim of creating a means to provide a way for people to come together and meet friends and potentially partners. Ensure longer-term sustainability is considered as part of the ongoing monitoring of the new Friendship Network	2012 - 2013 Service Level Agreement for FUN	<ul style="list-style-type: none"> Measure 'customer satisfaction' through various means e.g. people with learning disabilities on the 'My Kind of People' steering group, social media tools, graffiti boards at events and through case studies 	Total £19,036 (Comprised of £9,518 PKC and 'match funding' of £9,518 ENABLE Scotland)	<i>PKC HCC</i> <i>Enable Scotland</i> Karyn Sharp NHST support Linda McKechar Sheila McGarley (Friends Unlimited Network)
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>In January 2014 there were 55 members. There are two separate committees: one for stakeholders through a steering group which has a fluctuating 12 membership, an advisory group for Fun is currently in process of being set up. Events to date have been varied and some of which are; bowling, 'speed friending', football, basketball, archery, disco, karaoke, meals out, dance classes, art groups</p> <p>Sustainability Plan - ENABLE Scotland has a grants manager who has been pursuing different funding opportunities. Funding to extend after the end of 2014 financial year through Gannochy Trust, other funding resources are currently being pursued</p> <p>A customer satisfaction survey has just been completed and results will be published soon.</p> <p>The FUN membership fee covers the following benefits;</p> <ul style="list-style-type: none"> £60.00 per year or £1.25 a week Access to a regular calendar of social events One free annual large event Support to attend events Loyalty discount scheme for local businesses for members Workshops to develop skills in areas such as; social skills, relationships, well-being Volunteer support to meet up with friends out with organised events The marketing team is drafting a flyer for membership benefits to be circulated. 			

No		Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE No 4: BUILDING FRIENDSHIPS, LOVING RELATIONSHIPS AND ACTIVE SOCIAL LIVES: We will help you in different ways that you will choose to meet new people and make more friends.					
4.2	EXTEND THE WAYS WE CAN HELP – identify approaches and methods that have proven successful in supporting people with a learning disability to widen their social networks and opportunities for a full personal life	Begin Oct 2014	Survey – clients will report an improvement in the quality of their social lives and an extended circle of friends	Within existing resources	To be identified by the Joint Strategy Group
STATUS		Begin Oct 2014			
Completed Underway % Behind Schedule Not Started					
[Action Removed]					

No	Timescales	How we will know it's working	Resources	Lead Agencies & Officers
PLEDGE NO 4: BUILDING FRIENDSHIPS, LOVING RELATIONSHIPS AND ACTIVE SOCIAL LIVES: We will help you in different ways that you will choose to meet new people and make more friends.				
4.3	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 4 the following training programmes will be offered: <ul style="list-style-type: none"> • SVQ • Making Choices Keeping Safe (April 2013) • Social Networking and Online Safety • Adult Support and protection Act Awareness workshops • Working with Risk • Community Connecting Adult Support and Protection Act – NHS Tayside Level of Training/Delivery: <ul style="list-style-type: none"> • Level 1: Staff net, e-learning • Level 2: General Awareness Workshops • Level 3: Specialist/Detailed Training 	Ongoing and on request Training dates available from the LOD Team	<ul style="list-style-type: none"> • Staff will gain the required qualification • Making Choices Keeping Safe (April 2013) • staff will be running courses for groups and information will be gathered from participants The following will be reported through supervision and Employee Review & Development <ul style="list-style-type: none"> • Staff will have increased confidence to discuss and deal with issues raised • Individuals will be more aware of their own rights in relation to harm and risk in relationships • Staff will be confident in balancing risks and protection 	Within existing resources <i>PKC HCC Learning and Development Team: NHS Tayside Learning and Development Department</i> Pat Millar Mary Notman for Adult Support and Protection
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]				
NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.				

No.	How we will know it's working			Resources	Lead Agencies and Officers
<p>PLEDGE 5 - STAYING SAFE AT HOME, IN THE COMMUNITY AND ON THE INTERNET: We will work with the police to help you if you are being bullied or if you are worried about others who may hurt you. This could be people who might steal from you, hit you or damage your property. We will also help you to stay safe in other ways such as fire prevention in your home.</p>					

5.1	<p>Link into the - Disability-related Harassment Sub-group and ensure issues raised are appropriately addressed and link in with the strategic priorities of each relevant care group</p>	<p>June 2014 Review Progress</p>	<ul style="list-style-type: none"> Carry out a comprehensive review in October 2014 Review and evaluate through the Disability-related Harassment sub-group 	<p>Design a multi-agency training programme</p> <p>Release staff for training</p>	<p><i>PKC-HCC Tayside Police Chair of the Disability-related Harassment sub-group</i></p> <p>David McPhee – The 'link' to the Disability-related harassment sub-group</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started</p> <p>[Action Removed]</p>	<p>Report from the Disability-related harassment sub-group:</p> <ul style="list-style-type: none"> Group was established in 2010 to look at issues locally in relation to disability-related harassment in response to the Equalities and Human Rights Commission (EHRC) Inquiry into Disability-related harassment which led to the publication of their report with the findings from the Inquiry 'Hidden in Plain Sight' in late 2011. Our group is a multi-agency group with representation from across HCC (Safer Communities Team; Housing; SW Operations including LD and MH; Complaints and Adult Support and Protection); the Voluntary Sector (Independent Advocacy, Centre for Inclusive Living, Enable Scotland and PLUS); service user representation and the Police and Stagecoach have also attended meetings. The group is chaired by David McPhee in his service equalities role. The group meets a minimum of 3 times per year. The group has held 2 further meetings since last update to the Joint LD Strategy Group, meeting on 20 August 2013 and 19 November 2013. Good practice information continue to be shared at these meetings as well as receiving feedback on the roll-out of the Disability-related harassment DVD (It Goes On and On and On) which is available online (http://www.pkc.gov.uk/itgoeson) 				

STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	
	<p>Information about Disability-related harassment and accessing the above DVD has also been added to the Youthability website so that online information can be made available to younger people with a disability (http://www.youngscot.org/local/perth-kinross) ;</p> <p>The group has recently launched a Safe Place Scheme led in partnership by the Safer Communities Team and the Centre for Inclusive Living in Perth & Kinross. Essentially the scheme is to encourage shops and premises in the city centre to sign up to be identified as a 'safe place' for people with disabilities who may feel unsafe for any reason when in the city centre. 2 days were spent at St. Johns Centre in December registering individuals for the scheme (and 21 people signed up). Individuals will receive a personalised card which they can show if they need to go into a shop or business (those shops and businesses will have a sticker identifying they are signed up to the scheme). More details available here http://www.pkc.gov.uk/safeplace - scheme will be formally rolled out in February and more people will be actively encouraged to register before then</p>

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
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5.2	<p>Help clients stay safe from hazards in the home</p> <p>- develop a range of training resources and access to services that can help people to be ‘safety aware’ in their own homes:</p> <ul style="list-style-type: none">• Fires, trips and falls• *Basic First Aid training for service users• Assist PAMIS to raise awareness and provide specialist advice to those with PMLS and their family carers <p>Help service users stay safe on-line</p> <ul style="list-style-type: none">• ‘cyber bullying’• exploitation via internet	<p>Ongoing through 2012 to 2015</p> <p>June 2013 – report on the Home Fire Safety Referrals S Young</p> <p>June 2013 Report on the Falls Service S Young</p>	<p>Annual Audit of case files and accident/incident reports</p> <p>Refer to Basic First Aid training and other course evaluation feedback</p>	<p>Within existing resources</p>	<p><i>Tayside Fire Service – Link Officer Sue Young</i></p> <p><i>Perth and Kinross CHP(New Falls Service)</i></p> <p><i>PKC For First Aid</i></p> <p><i>PAMIS for PMLD service users and family carers</i></p> <p>Maureen Phillip for PAMIS</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started [Action Removed]</p> <p>The multi-agency group led by NHS Tayside in conjunction with the Fire Service has extended the Home Fire Safety Assessment to a broader ‘Environmental Assessment’. Sue Young Occupational Therapist reports on Home Fire Safety Referrals</p> <p>Partnership working with Telecare has been established in respect of Telecare needs being a consideration of the Housing Project Group</p> <p>Trips and Falls – see report on proposed Perth and Kinross Specialist Falls Service for Learning Disability Services</p>					

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 5 - STAYING SAFE AT HOME, IN THE COMMUNITY AND ON THE INTERNET: We will work with the police to help you if you are being bullied or if you are worried about others who may hurt you. This could be people who might steal from you, hit you or damage your property. We will also help you to stay safe in other ways such as understanding fire prevention in your home.				

5.3	Protecting the children of parents with a learning disability - with colleagues in 'Children and Families', ensure the safety of children who have parents with a learning disability. Raise awareness of child protection issues and ensure learning disability staff attend GIRFEC Child Protection training and Awareness sessions.	June 2013 Report on the Parenting Forum A Dawson E Learning for GIRFEC online by March 2013	Audit case files and accident/incident reports Refer to training evaluation feedback	CLDN Arlene Dawson & Catriona Rioch for the Parenting Forum Anne Dalziel ECS for elearning on GIRFEC
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STATUS	<p>The Practitioners' Forum - Working with Parents who have a Learning Disability - A partnership Initiative with Early Years Teams & Social Work Benefits and challenges of Multi-disciplinary working</p> <p>Adult Community Disability Nurses Team and Child Care Social Work jointly host the events</p> <p>Topics for Discussion include - Change is a Must, is a multi-disciplinary team who work with parents affected by parental substance misuse where children are pre-birth – 8 years and identified as at risk. They will discuss their work, focusing on the importance of working together with families affected by parental substance misuse, the benefits and challenges of multi-disciplinary working, as well as points to consider when this work involves a parent with Learning Difficulties.</p> <p>The forum is quite informal so there are opportunities for discussion and sharing ideas.</p> <p>If you have any tools/books/website addresses that you find useful in working with parents with learning disabilities please bring them along</p> <p>*An e learning module is now hosted on the GIRFEC pages of the Council website.</p> <p>GIRFEC online module is available at http://www.pkc.gov.uk/article/4843/Training-and-other-learning-opportunities</p>			
Completed And Underway Behind Schedule Not Started [Action Removed]				

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 5 - STAYING SAFE AT HOME, IN THE COMMUNITY AND ON THE INTERNET: We will work with the police to help you if you are being bullied or if you are worried about others who may hurt you. This could be people who might steal from you, hit you or damage your property. We will also help you to stay safe in other ways such as understanding fire prevention in your home.				
5.4	Ensure the workforce has all the skills and knowledge required to support Pledge 5 – the following training programmes will be offered: <ul style="list-style-type: none"> • Adult Support and Awareness • Reporting harm and abuse – ASP workshops for service users • Fire safety • Basic first aid • Food hygiene • *Getting it Right for Every Child (GIRFEC) • Making Choices Keeping Safe 	Ongoing Review June 2013	<ul style="list-style-type: none"> • Staff will gain required qualification • All courses and learning experiences are routinely evaluated by attendees and facilitators on completion • Case file audit of records of investigations to assess how incidents have been reported to staff. • Ongoing reduction in incidents of concern • An increased number of staff will be trained to deliver Making Choices Keeping Safe Courses for groups. Formal evaluation with participants will be completed each time 	Within existing resources PKC-HCC NHS <i>Learning and Development Teams</i> Pat Miller NHS Tayside Anne Dalziel ECS for e learning on GIRFEC
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]				
*An e learning module is now hosted on the GIRFEC pages of the Council website. GIRFEC online module is available at http://www.pkc.gov.uk/article/4843/Training-and-other-learning-opportunities				

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.				
6.1	Establish a dedicated Transitions Service – Adult and Education and Children's Services and Health Teams working in partnership to support young people with a complex learning disability or a condition on the Autism Spectrum, and their parents; supporting them through the process of moving from school to adulthood and a full life in the community	Team established in 2012	Young people will receive personalised, self-directed support packages to provide for their community care needs as adults On completion of initial assessment at 14 years, future healthcare needs (i.e. dietetics, physiotherapy) are referred to the respective service to enable future resource planning	Allocation to the new Transitions Team £185, 000 (this being 2 years funding) The PKC HCC Transition Team PKC ECS NHS Tayside (L.D. Team) Perth College UHI Shirley Douglas Gillian Morrison *Lesley MacGregor
STATUS	*NHS Learning Disabilities Health Team - Lesley MacGregor, Community LD Nurse is the new link/ person to contact about Transitions. Summary of Report by Gillian Morrison – January 2014 Current Staff Team Profile: Temporary Transition Co-ordinator (25 Hours) 1 Social Worker (Agency – 26 hours) 1 Social Worker (26 hours) 1 Social Work Assistant (36 hours) Independent Travel Trainer (18 hours) School Leaver Activity: 2012 - 1 young person at Elmwood 2013 – 12 young people receiving a service 2014 – 13 young people receiving a service 2015 – 15 young people receiving a service			
Completed				
*Underway %				
Behind Schedule				
Not Started				
[Action Removed]				

<p>STATUS</p> <p>Completed</p> <p>*Underway % Behind Schedule Not Started</p> <p>[Action Removed]</p>	
	<p><u>Projected Costs – Leavers 2014</u></p> <p>In September 2013 the cost of the transitions leaving School in Summer 2014 was projected at £527k. Following OFA's and planning being undertaken by the Transition Team the anticipated costs of leavers is now projected at £224k, therefore an expected cost reduction of £303k from original forecast.</p> <p>This is based on the current list of Transition Clients and their needs. It should be noted these costs can change depending on Client's circumstances."</p> <p>Independent Travel Training</p> <p>Currently working with:</p> <ul style="list-style-type: none"> 1 2013 leaver 3 2014 leavers 1 2015 leavers <p>In process of picking up further 2 young people who are 2014 leavers.</p> <p>On-going work into the schools around providing support and information in regards to supporting young people with independent travel skills while they are still attending school. This includes both Primary and High School.</p> <p>Referral form to be devised.</p>

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.					

6.2	6.2.1 Streamline and improve the effectiveness of the 'Transition Process' develop a new approach to increase the take-up of Self-Directed Support packages.	Review Team progress at 1 st April 2013	Annual case file audits will show an increased number of young people accessing packages of self-directed support at the 'Transition' stage	Within existing resources and supported by the new investment of £185, 000	The PKC HCC Transition Team PKC ECS NHS Tayside Perth College UHI
	6.2.2 Review, modernise and re-design joint working protocols and procedures ; i.e. apply more emphasis to early and inclusive joint planning with parents	June 2013 – review of young people's progress			Shirley Douglas Gillian Morrison
STATUS					
Completed Underway % Behind Schedule Not Started [Action Removed]					
6.2.1 Process through the Transition Team (extract from the Report by Gillian Morrison January 2014) Identify young people from P6. Transition team has started attending P6 ASN meetings at the following schools Robert Douglas Memorial, Coupar Angus Primary, Fairview School, Tulloch Primary and North Muirton as of August 2013. Transition Team will work with young people who meet the eligibility criteria from P6 if the young person and family are agreeable. This allows the team to develop a relationship and get to know the young person. If the young person does not meet the criteria for Transition Team but have a diagnosis of a learning disability and/or ASC these will be passed to Learning Disability Adult Team for assessment 2 years prior to leaving school. Outcome Focused Assessment will be completed 2 years in advance of the young person leaving school. Planning will take place, with POP being completed and funding being agreed 1 year in advance of the young person leaving school. Final year at school will allow transition to adult life to take place, so that the young person will be familiar with their destination by the time they are leaving school. Transition team will review 6 weeks after support package has started. If stable and meeting the young person's outcomes they will then be transferred to Learning Disability Adult Team. If not, the Transition Team will continue to work with the young person and their family until stable and can be transferred.					

<p>STATUS</p> <p>Completed & Underway % Behind Schedule Not Started</p> <p>[Action Removed]</p>	
	<p>6.3.1 (continued) Swift</p> <p>The Swift process has also been devised. This provides a clear pathway of what needs to be recorded on the data base from when a contact is made to the young person moving into adult life. It identifies who does what and when, and is shown as a flow chart. There is also guidance now in place for workers to follow. This includes the questionnaire which needs to be completed. From this new process information can be pulled from Swift. This will eradicate the need for spread sheets in the future. At present both Swift recording and a spreadsheet is being used in tandem.</p> <p>Profile notes now have LD ASN meeting and LD Transition Planning Meeting, which now needs to be completed by workers after attendance at these meetings.</p> <p>A questionnaire is to be devised for workers to complete when they have attended ASN or Transition Planning Meeting.</p> <p>6.2.2 'Making Links' (joint working protocols)</p> <p>Pat McCarthy has made links with:</p> <ul style="list-style-type: none"> • Perth Autism Support and One Stop Shop (Autism Initiatives). • Wider stakeholder groups, ECS, parents and carers through a stall at the Help@Hand; a successful public information event in 2013 • Blairgowrie High School, Kinross High School, Breadalbane Academy and Crieff High School by attending parents' nights and awareness events • Coupar Angus Parent Support Group. • The Independent Transition Group at Woodlea in conjunction with the Child Health Team through active involvement.

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.				

6.3	Ensure the use of Self Directed Support (SDS) contributes to improved life chances of the young people in Transition by increasing the capacity of service providers to offer more choice, independence and control	The baseline will be data collected at January 2014	Year on year, data will show a quantitative increase in the number of support packages that move away from traditional models	<i>The PKC HCC Transition Team Shirley Douglas Gillian Morrison</i>
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STATUS Completed Underway 10 % Behind Schedule Not Started [Action Removed]	Developments in the packages of care that SDS has brought to Transitions Work At January 2014 <ul style="list-style-type: none"> • 6 '*traditional' packages • 2 mixed packages • 2 non traditional • 1 no service at present <p>Footnote: *traditional services is a slightly misleading description insofar as this term refers specifically to the 'traditional' local authority funding aspect only. Personalisation now incorporates new aspects into these packages such as improved flexibility, increased client choice and creativity. These themes are integral to the process of shaping the package of care in a person-centred way.</p> <p>Developing Day Opportunities – The Transitions Team is currently working with Day Opportunities to develop a range of flexible options for mixed packages of care. This initiative aims to increase choice for clients and a move towards more focused and/or sessional attendance that responds to individuals personal needs.</p>
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No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.					
6.4	Improve methods of cost projection to bring about better joint financial management of Transitions - the adoption of an Integrated Resource Framework (IRF) approach to the long term management of Joint Learning Disability Services	*Adopt new approach by September 2013	Projected budgets in place for all young people in Transition	Within existing resources	PKC HCC Transitions Coordinator PKC HCC Finance Team Audrey Ferguson
STATUS	As the Transition team are currently working a year in advance, therefore currently assessing and planning for transition clients entering adult services in Summer 2015, the Finance team have already been given robust projections for financial year 2014 – 2015. This will enable the Finance team to allocate budgets accurately and timeously at the beginning of the new financial year. Having this information in advance aides the budget monitoring process and will assist SMT in making budget planning decisions for the service for this financial year and beyond. This is a vast improvement from previous years. An Integrated Resource Framework has been adopted whilst calculating unit costs for internal services, these unit costs have been used in costing care packages. Transition costs for financial year 2013-14 have come within budget, and it is expected this will also be the case for financial year 2014-2015.				
[Action Removed]					

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.					
6.5	In partnership with the new Transitions Team - improve Transition for young people with profound and multiple learning disabilities - PAM/IS Transition planners and information packs will be available for families and staff working with young people during transition. Personal Passports will also be provided and the PAMIS family support service will continue to offer support to families who request advice or information.	Ongoing June 2013 – review of young people's progress	Monitor through the service level agreement with PKC HCC	Within existing resources	PAM/IS Maureen Philip In partnership with the Transitions Team
STATUS					
Completed Underway 30% Behind Schedule Not Started [Action Removed]	Joint working arrangements are currently being developed through liaison meetings with PAMIS. Further communication and joint planning will be undertaken to ensure robust processes are established and sustained.				

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 6: MOVING ON FROM SCHOOL (TRANSITIONS): You will receive help to move from school into adulthood. Planning for this will begin no later than 14 years of age to make sure you get the chance to take up all the possible opportunities for a rewarding life.					

6.6	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 6 - the following training programmes will be offered: <ul style="list-style-type: none"> • SVQ • Personalisation and Self Directed Support • Community Connecting • Collaboration/partnership working • Autism Awareness Training 	Ongoing and on request Training dates available from the LOD Team	<ul style="list-style-type: none"> • Staff will gain the required qualification • Increase in no of families with personal budgets • Case file audit will show that plans reflect a range of connections beyond traditional providers • Increased number and frequency of links with Education Services, Perth College UHI, NHS Tayside and Voluntary Sector partners 	Within existing resources	PKC HCC Learning and Development Team Lesley Sinclair Zoe Robertson NHS Learning & Development Team
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	The Personalisation Learning Plan has been developed to demonstrate how staff in Housing & Community Care, and in NHS Tayside and independent sector partners will be supported to develop the understanding and skills which will support the implementation of Personalisation in Perth & Kinross Council. The plan is an interactive document intended to make it easier to see the different ways in which learning can be taken forward as individuals, in teams and through mentoring opportunities. The plan is also supported by a Calendar of Learning which shows what training and learning opportunities are available.				

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 7: FURTHER EDUCATION: We will work with colleges and a range of vocational training services to help you find the right courses, apprenticeships and further education that will help you achieve your personal ambitions and goals.				

7.1	<p>DEVELOP THE PARTNERSHIP APPROACH Perth and Kinross Council, NHS Tayside and key partners will work with Perth College UHI – Department of Social and Vocational Studies to:</p> <ul style="list-style-type: none"> Identify areas where more joint working will bring quality and cost benefits for all services (i.e. for young people in transition, students with complex needs) Review support provision for students with complex needs PAMIS will work with partner services to raise awareness ⁵Scotland's Colleges' Support for Learners with Profound and Complex Needs Project - Meaningful Learning 	Ongoing	<ul style="list-style-type: none"> Incorporate jointly agreed performance measures into future Action Planning 	Within existing resources	<p>Joint Strategic Planning Group</p> <p>Perth College UHI</p> <p>PAMIS</p> <p>Gleneagles Day Opportunities</p>
PROGRESS REPORT					
<p>STATUS</p> <p>Completed</p> <p>Underway</p> <p>Behind Schedule</p> <p>Not Started</p> <p>[Action Removed]</p>	<p>PAMIS continuing to work to with partners to promote meaningful learning for people with PMLD through the college network but also with Gleneagles to help look at possible development of outreach courses.</p> <p>Also work in partnership inviting training opportunities for Gleneagles staff when available, (i.e. Richard Hirstwood Multisensory and iPad 2 day course.) Part of Gleneagles Communication group working in partnership to promote meaningful learning opportunities within Gleneagles for people with PMLD.</p>				

⁵ Information about - Scotland's Colleges' Support for Learners with Profound and Complex Needs Project - Meaningful Learning <http://www.collegesscotland.ac.uk/sub-net/supported-programmes/profound-and-complex-needs.html>

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE 7: FURTHER EDUCATION: We will work with colleges and a range of vocational training services to help you find the right courses, apprenticeships and further education that will help you achieve your personal ambitions and goals.				

7.2 INCREASE ACCESSIBILITY FOR STUDENTS WITH ADDITIONAL SUPPORT NEEDS – undertake a 'Pilot' course on a suitable site off-campus – review and progress in partnership; rolling out to other sites if feasible March 2013 – Identify suitable site, agree type of course, design 'Pilot' and agree operational arrangements	Commence Pilot September 2013	Devise and use a simple self-evaluation form for students, College and Council staff participating in the pilot	Within existing resources	Perth College UHI PKC LD Services
	Review Pilot January 2014	Outcomes will be reported the Joint Strategy Group		<i>Charlie Collie</i> <i>Ally Graff</i> <i>Elizabeth Johnstone</i> <i>L McCurrach</i>
STATUS Completed Underway Behind Schedule Not Started Action Removed	<p>The Pilot was based in Gleneagles Day Opportunities. ASDAN Accredited Yoga Course was the first class to be offered – it attracted 7 students. The College Course leader reported that the Gleneagles @support staff are amazing...participating fully in the sessions and are so enthusiastic.</p> <p>Class Leaders' Report January 2014 – "Due to the students' individual needs, the practice of Yoga Postures varies from one student to another. The students who have a normal range of movement can usually do the postures in the normal way, but in this case most in the group have limited movement and therefore practise modified techniques. Prior to practice of any of the yoga postures or variations of them, it was necessary to understand the students' abilities, to identify what they must not do, and to establish a good relationship with them. Using yoga techniques that match and slightly extend the students' abilities is crucial to student engagement and the delivery of a successful class. Practice is aimed at improving general health, span of attention, motor coordination and social interaction.</p> <p>The suitability of yoga procedures for students with special needs has been worked out with careful consideration. This includes simple yet effective techniques involving joint loosening techniques for establishing the range of joint movements and the related Yoga Postures for safe practice. Staff are there to support, guide and encourage... This and the use of words, pictures and chanting help the students/staff of all ages and abilities enjoy the benefits of yoga, it's marvelous how I can see a definite improvement in their abilities, and they are participating well to the best of their capability.</p>			

STATUS Completed Underway Behind Schedule Not Started Action Removed	
	<p>Over the first few weeks the students have learned to recognise what they are required to do and are now familiar with the programme. A couple of students are there for a sensory/experience recorded only session-this is because they cannot participate without full staff assistance.</p> <p>The environment is suitable, although it can be very busy with staff doing their duties at the start of the day in a nearby room, we are also beside a big resource cupboard, where equipment is stored, this also accessed as and when required. I accept that the normal work has to take place and sometimes students have off days just like the rest of us!</p> <p>Staff fully participate and take part when the situation is suitable / appropriate and are keen to do yoga themselves.</p> <p>I think the thing that amazes me most was the clear and proven benefits that Yoga provided for all. This is to do with the fact that every posture can be modified to fit individual physical needs, but the modifications are also possible on an emotional and mental level, so that every person, including the support staff, can have a version of yoga that improves their life.</p> <p>Om Shanti and Aileen Davidson"</p>

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers	
PLEDGE 7: FURTHER EDUCATION: We will work with colleges and a range of vocational training services to help you find the right courses, apprenticeships and further education that will help you achieve your personal ambitions and goals.					
7.3	JOINTLY EVALUATE OUTCOMES FROM THE SERVICES PROVIDED BY THE LEARNING DISABILITY NURSE within the faculty of Social and Vocational Studies	In the annual joint evaluation meeting June 2013	College and NHS Tayside to jointly evaluate on an annual basis	Within existing resources	Perth College UHI NHS Tayside Charlie Collie Linda McKerchar
[Community Learning Disability Nurse (Linda McKerchar) is part of Perth College UHI Curriculum. Support is given from LD Team for attendees at College where appropriate i.e. Assessment/Intervention.]					
STATUS Completed Underway Behind Schedule Not Started [Action Removed]		The Community Learning Disability Nurse is in the College every Tuesday and delivers SHARE Special to New Skills 1 and Stepping Out classes. The value of these sessions is evaluated through student questionnaire on the Smart Board Survey (technology set up by staff for my use) tool at the end of term. Drop in sessions also run Tuesday lunch time, and 1:1 sessions as requested by lecturers, with Leah Thomson support worker working alongside the nurse providing useful background information. Communication is two-way and very productive. The nurse has a caseload of individual clients who attend college and are regularly seen on site. This is usually on Monday afternoons. All College/Faculty staff have reported positive outcomes from the nursing services. Carer satisfaction survey in midst of being produced. Staff and student satisfaction surveys ready to be used. Evaluations regarding the suitability of the group are ongoing and can be changed to suit. This is determined jointly by College Staff and the nurse. The College staff evaluate the nursing input and formally review at the Annual Curriculum department meeting.			

No.	Timescales & Progress	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 8 GETTING A JOB OR WORKING AS A VOLUNTEER: We will provide employability services to help you improve your chance of getting paid work. If you prefer, we will support you to find worthwhile volunteer placements; either as a permanent activity or as training in preparation for paid work.				
8.1	ENSURE YOUNG PEOPLE AND ADULTS WITH A LEARNING DISABILITY/CONDITION ON THE AUTISM SPECTRUM HAVE READY ACCESS TO PERTH AND KINROSS EMPLOYABILITY NETWORK SERVICES: Information at www.pkemploy.net	2011 to 2014	Performance Measures as detailed in the Network Development Plan and in the Employment Support Team Targets Increasing numbers of people with a learning disability getting into: <ul style="list-style-type: none"> • Paid Work, volunteering, work experience in mainstream workplaces or social enterprise • Vocational training 	Within existing resources *Perth and Kinross Employability Network Members HCC Employment Support Team
STATUS Completed Underway % Behind Schedule Not Started				
For Employability Network Activity - see Report on following page [Action Removed]				

The Perth & Kinross Employability Network – Year 2 Report January 2014

The Network was established in 2011 and consists of representatives of organisations across the statutory, voluntary and not-for-profit sectors. A full list of organisations involved is available on the Network's website – see www.pkemploy.net Its main purpose is to assist people who may face additional challenges in gaining access to training opportunities or employment. Organisations within the Network can provide specialist advice and information, assessments for particular forms of support. There are also organisations that can provide guidance on opportunities for training, voluntary work or paid employment.

The Network's second year of operation has been especially productive. As the table below illustrates, there has been encouraging progress in the number of people supported into work or training.

The table reflects only those supported through Stages 5 – 8 of the *Employability Pipeline* - the stages involving job brokerage, employee support and job retention. The scale of the increase over the figures from the previous year is due mainly to a couple of new projects which began operation during 2013/14.

Progress April 2012 – March 2013: Pipeline stages 5 through to 8 only

OUTCOMES	PIPELINE STAGE(S)	Clients 2011/12	Clients 2012/13
Employment - Full time/Paid	7 – Job Brokerage; 8 – New Employee Support & Job Retention Services	52	119
Employment – Part time/Paid	7 – Job Brokerage; 8- New Employee Support & Job Retention Services	62	89
Sustained in Employment/Job retention	8 – New Employee Support & Job Retention Services	107	192
Voluntary work/work experience – (unpaid)	6 – 'Real' Work Experience and Volunteering	114	158
College/Further Education/Accredited training	5 – Accredited Training/College	169	103
Total		504	661

The past year has also seen a considerable amount of activity dedicated to improving communications both within the Network and with other stakeholders. Developed in partnership with Perth College/UHI, the Network's website was established during 2013 (see www.pkemploy.net/)

This provides details of the work of partner organisations. There are also pages dedicated to highlighting some of the specialist roles within the Network including, for example, the type of support available to employers in a range of circumstances.

Building on the progress achieved to date, the Network has updated its Development Plan. The priority actions for the coming year include:

- Looking at how best to maximise the potential volunteering as a pathway to employment or training
- Developing information packages on opportunities through enterprise and social firms
- Exploring further options to enhance employer engagement
- Developing series of thematic/issue based learning opportunities for Network members
- Identifying opportunities to improve and enhance referral pathways between partner organisations
- Reviewing impact and accessibility of in-work support services for all client groups

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 8 GETTING A JOB OR WORKING AS A VOLUNTEER: We will provide employability services to help you improve your chance of getting paid work. If you prefer, we will support you to find worthwhile volunteer placements; either as a permanent activity or as training in preparation for paid work.				

8.2	MAXIMISING INCOME AND ECONOMIC ACTIVITY services will ensure that client's income and good financial status is preserved and well managed in light of imminent Welfare Benefit Reforms. Accordingly services will ensure:	2012 to 2015	<ul style="list-style-type: none"> All staff will attend Welfare Benefit Training courses at regular intervals – checked through appraisal and supervision systems Service users and their families will be consulted annually on income and financial support needs Audit number and type of referrals to the HCC Welfare Rights Team 	Within existing resources	Employability Network Welfare Rights Team PKC Employment Support Team
8.2.1	Staff training and awareness of welfare benefit reform is current and updated as necessary				Karyn Sharp Nicola Sutherland
8.2.2	People moved from Incapacity Benefit to Employment Support Allowance are identified immediately and supported to deal with this change or appeal				
8.2.3	Clients deemed 'fit for work' and moved onto Job Seekers Allowance will receive additional support to face the challenges of the labour market	2012 to 2015			
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>Early intervention was planned by the Welfare Rights Team to ensure that all clients earmarked to 'migrate' from Incapacity Benefit to Employment Support Allowance. Outreach sessions were held in all learning disability service areas and with fieldwork and employment support teams from May 2011. This continues as necessary.</p> <p>All clients known to services have recently had a full benefits check to ensure income maximisation. The Employment Support Team work closely with Welfare Rights to ensure that accurate and comprehensive information is collected about clients' needs to ensure that incorrect decisions are not made unnecessary recourse to the appeals process is avoided</p>				

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 8 GETTING A JOB OR WORKING AS A VOLUNTEER: We will provide employability services to help you improve your chance of getting paid work. If you prefer, we will support you to find worthwhile volunteer placements; either as a permanent activity or as training in preparation for paid work.				
8.3	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGES 7 AND 8 – the following training programmes will be offered: <ul style="list-style-type: none">SVQCollaboration/partnership workingPVG (Protection of Vulnerable Groups) Scheme)Welfare Benefits TrainingA comprehensive Training Plan for Employability Skills can be accessed through this link http://pkemploy.net/learn	Ongoing	<ul style="list-style-type: none">Staff will gain the required qualificationsRefer to training evaluation feedback	Access through the Employability Network Online Training Resources Directory PKC HCC Learning and Development Team Perth and Kinross Employability Network Gill Lappin NHS training via Learning & Development Team
STATUS	The new online Employability Network directory of training resources can be accessed at http://pkemploy.net/learn			
Completed Underway % Behind Schedule Not Started				
[Action Removed]				

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 9: HELPING CARERS AND FAMILIES, PROVIDING RESPITE AND BREAKS: Supporting you as a carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also help you to arrange short breaks through the Respite Bureau.					

9.1	ENSURE FAMILY CARERS AND PARENTS ARE WELL SUPPORTED - The Perth and Kinross Joint Strategy for Carers 2011 – 2014 makes provision for the general needs of carers of people with a learning disability and other care groups This local Strategy corresponds to the National Carers' Strategy 2010 for Scotland, 'Caring Together'. This National Strategy sets out key actions to improve support to carers over the five years from 2010 – 2015.	2012-2015	Consultation with carers and parents on a regular basis – Refer to Pledge 1 for the Parents and Family Carers Involvement Plan	Resources are allocated to the Carers Strategy	<i>The Perth and Kinross Joint Strategy Group for Carers</i> ⁶ <i>Cornerstone Respite Bureau</i> <i>PKC HCC Welfare Rights Team</i> <i>Sheenah Cochrane Planning Officer</i>
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]					
The Perth and Kinross Joint Carers Strategy has brought about the establishment of carers support plans to identify what they want and need out of life. As part of developing their own support plan they are given information on how to access carers' health checks from their GP. Complementary therapies are available for carers at a number of locations in the area. Carer advocacy is provided by Independent Advocacy in Perth and Kinross (IAPK). Regular training is available for carers on coping with challenging behaviour, and handling and moving.					

	How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 9: HELPING CARERS AND FAMILIES, PROVIDING RESPITE AND BREAKS: Supporting you as a carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also help you to arrange short breaks through the Respite Bureau.			

9.2	REVIEW THE UPTAKE OF SERVICES AVAILABLE TO CARERS AND PARENTS OF PEOPLE WITH A LEARNING DISABILITY - in particular and older family carers who may be reluctant to ask for help	Complete Review by September 2014	From the baseline at August 2013, an increased number of carers will receive a formal carer's assessment and services where required	Within existing resources	<i>PKC HCC NHS Tayside PUSH Independent Advocacy PK PAMIS P&K Autism Steering Group Cornerstone Shirley Douglas Maureen Phillip Clare Gallagher</i>
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]					

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 9: HELPING CARERS AND FAMILIES, PROVIDING RESPITE AND BREAKS: Supporting you as a carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also help you to arrange short breaks through the Respite Bureau.				

9.3	GIVE CARERS AND CLIENTS MORE CHOICE AND CONTROL OVER THEIR RESPITE SHORT BREAKS BY MOVING THIS TO FULL SELF DIRECTED SUPPORT (SDS) carers who currently use Cornerstone Respite and Short Breaks Services will be offered support to manage this themselves as a direct payment as an option	Systems in place by September 2013	<ul style="list-style-type: none"> Incorporate this assessment into the review of the uptake of services to carers An increased number of carers will receive specialist benefit advice Increased numbers of service users with Direct Payments 	Within existing resources	PKC HCC PUSH Perth Independent Advocacy PK PAMIS Dina Scott Cornerstone to Lead
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]					
The Respite and Short Breaks Bureau operates along the lines of a travel agency model as a coordination and brokerage service. Key functions are: <ul style="list-style-type: none"> to provide information to carers and service users about respite and short breaks to explore options which will meet the needs and preferences of carers and service users to arrange, negotiate and facilitate bookings for respite and short breaks to ensure that where appropriate care and support is organised and provided which meets the needs of the service user, when required administer and process invoices and payments to respite and short break providers further develop the activities and policies of the respite bureau including arrangements for service user contributions. 					

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 9: HELPING CARERS AND FAMILIES, PROVIDING RESPITE AND BREAKS: Supporting you as a carer to continue in your role, maintaining your health and helping you to have a rest when you need it. We will also help you to arrange short breaks through the Respite Bureau.				

9.5	ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 9 the following training programmes will be offered: <ul style="list-style-type: none"> • Working with family carers • Welfare benefits • Outcome Focussed assessment TRAINING FOR CARERS <ul style="list-style-type: none"> • PAMIS will provide a training workshop for family carers on future planning, including, Wills and Trusts. 	Ongoing	<ul style="list-style-type: none"> • Staff will gain the required qualification • Consultation with family carers and parents, at least annually by questionnaire and in person at annual carer's seminars • Training evaluation feedback 	Within existing resources	<i>PKC HCC Learning and Development Team</i> Sheenah Cochrane Planning & Policy Officer PAMIS Cairn Trust Solicitors
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.				

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE 10: TAKING CONTROL AND MAKING CHOICES IN YOUR LIFE: This is about the ⁷ 'Personalisation' of community health and social care services. This means you will have more control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.				

10.1	SUPPORT CLIENTS AND THEIR FAMILIES TO HAVE CONTROL AND CHOICE THROUGH SELF DIRECTED SUPPORT now enshrined in forthcoming legislation (⁸ The Self Directed Support Bill, underpinning the National Strategy for Self Directed Support – 2010.	Pilot commences December 2012	<ul style="list-style-type: none"> An increased number of service users will take up the opportunity to make use of self-directed support packages from the Significantly increase the baseline figure for the number of adults with learning disability and Autism who have a Direct Payment (baseline at March 2012 - 27 adults with a learning disability) 	Bridging Finance £240,000	<i>PKC Housing and Community Care</i> Paul Henderson Diane Fraser NHST Awareness only
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The 'Personalisation' of social care has brought about a move away from traditional services. The increase in the use of 'Self Directed Support' (SDS) offers clients a more individualised support package that better meets their unique needs and is more flexible. In 2013, fifty people with a learning disability were receiving non-traditional support in the form of Direct Payment for at least part of their care package.</p> <p>A number of individuals who currently live in care homes, or are in 'out-of-area placements are having their needs reviewed to assess suitability for moving into a house in their local community. Alternative supports can now be arranged through new options, such as Shared Lives Carers and Personal Assistants.</p>				

⁷ Changing Lives 2006; more information at <http://www.scotland.gov.uk/Publications/2006/02/02094408/4>

⁸ The Self Directed Support Bill is included in the 2011/2012 legislative programme scheduled for September 2011 to June 2012

No.		How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE 10: TAKING CONTROL AND MAKING CHOICES IN YOUR LIFE: This is about the ⁹ 'Personalisation' of community health and social care services. This means you will have more control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.					
10.2	Support the introduction of Personalisation and Self-Directed Support across learning disability services to ensure that clients have more choices about the ways in which they receive support to help them achieve their personal outcomes and offer choice about the ways in which this support is managed in the future.	2012 to 2015	<ul style="list-style-type: none">An increased number of service users will take up the opportunity to make use of self-directed support packages from the baseline at March 2012	Bridging Finance £240,000 PKC HCC	The Joint Strategy Group
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]		A number of clients who currently live in care homes, or are in 'out-of-area placements are receiving a review to assess suitability for moving into a house in their local community. Alternative supports can now be arranged through new options such as Shared Lives Carers and Personal Assistants.			

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE 10: TAKING CONTROL AND MAKING CHOICES IN YOUR LIFE: This is about the ¹⁰ 'Personalisation' of community health and social care services. This means you will have more control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.					

10.3	<p>DEVELOP SELF DIRECTED SUPPORT AS AN ALTERNATIVE OPTION TO TRADITIONAL DAY SERVICES work with service users, parents and carers to offer self-directed support as an alternative to current Council day opportunities; also in partnership with the Cornerstone SDS service to support people with this transition.</p>	<p>Begin August 2012</p> <p>Review Sept 2013</p>	<ul style="list-style-type: none"> Increased number of service users/carers using SDS as an alternative to current day services Through a community resources mapping exercise – compare the baseline at September 2012, review at September 2013 and achieve access to a wider range of alternative options by September 2014 	<p>Bridging Finance £240,000</p> <p>PKC HCC</p>	<p>Karyn Sharp/Day Service Managers</p> <p>Joint Strategy Group</p>
<p>STATUS</p> <p>Completed</p> <p>Underway %</p> <p>Behind Schedule</p> <p>Not Started</p> <p>[Action Removed]</p>	<p>Blaigowrie Day Opportunities is currently redesigning its provision to accommodate greater personalisation of services. The aim is to offer clients more choice and control over their lifestyle and activities. Social inclusion has been the founding principle; whilst developing community capacity that will enable clients to build natural links within neighbourhoods and lessen dependency on services. This transformation has been initiated by the Council with the aim of transferring operations, governance and further development work to an independently constituted committee, supported by Council staff and comprised of volunteer members and clients from the Blairgowrie area. It is now called the 'Join In Group'.</p>				

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PLEDGE 10: TAKING CONTROL AND MAKING CHOICES IN YOUR LIFE: This is about the '11'Personalisation' of community health and social care services. This means you will have more control over support arrangements. One of the ways this can happen is for you to control your own budget to pay for the services you need.				

10.4	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 10 the following training programmes will be offered:</p> <ul style="list-style-type: none"> Personalisation and Self Directed Support 	Ongoing	<ul style="list-style-type: none"> Managers will seek feedback from staff teams to assess if they feel better equipped to support service users and families in making the change and coping with personal budgets We will formally consult with family carers and parents, at least annually by questionnaire and in person at annual carer's seminars 	Within existing resources	
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	<p>The Personalisation Learning Plan has been developed to demonstrate how staff in Housing & Community Care and in NHS Tayside and independent sector partners will be supported to develop the understanding and skills which will support the implementation of Personalisation in Perth & Kinross Council.</p> <p>The plan is an interactive document intended to make it easier to see the different ways in which learning can be taken forward as individuals, in teams and through mentoring opportunities. The plan is also supported by a Calendar of Learning which shows what training and learning opportunities are available.</p>				

No.	Resources		Lead Agencies and Officers		
PLEDGE NO 11 BETTER LIVES IN OLDER AGE: Meeting the needs of older people with a learning disability, older carers and older parents.					
11.1	Actions and timescales reviewed and revised - November 2013	Establish a Policy Development Group by Dec 2013	A strategic needs assessment for this client group will be complete by March 2014	A financial plan will accompany the completed policy	Joint Strategic Planning Group Kenny Ogilvy Angie McManus Lorna McCurrach
Strategic partners will develop and implement a joint policy with the aim of achieving better outcomes for older people with a learning disability – the scope of this policy will also take account of the needs of older carers and parents; and where ‘mutual caring’ has developed over time.		Complete Policy Dec 2014	A comprehensive Joint Policy will be endorsed and implemented by all key strategic partners		
STATUS		Work has started on the formation of a Policy Working Group:			
Completed Underway 5% Behind Schedule Not Started [Action Removed]		Proposed Membership: <ul style="list-style-type: none">Lorna McCurrach – Policy Development ProcessDave Henderson – Care Home ForumMark Stratton – Day OpportunitiesField Work Team Representative.Dr Fabian Haut – Consultant Psychiatrist – Advisor to the GroupRichard Freeman – Data			

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 11 BETTER LIVES IN OLDER AGE: Meeting the needs of older people with a learning disability, older carers and older parents.					
11.3	ENSURE PLANS IN PLACE FOR SERVICE USERS LIVING WITH ELDERLY/FRAIL CARERS – prioritise those in the most need to ensure that options for alternative care and support for service users is in place to use in the event of carer unable to continue caring .	Begin with a review in March 2014	Individual plans will be in place for those in the most need	Within existing Resources	Joint Strategy Group
STATUS	Completed Underway % Behind Schedule Not Started [Action Removed]				
in the 2012 report, 'Picking Up the Pieces – Supporting carers with Emergency Planning' - refer to the recommendations, and starting with older carers then rolling out across the whole client population - consider focusing on those clients who have been diagnosed with dementia and/or other progressive conditions The report can be accessed through this link: http://www.enable.org.uk/enabledirect/publications/Documents/FL%20-%20Picking%20Up%20The%20Pieces%20(web%20version).pdf					

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 11 BETTER LIVES IN OLDER AGE: Meeting the needs of older people with a learning disability, older carers and older parents.				
11.4	<p>ENSURE THE WORKFORCE HAS ALL THE SKILLS AND KNOWLEDGE REQUIRED TO SUPPORT PLEDGE 11 the following training programmes will be offered:</p> <ul style="list-style-type: none">• Dementia Awareness• Dementia and Learning Disability• Learning Disability awareness for care homes• PAMIS information and library service <p>Introduction to Autism (available to staff from P & K as well as external organisations from all over Scotland).</p> <ul style="list-style-type: none">• Cognitive Affective Training in Autism (available to staff from all applicable frontline services only) this is inclusive of challenging behaviour in relation to autism. <p>NHS Tayside Courses</p> <ul style="list-style-type: none">• Communication and Dementia – practical workshop• Nutrition and Dementia	Ongoing	<ul style="list-style-type: none">• All courses and learning experiences are routinely evaluated by attendees and facilitators on completion• Numbers of staff completing training	<p>Within existing Resources</p> <p>PKC HCC Learning and Development Team</p> <p>NHS Tayside Learning and Development Centres</p> <p>Pat Miller</p>
<p>STATUS</p> <p>Completed Underway % Behind Schedule Not Started</p>	<p>NHS Tayside Learning and Development Centre continue to work in partnership with PKC HCC Learning and Development, taking forward the 12 Strategic Pledges and the associated learning and development plans. The wide variety of LEARNPRO modules available for people to access and the introduction of the community LEARNPRO site now provide a diverse range of flexible learning opportunities to many. During 2013 NHST LODC undertook some detailed evaluation projects on specific learning programmes to provide evidence of their impact on individuals and their carers; examples include communication skills and dementia awareness programmes. Further evaluation studies are planned for 2014.</p>			
[Action Removed]				

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.					
12.1	DEVELOP WORKING LINKS WITH THE AUTISM STRATEGY GROUP – to ensure that adults with a learning disability and autism receive all the necessary specialist support and help required for that aspect of their health and social care needs	March 2014 onwards	*To be completed		
STATUS					
*Await the publication of the local Autism Strategy					
Completed Underway % Behind Schedule Not Started					
[Action Removed]					

No.	How we will know it's working		Resources	Lead Agencies and Officers	
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.					
12.2	WORK IN PARTNERSHIP (THROUGH A CONSORTIUM OF AUTISM SERVICE PROVIDERS) TO SUPPORT AND ASSIST 'AUTISM INITIATIVES' - THE LEAD AGENCY FOR DEVELOPING THE PERTH AUTISM CENTRE- Perth has been chosen to receive funding from the Scottish Government to be one of the sites for the base of an Autism Centre.	March 2013	<ul style="list-style-type: none">Through a single, more visible contact point (A 'One-Stop-Shop' or a 'Centre') families will be able to access information and advice about support services	Year One Scottish Government Funding £150,000	Autism Initiatives and Consortium Inc. NHS Tayside and PKC HCC Richard Ibbotson
STATUS	'Number 3' opened in the summer of 2013. It is a service for adults (16 and over) with a diagnosis of an Autism Spectrum Condition (ASC) who live in the Perth and Kinross region. The service is provided by Autism Initiatives Scotland.				
Completed Underway % Behind Schedule Not Started	The Perth One-Stop Shop provides social groups and activities, scheduled drop in times and 1-1 advice and support on a range of issues. http://perthross.org.uk/				
[Action Removed]					

No.		How we will know it's working	Resources	Lead Agencies and Officers
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.				
12.3	FOR CLIENTS WITH PROFOUND AND MULTIPLE LEARNING DISABILITY AND AUTISM - <i>PAMIS</i> will, through the family support service ensure information and support for them/or their families will be available to enable access to services appropriate to their needs.	Ongoing	<ul style="list-style-type: none"> Information provided for families 	Within existing resources PAMIS Maureen Philips
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]	PAMIS publish quarterly newsletters and maintain a website that is updated regularly. Recently published reports such as the Changing Places Campaign have been translated into 'Easy Read' http://www.pamis.org.uk/			

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12.4	DEVELOP SPECIALIST PSYCHOLOGICAL INPUT FOR ADULTS ON THE AUTISTIC SPECTRUM DISORDER – NHS Tayside to recruit a psychology post specialising in support for adults on the Autistic Spectrum Disorder	Recruited August 2012	<ul style="list-style-type: none"> Psychologist in post Less use made of private specialist psychologists 	Additional cost of post	NHS Tayside
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]		The appointment of the psychologist was made in 2012			

No.	How we will know it's working		Resources	Lead Agencies and Officers
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.				

12.5	DEVELOP SPECIALIST ACCOMMODATION with SUPPORT FOR ADULTS WITH 'HIGH FUNCTIONING' AUTISM (ASPERGERS) WHO ALSO HAVE COMPLEX NEEDS – NHS Tayside and Perth and Kinross Council to develop joint model of accommodation support with Care Provider (initially Cornerstone) to support adults with high functioning autism and complex needs	To be agreed	<ul style="list-style-type: none"> Accommodation support developed. Less inpatient admission to NHS Facilities. Less out of area private provision purchased 	£735,000 Capital Building Fund	NHS Tayside PKC HCC Commissioning Group Glen Peters
STATUS Completed Underway % Behind Schedule Not Started [Action Removed]		A multi-agency working group has been formed to look at the needs assessment and how that would translate into a building specification			

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.					
12.6	DEVELOPMENT OF AN AUTISM INTERVENTION SERVICE - The Autism Intervention Group will attempt to address some issues of the triad of impairment of Autism Spectrum Conditions, namely Communication and Social Interaction, through a closed, time-limited intervention group	March to May 2013 Pilot	The Pilot Evaluation process The professionals and people involved in this group will have the responsibility of evaluating its effectiveness and shaping its future. The group aim to measure outcomes, but how they will do this effectively is still being explored, though it is thought it will probably consist of a mixture of staff/ client feedback and rating scales with reasonable psychometric measurements.		NHS Tayside Learning Disability Services Angie McManus Dr Fabian Haut
STATUS	Introduction and Aim The Tayside Learning Disability Service has been aware of a relative under provision in attempting to address core deficits for people with a diagnosis of Autistic Spectrum Disorder within the local service. Research into this area showed, that this group is not well catered for nationwide, with only a few studies available on previously run groups and very few aimed at young adults with mild/borderline Learning Disability and Autistic Spectrum Disorder. A multidisciplinary group was formed to develop and pilot a project within the local Learning Disability Service to address the gap in this provision. Our aim was to pilot a structured course focusing on social skills, communication and skill development for individuals with Autistic Spectrum Disorder and Learning Disability, thus providing a better understanding of social difficulties and help to develop more appropriate ways of dealing with these difficulties in a safe environment. Six patients, 4 male and 2 female, between the ages of 20-30 years with mild/borderline Learning Disability with a clinical diagnosis of autistic spectrum disorder were invited from the outpatient clinic to attend a 12 week course with weekly sessions in the Birch Avenue Centre, Scone. Requirements for participation were an ability to communicate verbally and to possess adequate literacy skills.				
[Action Removed]					

<div>STATUS</div> <div>Completed Underway % Behind Schedule Not Started</div> <div>[Action Removed]</div>	
<div>Results</div> <p>All team members felt that throughout a successful group dynamic was maintained and there was an overall very positive feedback from each group member. All participants finished the course with no drop outs apart from planned absences. A noticeable increase in confidence within each participant in expressing their opinions, talking about their feelings openly and an increase in joining in group discussions developed during the course of the 12 weeks. Group members saw it as a positive experience that they could share a feeling of not being alone in dealing with ASD and having the opportunity to meet others. Friendships developed to some degree and mobile numbers were swapped with a view to staying in touch with each other after the course finished.</p>	<div>Conclusion</div> <p>Overall there was a positive feedback from participants at the end of the group. Some adjustments to the format of the course are required, such as the length of sessions, a slower pace, more repetition of important points, maybe fewer topics covered over more sessions and an acknowledgment of the importance of break times. To help with the understanding of what to expect, it was felt that a work book handed out at the beginning of the course might be useful.</p> <p>As this pilot project was well received, it is planned to development this further, as well as expand the format to other areas within the Tayside LD-Service. However for groups to take place regularly, appropriate funding will need to be sought, as this pilot project was only possible through the commitment of the facilitator's own time and resources.</p>
<div>Extract - Views of Group Members</div> <p>"It was nice to meet other people who understood me and had the same problems" "I learnt a lot from the group, shame it didn't run for longer" "It was hard to begin with, meeting everybody, but it got easier. I liked it by the end." "I learnt a lot about myself" "I liked having a chance to speak to other people about my difficulties" "Some of the topics were a bit boring, it's better when they have more stuff to do in them" "I now know how to behave more assertively, although I still find it difficult. I'm definitely working on it."</p>	

No.	How we will know it's working			Resources	Lead Agencies and Officers
PLEDGE NO 12: LOCAL DELIVERY OF THE SCOTTISH STRATEGY FOR AUTISM 2011: We will work with our partners to improve provision for people with a learning disability who are living with the additional challenge of a condition on the Autism Spectrum.					
12.7	WORKFORCE DEVELOPMENT PLAN this will be developed in partnership to ensure that all staff who play a role in supporting people and families affected by autism receive the best possible care and attention.	Ongoing	<ul style="list-style-type: none">All courses and learning experiences are routinely evaluated by attendees and facilitators on completionNumbers of staff completing training	Within existing resources	PKC HCC Learning and Development Team
STATUS	NHS Tayside staff deliver autism training. Sally Thomas, OT delivers Sensory Integration and Engagement sessions – per specific individual				
Completed Underway % Behind Schedule Not Started	Live Active Leisure (LAL) - 45 swim teachers received training on Wed 19 th December in relation to Autism and ADHD, alongside general behaviour management for swimming lessons. LAL will work with Perth Autism Support to develop a new resource and supported pool access experiences (based on an Inverness model)				
[Action Removed]	HCC Learning and Development offer <ul style="list-style-type: none">One day autism awareness trainingSibling Awareness sessions (PAS)Grandparent Awareness sessions (PAS)Challenging Behaviour in Autism Introductory session and ongoing support on the CAT (cognitive affective training) Kit – a program comprising visual, interactive, and bespoke communication elements for children and young adults, designed to help students become aware of how their thoughts, feelings and actions interact...it can be used by families and carers also.				