

Our Lives, Our Way

"We have a voice, let's use it"



Moray Learning Disability Partnership Board
What people with learning disabilities in Moray said was important to them.



2013-2023

Thank you

There have been a number of people involved in the development of this plan. The Learning Disability Partnership Board would specifically like to thank the Keith Resource Centre Photographic Group and Moray Desktop Publishing* for the work they have done on the design and layout and for all the photographic content contained within 'Our Lives, Our Way - We have a voice, let's use it'.

* Moray Desktop Publishing is a Moray Council project, providing training in and work experience for clients with disabilities and mental health problems. For more information please call 01542 832166.

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INTRODUCTION

About our plan

Our Lives, Our Way is about ways of helping people with learning disabilities and family carers to have a good day every day. It is about the kind of support people with learning disabilities said would help them to have the same chances in life as people who are not disabled.

This has been written by people from the Moray Learning Disability Partnership Board. The board brings together different people who want to make learning disability services better for everyone who lives here.

To write the plan the Board looked at lots of information;

What people said.

What services we have now.

What people need.

How much money we have.

What the Scottish Government and other people say.

The Learning Disability Partnership Board will take Our Lives, Our Way and use it to write a commissioning and delivery plan. This will help guide what services should look like over the next 10 years and the things we need to do to make the plan happen.

WHO IS THE PLAN FOR?

'Our Lives, Our Way' is for adults over the age of 16 who have a learning disability.

A learning disability affects the way a person understands information and how they communicate. It is a medical diagnosis, not a label, and it does not tell us what a person is like or the skills and abilities they have.

Everyone is different and their needs are different too. Some people need or want just a little bit of support at certain times in their life but other people need support all the time. These needs may change as people get older.

Our Lives, Our Way is also for people with a learning disability who have autism, people who have lots of different needs and people who have high levels of need and have to have a lot of support from other people.

Our Lives, Our Way is also for family carers. Their caring role is very important but can make it harder for them to have the life they want.

The plan will help staff who work with people with a learning disability to give really good care and support.



WHY DO WE NEED A PLAN?

There were 407 people using a learning disability service in January 2012. They are all people who have worked with staff from Moray Council Community Care to look at their needs and the kind of support which would help them to have the life they want.

Around 200 – or half – the people known to have learning disabilities have a need for extra help or different kinds of support. This could be because they have problems with walking, hearing, seeing or speaking. They may have autism. They may need help with their mental health. They might behave in ways which could break the law or harm themselves.

There are other people who don't use any special services right now because they are getting the support they need from their families but who might need them in the future as they get older or if their needs change.

People with a learning disability face many challenges;

They may not have the same access to basic services such as health, education, transport and housing as other people.

They may not be treated the same as other people even though the law says they should be.

Their needs are often not understood by other people.

Without having the right services to support them, people can find it hard to live the life they want.

Since our last plan there has been a lot of good work to make services better so people's lives will be better, but more good things need to happen.

We need to make sure we follow what the Scottish Government tells us about services in important papers, like Same as you? and The Keys to Life.

We need to look at what people need in the future.

We need to plan for more older people.

We need to plan for more people who have higher needs or lots of different needs.

We need to make sure everyone can use the local services in their community.

We need to make sure that as more people take greater control over their support, they have good information and lots of different things to choose from.

We need to make sure family carers get the support they need to help them continue in their important role.

The services we have now may not be the ones people will choose to use in the future so we have to look at where they are, what they do and at what times of the day they are open.

There is less money to spend on services so the council and the NHS want to make sure the money is spent in the best way for adults with learning disabilities and family carers in Moray.

WRITING OUR PLAN

It is really important to us to get Our Lives, Our Way right. It will help us decide what services we need, what type of services we need, how many services we need and where they should be.

We made sure we brought the right people together to write Our Lives, Our Way.

During 2012 and 2013 staff from the Moray Council started to meet with lots of people to ask them what was the best way to write our plan.

People said that they liked working together in groups and that sharing ideas and learning about how other people felt about things was really important.

Adults with learning disabilities volunteered to have training to be Citizen Leaders so that they would feel confident in speaking up and being heard. They then helped other people with learning disabilities to tell us what is important to them, what things are good and what needs to be better.

Family carers also met to talk about what is important to them and the support they need to continue in their caring role.

We developed a Learning Disability Partnership Board. This group is open to all people who have an interest in learning disability these people are called stakeholders and they included people with learning disabilities and carers and people from the Moray Council, NHS and service providers too as these are the people who use, need, plan, buy and provide services. The Board meets every 3 months, which is co-chaired by a person with a learning disability.

We also have to think about all the things we need to do to make this plan work. We have included some important points on how we will make things happen in this report. But we need to do this in more detail so that the people who arrange and deliver services know what they are being asked to do. This will be called our commissioning and delivery plan.

OUR VISION

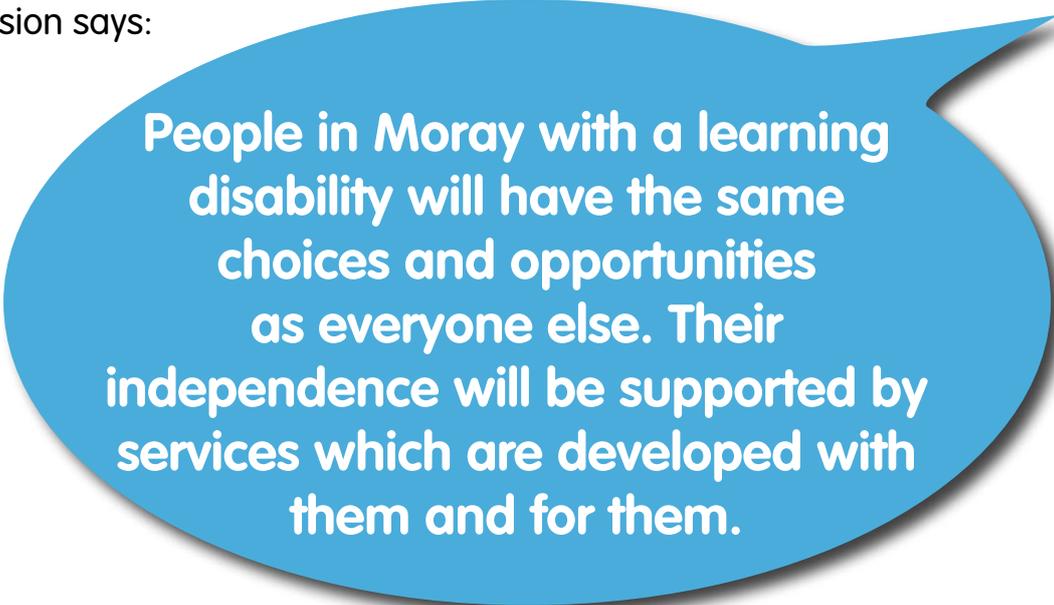
Our vision – how we want things to be

We listened to everything people said while we were working on this plan about what they want their lives to be like.

We looked at what we have now and what we need – not just what we would like.

We agreed our vision - we feel we all need to work together to make this happen.

Our vision says:



People in Moray with a learning disability will have the same choices and opportunities as everyone else. Their independence will be supported by services which are developed with them and for them.

We will always be thinking about this vision when we plan, arrange and buy services and we should keep in mind the Human Rights Act (1998) and the Equality Act (2010) which everyone should measure their actions and services against. They are the foundation upon which commissioners and providers should develop services.





SOME THINGS PEOPLE TOLD US

I want to try
new things

I am a
responsible
person, I can
take risks

Listen to me

I want people
to get to
know me

It is hard for
me to get to
places

I want more
choice over
where I live,
who I live with
and what I do

I want to
train to be
a beautician

Respite needs
to be
flexible so
everyone in
the family
gets a
break

WHAT WE FOUND OUT

Summary: Some main things we found out from the needs assessment and what people have told us...

People are living longer

Family carers will need more support as they get older

More people will need extra support throughout their life

Many people live with their families

We need to plan early for changes in people's lives (transition)

We need to have well organised, appropriate respite

Day services need to be outcomes based

People can get 'stuck' in services

It is hard for people to get a paid job

People often don't get to choose where they live or who they live with

People don't have enough choice and control over their lives in general

People don't get to use 'universal services' in the community as much as people without a learning disability can

People are not supported to take appropriate risks when they want to

People working in learning disability services need to be well trained and need to have a positive attitude to promoting independence

There is not enough money to do everything we want or need to do

We will have to make decisions about what old things we keep and what new things we start.

OUR OUTCOMES

By making sure we do what we say in this plan, people with learning disabilities and family carers will:

Have real choice and control over their lives

Live more independently with opportunities to be more involved in their local communities

Have a range of housing opportunities

Be able to make the most of their health and wellbeing

Have a range of employment, training and learning opportunities

Feel safe and secure

Have the right support to meet additional needs as per assessment

Be supported by staff who have the right understanding, skills and training

Have family carers who are supported to continue in their caring role



WHAT PEOPLE SAID WAS IMPORTANT TO THEM

We have taken what people said was important to them and put them into eight parts.

On the following pages we have written down some of the things which need to be done if we are going to make changes happen.

In our commissioning and delivery plan we tell people more about what should happen, when it should happen over the next 10 years and who is going to make it happen.



Real choice and control

You said:

“I want to make my own decisions over how I live my life, and have the right support to make it happen.”

The things we want to happen include:

Make sure we have services which can meet assessed needs

Agencies work together well to meet the whole needs of the person

Make sure people know about Self Directed Support

Make sure people have a range of support options to choose from

Make sure services are good

Have good easy to find and easy to understand information on services, costs and support

Make sure people can use independent advocacy services

Keep listening to people and involving them in planning services

Ensure people have the support they need to be able to make real choices at their own pace

Ensure choices can be changed

Recognise the importance of big changes in people's lives and support them through these transitions

Support people to take appropriate risks.

Greater independence

You said:

“I want to live my life in my own community, be able to use local services and to have enough money to support myself.”

The things we want to happen include:

Provide good, clear, accessible information about what things there are

Create opportunities for people to get a job, training or develop and enhance skills

Create opportunities for people to earn money

Help people get all the benefits they are entitled to

Look at opportunities for people to be involved in social and micro enterprises

Review transport provision

Promote independent travel

Make sure all people who work in services understand what life is like for people with learning disabilities so they can make their services better

Make sure staff understand what the person is to gain from using a service and what their outcomes are

Review how day services are used and by whom, when and for what reason

Be clear what the term ‘day services’ means

Support people to use ‘universal’ services in their community

Offer more people the chance to use equipment such as alarms and sensors to keep independent and safe

Make sure people know how to use equipment such as alarms and sensors properly

Make sure staff who are working in services help people to do things for themselves

Make sure staff who are working in services help people to move on when they are ready and if they choose.



A place to live

You said:

“I want to choose where I live and who I live with.”

The things we want to happen include:

Improve housing adaptations services so alterations to people’s houses are carried out faster

Make sure people get equipment aids and housing adaptations quickly which meet their assessed needs

Develop opportunities for people to learn the skills they need to live more independently

Make sure everyone understand what sort of housing people need and find ways of providing it

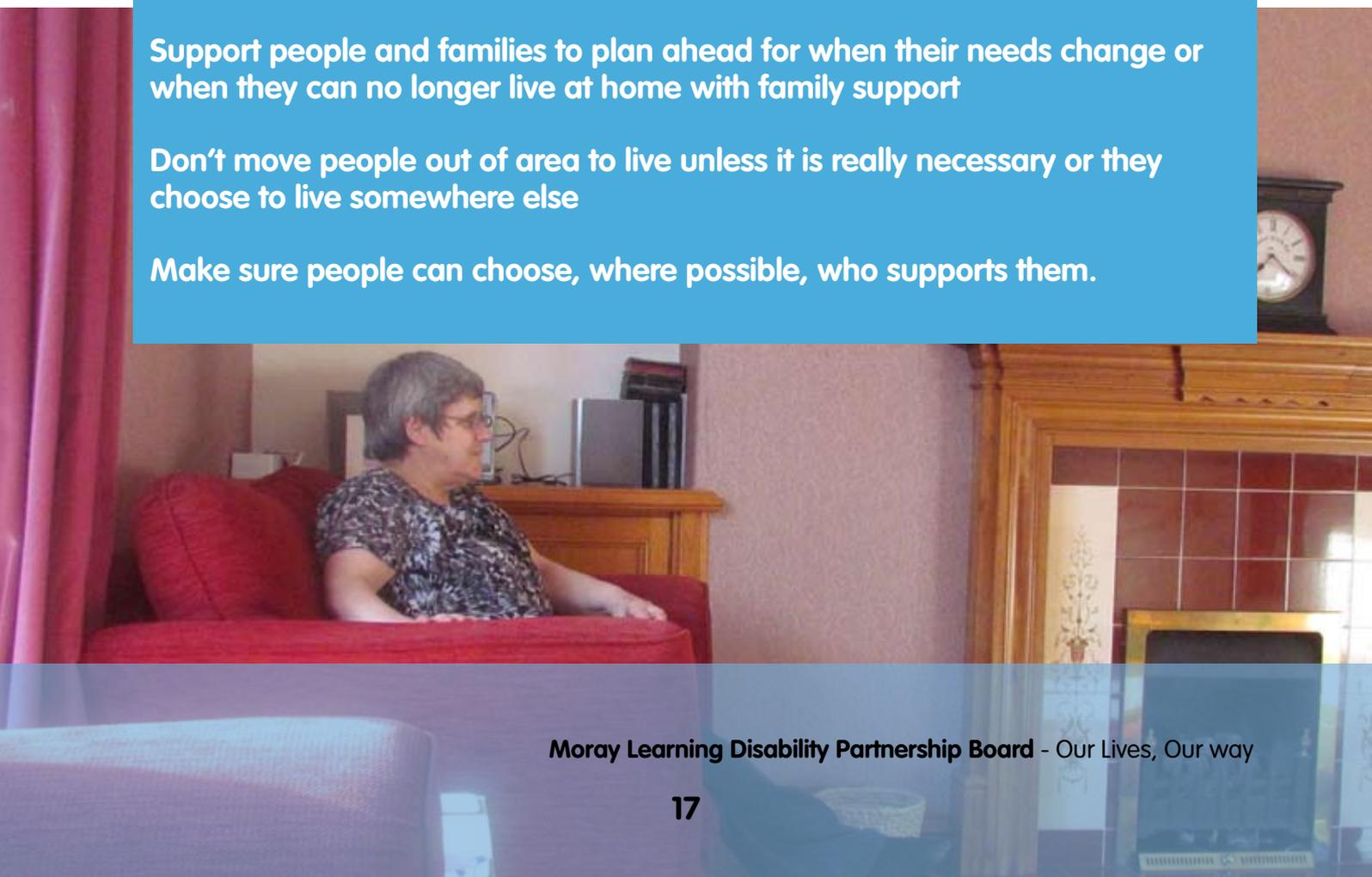
Make sure accommodation meets people’s needs

Make sure people are given as much choice and control as possible over where they live, who with and what kind of house they live in

Support people and families to plan ahead for when their needs change or when they can no longer live at home with family support

Don’t move people out of area to live unless it is really necessary or they choose to live somewhere else

Make sure people can choose, where possible, who supports them.



Better health and wellbeing

You said:

“I want to be able to get the support I need to stay as healthy and well as I can.”

The things we want to happen include:

Make sure people can access services for healthy living (diet, exercise, leisure, nutrition, dental care)

Make good information available and accessible so people know how to look after their own physical health and mental health

Make good information available about how people can reduce accidents and illness

Services need to work together more closely to improve access to information, services and treatment

Help people to make a plan so that they can stay as well as possible

Make sure people are offered a health check each year

Support people to make friends and have relationships

Support people to help each other.



Keeping safe

You said:

“I want to be able to stay safe but to be able to choose to take some risks if that is what I decide.”

The things we want to happen include:

Make sure that people know who to speak to if they are worried about how they are being treated

Make sure that people know who to speak to if they are worried about how someone else is being treated

Make sure that everyone who works with people with learning disabilities have the right training

Make sure that organisations all have plans in place to keep safe the people who use their services and these plans are checked

Help people to feel part of their community

Include Police and Fire services to get information and support on keeping safe

Make sure that people are supported to decide the level of risk they want to take.



People with additional needs

You said:

“If I have profound and multiple learning disabilities, mental health issues, complex needs or am on the autistic spectrum, I want to get the right support for my needs.”

The things we want to happen include:

Make sure we can support the assessed needs of everyone here in Moray

Make sure agencies work together well to meet the whole needs of the person

Support people to use the services in their community for example by making sure there is more access to changing facilities for people with profound and multiple needs

Make sure there is accessible information available on specific services for people with additional needs

Support services to remove barriers so people can use the same services in their community as everyone else (physical and attitudinal barriers).

For people with an autistic spectrum disorder there is a separate strategy called Moray Autism Strategy 2014-24. This strategy contains more details which specifically meets the needs of people who have an autistic spectrum disorder. We support the Moray Autism Strategy.



Staff development

You said:

“Staff should have the skills and training they need to provide the right support to me.”

The things we want to happen include:

Make sure staff get training and continue updating their skills

Make sure training involves people who use services and family carers

Make sure staff have support to do their job

Make sure staff keep people and their families at the centre of decision making

Make sure that people providing services work well together

Make sure staff talk to people about their lives, needs, wishes and listen to what they say

Make sure that staff believe that people with learning disabilities should have an opportunity to live in the community

Make sure staff support a person's independence

Make sure everyone supports people to take appropriate risks

Make sure that no-one gives up on people in difficult times – the easiest option is not always the best option.

Support for carers

You said:

“Carers and professionals should work more closely together so carers can continue to support the person they care for, while also having a life beyond their caring role.”

Support the delivery of Caring Together in Moray 2011-15 which includes:

Carers know how to get support

Carers know where to go for information

Carers are offered a check of their own needs, not just those of the person they care for

Carers have a say in planning services at all levels

Carers are able to have a break.

WHAT HAPPENS NEXT?

The people working on our plan are made up of people from the Moray Learning Disability Partnership Board and include people with learning disabilities, carers, staff from council, health and others services.

From this plan a smaller group of people from the Moray Learning Disability Partnership Board developed a commissioning and delivery plan which follows on from this plan and says what we plan to do, how we will to do it, who will do it and when we will to do it by.

The Moray Learning Disability Partnership Board will keep checking that what the plan says is happening. If it is not, they will ask the Moray Council and the NHS and other partners why and what will be done about it.



WANT TO KNOW MORE?

If you need more information please contact:
the Moray Council's Commissioning and Performance Team

Please email us at:
commissioning@moray.gov.uk

Telephone us on:
01343 567179

Go online to:
www.moray.gov.uk

If you need information from the Moray Council in a different format, such as Braille, audio tape or large print, please contact:

如果閣下需要摩里議會用你認識的語言向你提供議會資訊的話，請要求一位會說英語的朋友或親人與議會聯繫

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Se necessita de informação, do Concelho de Moray, traduzida para a sua língua, peça o favor a um amigo ou parente que fale Inglês para contactar através do:

Jeigu Jums reikalinga informacija iš Moray regiono Savivaldybės [Moray Council], kurią norėtumėte gauti savo gimtąja kalba, paprašykite angliškai kalbančių draugų arba giminaičių susisiekti su mumis

Чтобы получить информацию из Совета Морэй на Вашем языке, попросите, пожалуйста, Вашего друга или родственника, говорящих по английски, запросить ее

Si necesitas recibir información del Ayuntamiento de Moray en tu idioma. Por favor pide a un amigo o familiar que hable inglés que:

Project Officer (Equal Opportunities)
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