New Models for Learning Disability Day Support

Evidence review summary to support
Phase Two

Improvement Hub

Enabling health and
social care improvement

Our review

1. Culture changes following the change from hospital to community-based services, with a particular focus on any **indicators of advances in equality for people with learning disabilities**.

2. Summary of any reports, research or grey literature around **staff empowerment / autonomy** – including **transferable examples** from dementia sector, person-centred care, carer sector.

3. Examples of **emerging practice** from the learning disability sector relevant to co-design/production, employability, working differently.

From peer-reviewed journals and grey literature.

We:
Identified common themes and key learning.

Also identified data gaps in some areas.

Collated examples of practice in a variety of areas, including transferable learning.
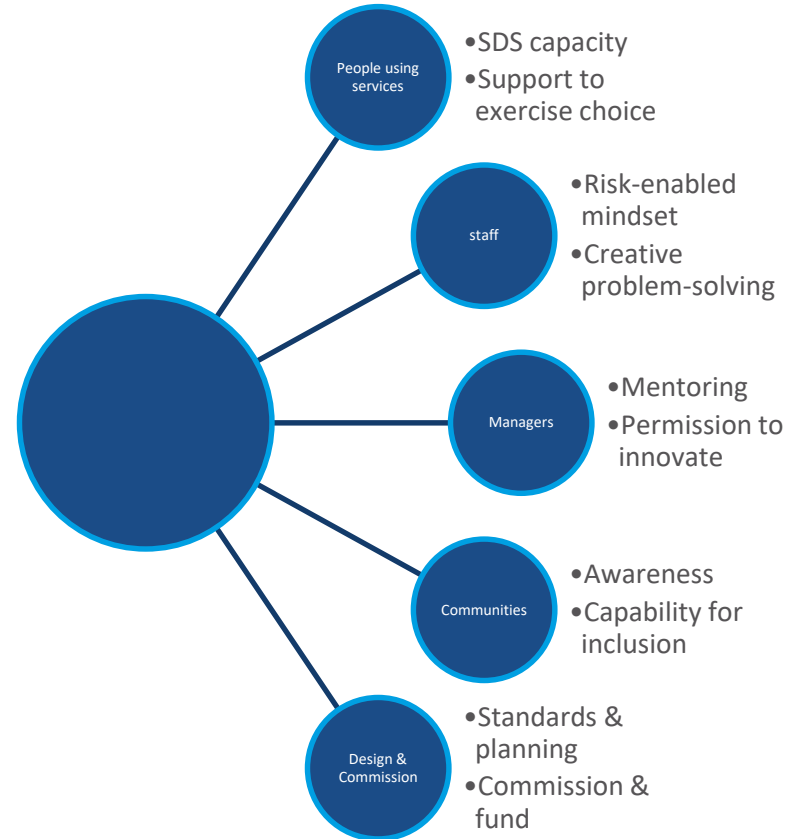
We did not:
Carry out a systematic review.

Overview: Approaches to transformation

Interventions identified at different points of systems:

- People using services

- Staff delivering services

- Managers (at different levels)

- Communities in which people live, work and participate in activities

- Those who plan, commission and design – not just services but also wider infrastructures.

Sometimes approaches are systemic, more often they target only part of the system.

People using services
- SDS capacity
- Support to exercise choice

staff
- Risk-enabled mindset
- Creative problem-solving

Managers
- Mentoring
- Permission to innovate

Communities
- Awareness
- Capability for inclusion

Design & Commission
- Standards & planning
- Commission & fund

Data: Issues and implications

- Definitions and levels of aggregation/disaggregation
  - Disability
  - Learning disability
- Data pools that don't link up
  - Eg: local authority data, Census data, data on carers, health data
- Not 'intersectional' – data on learning disability often doesn't link to other characteristics

Example: The employment rate
- Data on employment of disabled people typically provides aggregated (pan-disability) data
- Not all disabled people identify themselves as disabled to their employer
- Lack of definitive definitions and diagnostic criteria for learning disability
- Data on employment of people with learning disabilities specifically is taken from local authority data, meaning they account for only those known to local authority services

Developing staff (and managers)

- Attitude to risk and enabling positive risk taking (managers/leaders supporting)

- Permission to innovate – and resources to do so

- Moving beyond tasks and checklists

Examples of approaches
- Scenario-based experience labs
    - Direction by people who use services
- Storytelling – focus on people/impact but also creativity
- Emotional approach to risk enablement
- Mentoring/coaching skills for managers
- Ethnographic observation

Defamiliarising the day-to-day ➡ opening perspectives for reimagining practice

Service/Activity redesign approaches

- Projects ⟷ Systems
- Co-production/co-design
  - Ideas for adapting process
  - Strategic and local influence
- Employment
  - Supported employment models
- Activities
  - Approaches to communities
  - Activity design

Some issues:
- SDS is complex – people need support – how can finding, accessing, commissioning services be easier?
- Short term project funding-- sustainability of services
- Developing communities for inclusion
- People who use services and unpaid carers are diverse and might want or need different things from services

Keep in touch

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