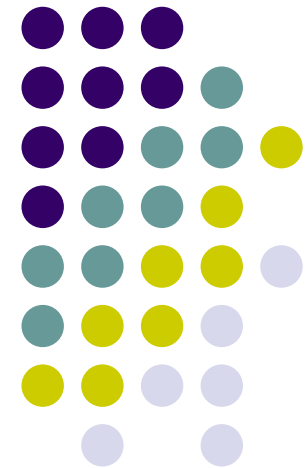


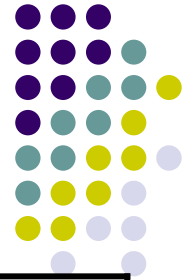
# Ethnicity & Learning Difficulties Action Plan 2007/2008

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By  
Kashif Ahmed  
Diversity Director, Leeds Learning Disability  
Partnership Board



# Challenges for those living with Learning Disabilities from BME Communities



Barriers	Evidence
<b>People don't know what support they can get</b>	<b>Most family carers have limited support</b>
<b>Lack of information about current services</b>	<b>People don't know what services and networks offer</b>
<b>Information not accessible</b>	<b>Not in appropriate languages or formats</b>
<b>Services not in contact with families</b>	<b>Isolation, lack of support and high levels of carer stress</b>
<b>Poor understanding of BME families</b>	<b>Assumptions that BME families don't need services</b>


# Challenges for those living with Learning Disabilities from BME Communities



Barriers	Evidence
<b>Lack of cultural appropriate services</b>	<b>Services don't take account of cultural needs eg diet, same gender services</b>
<b>Assumptions and stereotyping</b>	<b>Eg families 'look after their own'- large close knit family,</b>
<b>Workers without the skills to communicate effectively</b>	<b>Assessments with no language support or family interpreters</b>
<b>Rare complaints about inappropriate services</b>	<b>Lack of access to advocacy or self- advocacy</b>
<b>Not involved in the decision-making process</b>	<b>Poor representation on Partnership Boards/subgroups</b>



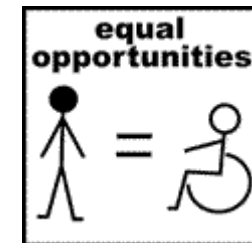
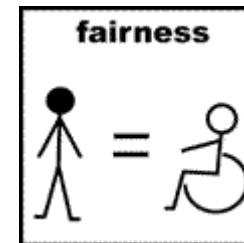
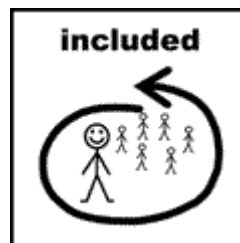
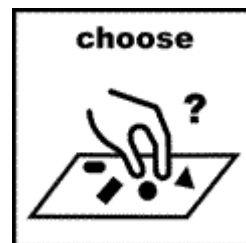
# Valuing People Vision

Accessible	Appropriate	Culturally Competent 	Responsive	Person Centred
Fair	Equality	Inclusive	Equitable	Anti Oppressive
Choice	Community Based Services	Diverse	Independence	Strategic  Best Value

# 2007-2008 Action Plan: Mainstreaming Ethnicity



1. Current Position
2. Legislation/Diversity Management
3. Information
4. Advocacy
5. BME carers
6. Service User Involvement & Consultation
7. Spirituality & Wellbeing
8. Agencies Self Assessment
9. Commissioning & Contracts
10. Workforce Planning
11. Person Centred Planning
12. Health Action Plans
13. Modernisation
14. Training
15. Accessible: Partnership Board, Referral process



## Ethnicity Work Plan



- Ethnicity Self Assessment Program:
- In House Services: Day Centres, Independent Living, Respite Care, Residential Services
- Voluntary & Private Sector: Moving Forward Workshop 10<sup>th</sup> July 2007
- Partnership Board
- Diversity Director Representation: Partnership Board Task Groups & Reference Groups



# Ethnicity Work Plan

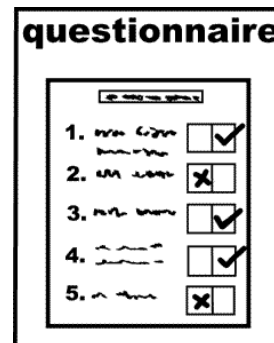


- Ensure all Learning Disability Services deliver:

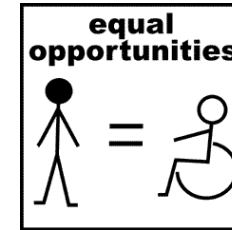
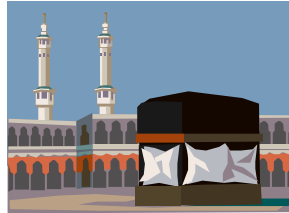
1. Ethnic Monitoring
2. Race Equality Impact Assessments
3. Cultural Diversity / Equality Training



- Questionnaires



# Spirituality & Wellbeing Reference Group



- Aim: Services to take account of service user's Spirituality and Religious needs.
- Actions
  1. Developing Spirituality & Wellbeing Policy for Health & Social Care Services
  2. Engagement & Partnerships with Faith Organisations
  3. Identifying training needs for Learning Disabilities Workforce: Training/Awareness Framework



# Thank You For Listening



- Any ????????????

