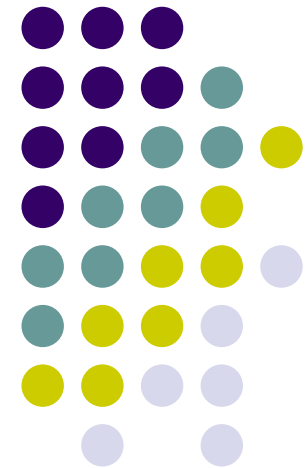
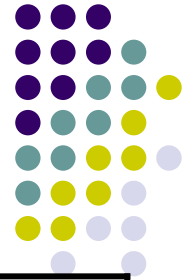


Ethnicity & Learning Difficulties Action Plan 2007/2008

By
Kashif Ahmed
Diversity Director, Leeds Learning Disability
Partnership Board



Challenges for those living with Learning Disabilities from BME Communities



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


Challenges for those living with Learning Disabilities from BME Communities



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



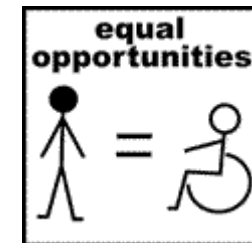
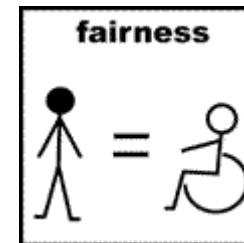
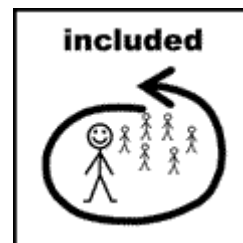
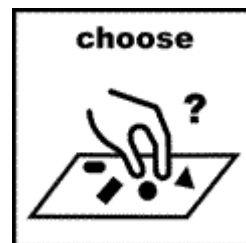
Valuing People Vision

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 10th 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



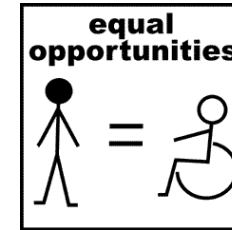
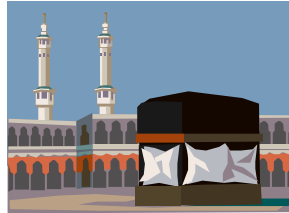
- Questionnaires

questionnaire

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2. ...	<input checked="" type="checkbox"/>
3. ...	<input checked="" type="checkbox"/>
4. ...	<input checked="" type="checkbox"/>
5. ...	<input checked="" type="checkbox"/>



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 ????????????

