

## **Improving services for people with learning disabilities from minority ethnic communities:**

### **The second national survey of Partnership Boards: Listings of good practice and contact details**

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In the second national survey, we asked people to provide us with contact details and a brief summary of any initiatives or examples of good practice that Partnership Boards wanted to share with others. This document provides listings of contact details and good practice across 20 domains, in the words of the people completing the survey. The 20 domains (plus a 21<sup>st</sup> domain of other good practice/innovation) are:

1. Making Partnership Boards work better for people from minority ethnic communities;
2. Making Partnership Boards compliant with Race Relations Amendment Act 2000
3. Getting good information for effective strategy development
4. Supporting family carers
5. Supporting children
6. Supporting young people in transition
7. Improving health
8. Promoting advocacy
9. Promoting self-advocacy
10. Accessing person-centred planning
11. Accessing direct payments
12. Accessing individualized budgets
13. Modernising day services
14. Increasing employment
15. Accessing education and lifelong learning
16. Improving leisure, social activities, friendships and relationships
17. Accessing a place to live
18. Improving access to benefits and entitlements
19. Training the workforce
20. Encouraging a more diverse workforce
21. More details of good practice/innovation

## 1) Making Partnership Boards work better for people from minority ethnic communities

Local Authority	
Bedfordshire	Paul Groom paul.groom@bedscc.gov.uk
Birmingham	<p>Ian McArdle 0121 303 4131 Shirley Mallon 0121 380 9006</p> <p>Partnership board. A sub group from the Partnership board looking specifically at services for people with learning disabilities from black and ethnic minority communities have regularly met over the last six months. Outcomes are as follows.</p> <ul style="list-style-type: none"> <li>• Significant increase in the involvement of people with a learning disability and carers from black and ethnic minority communities in planning and development of services. Setting up of a user/carer/staff working group that meets bi-monthly with interpreters and PCP Graphics and a black and ethnic focused staff working group that alternates bi-monthly action the outcomes.</li> <li>• Identification of major issues effecting a range and take up of community care and health issues by people from black and ethnic minority communities.</li> <li>• Completion of an impact assessment of aspects of current service availability and the proposed changes in the Joint commissioning strategy focusing on needs of carers, day activities and use of health services.</li> <li>• Selection of priorities for action to meet black and ethnic minority needs, seeking of costings for a second women's only day service run by independent sector. Agreement for LDDF to research needs of adults from black and ethnic minority communities.</li> <li>• Senior management attention to the needs of people from diverse communities working groups are chaired by the chair of the Partnership Board and the head of joint commissioning for learning disabilities. This work has enabled good information for effective strategy development.</li> <li>• Contact either Simon Fenton Strategic Commissioner for LD, Birmingham City Council 0121 303 2683 or alternatively Shirley Mallon, Head of Joint Commissioning for Learning Disabilities, Eastern Birmingham PCT telephone number 0121 380 9006</li> </ul>
Bolton	<p>Ian Jones ian.jones@bolton.gov.uk</p> <p>We are anticipating that the work of the Board will improve as the development of the Disability Partnership continues. There will be opportunities for more involvement within the</p>

	system, and people who use the services and their carers will have increased direct contact with decision-makers.
Bournemouth	We believe that by using a person centred approach in all the work the board and sub groups undertake ensures we are meeting the needs of people from black and minority ethnic groups. All leaflets are available in other languages. Judith Geddes: 01202 458702 Barbara O'Brian: 01202 458949
Brighton & Hove	For further information contact Jeni.Wiltshire@brighton-hove.gov.uk. Have been liaising with Partnership Board officers in East and West Sussex to share ideas
Buckinghamshire	Thokozile Mpofo / Jean Rein Talkback Tel: 01494 434448 email <a href="mailto:talkback@talkbackamersham.co.uk">talkback@talkbackamersham.co.uk</a>  Making Partnership Boards work better: the BME sub-group of the Partnership Board – well established for nearly 4 years and growing and developing. Now wider stakeholder involvement
Coventry	Culture Speak Out Group and support for people from minority ethnic communities to participate in sub groups and the Partnership Board. Having someone from minority ethnic communities as co-chair Ellen Allcock/Amy Pibial - Grapevine 024 7663 1040
Croydon	NB: Social services Switchboard 0208 726 6500 Robert Egwea ext 84418
Derby City	We are committed to promoting diversity in membership and will be proactive in diversifying the membership of the group. Now that we have an Asian Carers Group, we hope to seek a VPPB representative from that group.
Dudley	Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348  Dudley has a strong LDPB Ethnicity Sub Group which meets bi-monthly and has specific targets for the year. We have a family carer and self advocates from minority communities on the sub group and Partnership Board.
Durham	Tracy.Joisce@durham.gov.uk Val.Best@durham.gov.uk - ref. the report mentioned earlier
Enfield	Marin Garner, Corporate Policy, B Block South, Civic Centre,

	Silver Street, Enfield, EN1 3XA
Essex	Francis Ma 01245 434813
Gateshead	Margaret Whellans (0191 433 2350)
Hambleton & Richmondshire	Mark Humble- Social Services County Hall Northallerton DL10 4RG- We have strategy
Hertfordshire	Judith Jackson- planning and commissioning manager learning disabilities Judith.jackson@hertscc.gov.uk  We have a sub group of LDPB making sure that the needs of people from BME are adequately covered in all other plans being developed. We also have BME reps for carers and service users on the board itself.
Leicester City	Dave Durrant/Trish Branson – Dual Service Managers We Think Too advocacy group for BME women feeds into the Partnership Board. Carers Group for Asian carers feeds into the Partnership Board. Links with all community and faith groups.
Lincolnshire	Emma Krasinska, 01522 554055, Orchard House, Orchard Street, Lincoln LN1 1BA  The PB has representatives from a variety of organisations who represent people with LD or carers of our client group. They have a clear lead on consultation on a variety of issues including diversity and equality.
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Northumberland	Sami Haider Richard Stannard House 38 Bridge Street, Blyth NE24 2AG 01670-798930 Sami.Haider@northumberlandcaretrust.nhs.uk Bringing awareness among the staff group / focussing on cultural competency
Nottinghamshire	Mike Deakin PB Access Officer Mike.deakin@nottscc.gov.uk
Oxfordshire	Eddy McDowall partnership.board@ridgeway.nhs.uk When a family member left the Board recently we advertised for a new member and identified ethnicity as one of 3 key areas not well represented on the Board. Happily one the applications received was from a black woman and the Board voted for her.

	We offer all Partnership Board notes and reports in 6 BME community languages
Portsmouth	Aiming to have a sub group
Rochdale	John Lloyd  Ethnic Minority Sub-Group: This Group has been running over the past year or so, and has recently been appointed a Chair Person from the Executive of the Partnership Board. The Group has members from services across the learning disability board and reports back to the PB. The last meeting had a successful turnout of 15 members. Initially, the Group was created and maintained by RGLL. The responsibility will now lie with the Chair Person and the Minority Community Representative.
Rotherham	jan.leyland@Rotherham.gov.uk
Sefton	Sarah Bickerton/Sue Bayes 01519342835/01519342836
Sheffield	Helen Grant, Ethnicity Leadership Team (developed our black and minority ethnic communities strategy) Helen.Grant@sct.nhs.uk
Slough	Neeru Palhi, Asian Health agency Routanda Youth and community Centre Northampton Rd Slough 01753 539 642
South Gloucestershire	Mike Hennessey- 01454 866325 Sue Kerswell- 01454 862386
Southwark	Chris Dorey LD Joint Commissioning Manager Southwark Health and Social Care The Woodmill Building Neckinger SE16 3QN  Findings of an Equality Impact Assessment of statutory LD services have been shared with the LD partnership board. We are now at the action planning stage.
Staffordshire	c/o Bev French 07976 191327  The move towards a locality focus for Partnership Boards will help better engage more local partners who can help us deliver better services for people from minority ethnic communities. We will have a stronger self advocacy movement which will help us engage with more people with a

	learning disability from all communities. A network of carers' boards will help us reach more areas from minority ethnic communities.
Stoke	<p>Penny Vincent  Penny.vincent@northstaffs.nhs.uk  Patsy Corcoran  patsyc@asist.co.uk  Val Stronach  ValerieA.Stronach@northstaffs.nhs.uk</p> <p>Stoke Learning Disability Partnership Board reviews it's work twice a year. The first review looks at performance and the second looks at process. The review of how we work is in October 2006 and we will be checking on what we are doing to work for people from minority ethnic communities and coming up with an action plan.</p>
Suffolk	<p>Inviting members of community groups to be representatives on the three LDPB locality boards.</p> <p>Establishing a Diversity Forum for people with Learning Disabilities as a sub group for the LDPB to address issues of diversity, complete the impact assessment and support research in the region.</p> <p>Elected a Diversity and Equalities Champion onto the LDPB to continually flag and address issues of diversity.</p>
Tameside	<p>Lornagrenner@tameside.gov.uk  0161345 5225</p>
Torbay	<p>Di Graham diane.graham@torbay.gov.uk  We are in the process of recruiting a joint chair, to represent people who use services, for the PB. This opportunity will be open to people from minority ethnic communities. We need to make sure the selection process does not inadvertently exclude some people.</p>
Wakefield	<p>Kashif Ahmed  BME Development Worker  Family Services  8 St John's North  Wakefield  WF1 3QA  kahmed@wakefield.gov.uk</p>
Warwickshire	<p>The Warwickshire Learning Disability Partnership Board has formed a working group to advise the board and its subgroups about how to better address the needs of people from ethnic minority communities, both family carer and people with learning disabilities. Each subgroup has identified</p>

	a champion for progressing work to address equality and ethnicity issues.
Westminster	Angela Ellis, aellis1@westminster.gov.uk
Wolverhampton	Zaidie.orr@wolverhampton.gov.uk
Worcestershire	Joanne Roden-Doyle jrodendoyle@worcestershire.gov.uk

## 2) Making Partnership Boards compliant with Race Relations Amendment Act 2000

Local Authority	
Birmingham	Simon Fenton 0121 303 2683
Bournemouth	Equalities and Diversity manager is part of the Board's sub group. Judith Geddes: 01202 458702 Barbara O'Brian: 01202 458949
Brighton & Hove	All partnership board members are sent all relevant documentation and updates
Croydon	Robert Egwea ext 84418
Derby City	The VPPB will proactively seek to secure members from the Asian and Afro-Caribbean carers Groups in order to ensure diversity of membership.  The VPPB works to Derby City Council's policies for diversity and equality. These are compliant with the Race Relations Amendment Act 2000.
Enfield	Marin Garner, Corporate Policy, B Block South, Civic Centre, Silver Street, Enfield, EN1 3XA
Gateshead	Nitin Shukla (0191 433 2069) & David Oates (0191 433 2105)
Leicester City	Sukhi Biring – Service Equality Officer Diverse Board that works to encourage active participation and consultation of all communities. Equal Opportunities Policy for the Board Increase participation of wider community
Lincolnshire	Emma Krasinska, 01522 554055, Orchard House, Orchard Street, Lincoln LN1 1BA  As well as a language translation service, easy read documents are provided for service users. Lincolnshire library service is used for further information. HELP can provide One to one support in order to achieve the maximum understanding.
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Nottinghamshire	Mike Deakin PB Access Officer Mike.deakin@nottscc.gov.uk
Rotherham	jan.leyland@Rotherham.gov.uk
Sefton	Sarah Bickerton 0151 9342835/01519342836
Slough	Steve Rose Co-chair Slough LDPB

	Acting Strategic Joint Commissioning Manager Beech House, Upton House Albert Street, Slough 01753 635661-
Tameside	Lornagrenner@tameside.gov.uk 0161345 5225
Warwickshire	Equality Impact Assessments have been carried out in respect of policies for Person Centred Planning, Modernisation of day services and services to carers
Westminster	Angela Ellis, aellis1@westminster.gov.uk
Worcestershire	Joanne Roden-Doyle jrodendoyle@worcestershire.gov.uk

### 3) Getting good information for effective strategy development

Local Authority	
Bedfordshire	Diversity audit of services in Bedfordshire being carried out by independent consultants
Birmingham	Simon Fenton 0121 303 2683 Shirley Mallon 0121 380 9006
Bolton	Ian Jones <a href="mailto:ian.jones@bolton.gov.uk">ian.jones@bolton.gov.uk</a>
Bournemouth	Elizabeth Elwick: 01202 458728
Calderdale	Dawn Collins 01422 363561
Cambridgeshire	<a href="mailto:jo.collinson@cambridgeshire.gov.uk">jo.collinson@cambridgeshire.gov.uk</a>
Camden	Frank Earley 020 7974 1347 <a href="mailto:frank.earley@camden.gov.uk">frank.earley@camden.gov.uk</a>  We have traditionally had a well managed and maintained data base for adult services, originally from a register that was held by our specialist health team. Information is now routinely collected and updated at individual reviews and whenever someone makes a referral to the service.
Coventry	Partnership Board has a good LD strategy which is accessible and is well known throughout services and the city. Partnership Board has an accessible web site on <a href="http://www.ldpb.info">www.ldpb.info</a>  Janita Wesson – Valuing People Co-ordinator 024 7678 5481
Croydon	Joannah Weightman ext 62134
Derby City	We are currently mapping both service need and current service provision. This will include individuals who can return to Derby from out of area placements and transitions from children's services. In addition working with housing department to develop a housing strategy to incorporate the provision of accommodation for service users with special needs. This information will inform the commissioning strategy.
Dudley	Ali Mohammed <a href="mailto:ali.mohammed@dudley.gov.uk">ali.mohammed@dudley.gov.uk</a> 01384 813348
Durham	<a href="mailto:Tracy.Joisce@durham.gov.uk">Tracy.Joisce@durham.gov.uk</a> <a href="mailto:Val.Best@durham.gov.uk">Val.Best@durham.gov.uk</a>
Essex	Phil Brown 01245 434966
Gateshead	David Oates (0191 433 2105)
Gloucestershire	Information is available in symbols and can be translated to

	alternative languages if needed
Hertfordshire	<p>Shazia Butt Shazia.butt@hertscc.gov.uk</p> <p>Our involvement worker for BME users and carers conducted a face to face survey of people known to services and their carers and information gained feeds into strategy development.</p>
Isle of Wight	<p>We have 100% compliance with ethnic information keeping requirements. This forms part of our strategic planning information.</p> <p>D Platt, Business Development Manager, Adult and Community Services, 17 Fairlee Road, Newport, Isle of Wight, PO30 2EA. 01983 520600</p>
Kent	BME Development Worker
Leicester City	<p>ave Durrant – Service Manager</p> <p>As well using the learning disability Register we have developed our own extensive database that gives us an accurate account of every service user. Care First, RAP data and the Disabled Children’s Database and Information Service also provide valuable information.</p>
Lincolnshire	<p>Emma Krasinska, 01522 554055, Orchard House, Orchard Street, Lincoln LN1 1BA</p> <p>Established groups such as the partnership board, county carers, CALL and HELP are all consulted on changes to the service. Conferences and user groups are a well-used method of active and meaningful consultation with individuals and groups.</p>
Liverpool	<p>George Sullivan Mersey Care 0151 737 4833 Bernard Hudson 0151 233 4683 Janet Robinson 0151 233 5388</p>
Milton Keynes	<p>Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk</p>
Northumberland	<p>Sami Haider Richard Stannard House 38 Bridge Street, Blyth NE24 2AG 01670-798930 Sami.Haider@northumberlandcaretrust.nhs.uk Regional networking.</p>
Peterborough	Aida Fallon – Peterborough PCT
Portsmouth	Kate Brook, BME lead role social services 02392 200132
Richmond upon Thames	<p>Elaine Davies e.davies@richmond.gov.uk</p>

	0208 8917498
Rochdale	Mike O’Keeffe
Rotherham	jan.leyland@Rotherham.gov.uk
Sefton	Michelle Green 01519343193
Sheffield	John Wolstenholme Sheffield Case Register 0114 271 6727 John.Wolstenholme@sct.nhs.uk  Sheffield Case Register and Insight systems provide a sound basis for planning. The Case Register can provide trend data for the local population, and can link ethnicity to measures of the nature and severity of people’s disabilities. This has been invaluable in improving understanding need, identifying priorities, mapping etc.
Slough	We regularly survey our providers and staff from the Learning Difficulties service to improve our understandings of the needs of the people they are working with.
Stoke	Penny Vincent Penny.vincent@northstaffs.nhs.uk Patsy Corcoran patsyc@asist.co.uk Val Stronach ValerieA.Stronach@northstaffs.nhs.uk  The Learning Disability Partnership Board is currently consulting on the new draft strategy for improving the lives of people with a learning disability. The strategy makes specific reference to the needs of people from BME communities and the action plan will include specific actions for specialist and mainstream services.  We have taken part in Valuing All People and this has helped us to develop a PATH stating our vision for improving services for people from BME communities. The Learning Disability Partnership Board has signed up to this vision and a small group – the Inclusion group – has drawn up a short term action plan that we are implementing currently. Many of the actions below are driven by this work. This is heavily focussed on gathering information from services and from people with learning disabilities and family carers.  Combined Healthcare Trust is carrying out an audit of a random sample of the 500 people from BME communities

	who used their learning disability or mental health services last year. The audit will use surveys and focus groups.
Suffolk	Research into the experiences of family carers and service users from Black and Minority ethnic groups and how learning disability services address diversity issues.
Surrey	Surrey Adult Linked Disability Register. <a href="http://www.saldr.org.uk">www.saldr.org.uk</a> <a href="mailto:saldr@surreycc.gov.uk">saldr@surreycc.gov.uk</a>
Tameside	Lipa Patel <a href="mailto:Jon.dunne@tameside.gov.uk">Jon.dunne@tameside.gov.uk</a> 0161 370 1179
Warwickshire	The County Council has an Equality and Diversity coordinator who specializes in disability. She and a Planning Officer are refining our demographic data to inform future planning.
Westminster	Angela Ellis, <a href="mailto:aellis1@westminster.gov.uk">aellis1@westminster.gov.uk</a>
West Sussex	Mary Griffiths, Sussex Partnership Trust
Wolverhampton	<a href="mailto:Kathy.roper@wolverhampton.gov.uk">Kathy.roper@wolverhampton.gov.uk</a>  An Audit of the needs of people from BME communities has been completed and this is influencing the impact assessment. A series of minimum data sets have been completed on people who live in supported housing arrangements, including information about ethnicity.
Worcestershire	Joanne Roden-Doyle <a href="mailto:jrodendoyle@worcestershire.gov.uk">jrodendoyle@worcestershire.gov.uk</a>

#### 4) Supporting family carers

Local Authority	
Bedfordshire	Paul Groom paul.groom@bedscc.gov.uk
Birmingham	<p>Liz Wakeley 0121 030 2683</p> <p>Supporting family carers. Two carer's assessors have been appointed to our assessment and care management team to specifically work with carers from black and ethnic minority communities funded through the Partnership Board. Target number of carer's assessment for 2006/07 is 200.</p>
Bournemouth	Debbie Hyde: 01202 458204
Brighton & Hove	<p>Local carers forum meets quarterly</p> <p>Older carers support group</p> <p>Dedicated Cares care manager</p> <p>Support for carers on sub groups and partnership board</p>
Buckinghamshire	<p>Meera Sagar (Family Carers Support Worker)</p> <p>Tel: 01296 387066</p> <p>Email: <a href="mailto:msagar@buckscc.gov.uk">msagar@buckscc.gov.uk</a></p> <hr/> <p>Workshop for family carers from BME communities on 'depression in carers'</p> <p>Conferences for people with learning disabilities and family carers from</p> <p>minority communities (2 held over last 3 years)</p> <p>More families benefiting from respite care with</p> <p>(i) More people using Direct Payments</p> <p>(ii) Women only sessions within the residential respite services</p>
Camden	<p>Bob Dowd Centre 4040207697 1325</p> <p>We have recently commissioned a local carer's organization with substantial experience of supporting family carers to help us consult with and involve families in the review and development of all supported living and day service opportunities. They are developing effective ways of working closely with members of the BME communities.</p>
Coventry	<p>Have had several events specifically for family carers from minority ethnic communities to share information and raise awareness of services.</p> <p>Have a Carer Break Co-ordinator who has worked to look at innovative short breaks to support family carers from minority ethnic communities.</p>

	Janita Wesson - Valuing People Co-ordinator 024 7678 5481
Croydon	Joannah Weightman ext 62134
Derby City	An Asian carers Group has been established and is proving extremely successful, with excellent levels of involvement. Plans are progressing for an African Caribbean carers Forum.  A provider Forum is being planned for January, at which support for carers will be a topic for discussion.
Dudley	Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348  Ehsas Carers supports children with special needs and adults with learning disabilities. Barnardo's employs a part time Carers Support Worker who works from the Ehsas office/ drop in. Ehsas is shortly to provide a range of information by putting together a customised training programme for family carers in a community language.
Enfield	Lesley Walls, one-to-one Enfield, Community House, 311 Fore Street, Edmonton, N9 0PZ
Essex	Sally Anne Webb 01371 856881
Gateshead	Shaheen Rashid (0191 490 0121)
Hertfordshire	We have a 'flexible pot' of money from Carers Grant which we use to give one off payments to carers (of about up to £500 a year). We don't put boundaries about what this can or cannot be spent on providing it is used to help the carer continue in their caring role.
Leicester City	Gill Huddleston –Carers Action Group Chairperson The Carers Participation Officer has an increasing contact group. Provision of an interpreter to enable a carer to participate in both the Carers Action Group meetings training and a working group. Out of 91 responses to a questionnaire to carers and 87 of these carers who stated their ethnic origin, 43 carers from ethnic communities, were able to participate. Encouraging the organisation that has a contract to work with carers from an ethnic background, to make links with the working groups of the Leicester Learning Disabilities Partnership Board. Need to ensure information gets to the right people in the right format.
Lincolnshire	Joe Warner, 01522 554046, Orchard House, Orchard Street, Lincoln LN1 1BA  "How are you?" is a questionnaire that was distributed to

	family member/carer to gain their views and help to understand the service areas that were needed to support them.
Liverpool	Jane Weller 0151 233 4680
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Oxfordshire	Respite is a major issue of discussion and action. The needs of BME communities are being taken into account.
Peterborough	Carole Atkinson – Peterborough PCT
Portsmouth	Janneke Klosr (02392 734175)
Richmond upon Thames	Susie Rowan Susie@corld.org.uk
Rochdale	Preet Sandhu  Aashiyana Asian Carers Group (AACG) – a group database of 160 carers, with an average turnout of 40 carers at each monthly meeting. The Group employs 3 Carers Support Workers who are also carers themselves, working on a pro-rata basis. Activities and discussions are led by the carers using the group. This project is in partnership between Rochdale Gateway Leisure Limited (RGLL) and the Carers Special Grant (LA).
Sefton	Shirley Parker/Dilwyn James 01519343689/01512886060
Sheffield	Dalia Magrill Sharing Caring Project 0114 2758879 daliagramgrill@sharingcaring.org.uk  An Asian Family Carers Group, established in 2001, supports families from the local Pakistani community, providing information on a range of issues (health and social care, benefits etc) and signposting people to services.
Slough	Jo Hawthorne, Carers Development Manager Joint Commissioning Team Beech House, Upton House Albert Street, Slough 01753 635661-  The Slough LDPB has for the past two years through LDDF revenue funded the Carers Vouchers Scheme. This has offered carers the opportunity for practical support at times when it is most needed. They also have choice as to who provides the service. It is therefore likely to be more responsive to specific cultural needs.
Southend	carolcranfield@southend.gov.uk

Southwark	<p>Vicky Stobbart CLDT Service Manager Lyon House 160-166 Borough High street London SE11 1LB</p> <p>Mick Howe Providence LINC United Services 6 Belmont Hill Lewisham London SE13 5BD</p> <p>We have a dedicated LD social worker post for working with older carers. We have a LD carers respite scheme that targets carers from minority ethnic groups.</p>
Staffordshire	<p>c/o Bev French 07976 191327</p> <p>Work has been done on planning with families; demand for respite and a respite/short break strategy developed which will benefit all family carers.</p> <p>A better focus on specific needs of family carers from BME communities is still required.</p>
Stoke	<p>Melanie Dunn <a href="mailto:melanie.dunn@swann.stoke.gov.uk">melanie.dunn@swann.stoke.gov.uk</a></p> <p>Social work team have worked with young people in transition using ILF to set up packages of support which are tailor made to meet their needs. This has worked well because the person's culture and beliefs can be taken into consideration at every stage.</p>
Suffolk	<p>Suffolk Family Carers hosts research into the experiences of family carers and service users from Black and Minority Ethnic groups and how learning disability services address diversity issues. Hidden family carers identified by the research can be referred to Suffolk Family Carers Black and Minority Ethnic support worker.</p>
Sutton	<p>Lorraine Backshall tel 02087704973 <a href="mailto:lorraine.backshall@sutton.gov.uk">lorraine.backshall@sutton.gov.uk</a></p> <p>The carers grant funds an out reach worker based at the carers centre to work with carers from black minority ethnic communities and hidden carers, this would include carers of people with learning disabilities.</p>
Tameside	<p>Michael Mie 0161 342 5225</p>

Telford	Carers Contact 01952 240209 have set up a group for BME carers
Wakefield	Kashif Ahmed BME Development Worker Family Services 8 St John's North Wakefield WF1 3QA kahmed@wakefield.gov.uk
Wandsworth	Carer's Centre, Eglionna Treanor eglionna@wandsworthcarers.org.uk Mencap, calbury@wandsworth.gov.uk Black Carers Group Harriet Uyanneh huyanneh@wandsworth.gov.uk
Warwickshire	The Carers Forum has made contact with some BME groups to offer to support and is shortly to hold a multi-cultural day aimed at making contact with carers not known to the Board. It will also seek to gather information about what services the communities want to have available to them for themselves and the people they care for.
Westminster	John Higgins, jhiggins@westminster.gov.uk  A Carers Development Worker who supports carers to access services and to have a carers assessment. The ethnicity of carers that use this worker is diverse.
West Sussex	Adult placement scheme. Debbie Clark
Windsor & Maidenhead	Worker employed through Day Opportunities, and now also CTPLD to link with BEM family carers.  We are working within our respite service to make it more welcoming and familiar to families and service users from diverse communities – for example providing a wider range of food, reading materials and home entertainment to meet the needs of a broader range of cultures.  New respite services have been introduced with the aim of meeting the needs of communities for whom traditional respite services may not be appropriate
Wolverhampton	<a href="mailto:Andrea.jones@wolverhampton.gov.uk">Andrea.jones@wolverhampton.gov.uk</a>  Carers from BME communities are now full and active members of a number of Carers Support Groups and are also represented on the Carers Task Group. This is a significant improvement over the last year.

## 5) Supporting children

Local Authority	
Birmingham	Cathy Dale 0121 303 4028
Brent	We offer support to parents with learning disabilities. Kof.krafona@brent.gov.uk
Brighton & Hove	Bi- monthly transitions forum Termly transition Roadshows for parents Part of national pilot on PCA for children in transitions
Croydon	Velma McClymont ext 62595
Derby City	The Community Support Team was initially started through a joint health SSD funded project targeting work in the community with particularly South Asian children. This group was particularly under-represented in our short break provision. The team has expanded significantly as has the number of South Asian children and other BME children being supported by the team. Around 40% of children receiving a service from The Integrated Disabled Children's Service are from BME communities in Derby.
Gateshead	Lesley Monaghan (0191 433 2482)
Leicester City	Chris Bush – Service Manager, Disabled Children's Services We are completing a range of activities: An Accessible Transitions Pack using “Change Picture Bank” has been completed in partnership, funded by the LSC and led by Connexions and the Disabled Children's Programme Board. This pack will have 2000 copies and focus on needs of Learning Difficulties. The groups to promote this will support those from ethnic minority communities. Children and Young Person' s Single Plan incorporates the needs of both those with Learning difficulties and ethnic minorities. Group is meeting to focus on the transition needs of those with complex issues, many of whom have learning difficulties and are from ethnic minorities, and will report and form actions for improvement, latter this year.
Lincolnshire	Hilary Barrett, 01522 554004, Orchard House, Orchard Street, Lincoln LN1 1BA
Liverpool	Neil Alecock 07837521615
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Richmond upon Thames	Mair Hutchings m.hutchings@richmond.gov.uk 0208 8316040

Sefton	Alan Rutherford 01519343870
Stoke	Elizabeth Goldstraw Elizabeth.goldstraw@northstaffs.nhs.uk Debbie Curless debbie.curless@swann.stoke.gov.uk  Stoke is taking part in the national pilot on In Control for young people at transition, called Dynamite. We are working with 2 families from BME communities to develop support plans and identify resource allocations for their young people. One of the families has 2 children under the age of 10.
Suffolk	Hidden parent carers have been sourced through identifying children with a statement for educational needs (SEN) from Black and Minority Ethnic groups. They have then been referred to Suffolk Family Carers for support. This support trickled down to support the child.
Tameside	Beverly Connelly 0161 342 8355
Wolverhampton	Viv.east@wolverhampton.gov.uk

## 6) Supporting young people in transition

Local Authority	
Bedfordshire	Paul Groom paul.groom@bedscc.gov.uk
Birmingham	<p data-bbox="537 338 919 375">Cathy Dale 0121 303 4028</p> <p data-bbox="537 415 1373 814">Transition/supporting young children. A social worker is specifically appointed to work with transition and has been actively involved with a number of schools in a Transition Pathway pilot valuable information has been extracted such as specific cultural and religious preferences. Families carers support, i.e need for interpreter which has helped future planning for both the young person and family carer. One particular school uses workbooks, “my life, my future” which has informed the assessment process and expedited the process of identifying support.</p>
Bolton	<p data-bbox="537 814 1243 852">John Baulcombe john.baulcombe@bolton.gov.uk</p> <p data-bbox="537 852 1373 961">We have done some good work with young people from the ethnic community – particularly in person centred planning and person centred school reviews</p>
Brent	<p data-bbox="537 961 1341 1037">All young people have a person centred transition plan or PCP – contact Amy.Manji@brent.gov.uk</p>
Brighton & Hove	<p data-bbox="537 1037 943 1075">Bi- monthly transitions forum</p> <p data-bbox="537 1075 1110 1113">Termly transition Roadshows for parents</p> <p data-bbox="537 1113 1292 1150">Part of national pilot on PCA for children in transitions</p>
Bristol	<p data-bbox="537 1150 1385 1591">Rose Thorn (drama therapist) decided to run a 9 week pilot drama therapy group specifically for BME people with learning difficulties to find out what the emotional needs of this client group were. The Difference and Diversity group provided an opportunity to hear how these clients actually experience exclusion and discrimination and to discover what their issues, fears, interests, and concerns were. The group was run with five clients ages 17-21 who attended Bristol College. Their ethnic backgrounds were Asian, African-Caribbean (one born in Jamaica, the other born in Bristol), Somalian and one of mixed heritage who chose not to specify.</p> <p data-bbox="537 1629 1385 1879">The drama therapist used movement, music, drama, games and story making. Themes that emerged from this were: Being an outsider, home, belonging, and being different which had a particular resonance with this client group. Other more general themes of power, authority, and being rebellious reflected the adolescent developmental age of this group. She found that the group would benefit from</p>

	being ongoing, perhaps for a year, so that these themes would have time to develop.
Buckinghamshire	Transitions Team Manager (new appointment awaited). Contact meanwhile through Margaret Attrill (Team Administrator) Tel: 01296 383112 Email: <a href="mailto:mattrill@buckscc.gov.uk">mattrill@buckscc.gov.uk</a>
	Young People in Transition Transition service in place – good examples of co-working with specialist BME workers; use of interpretation services, plans in other languages....
	Self Advocacy service working in schools with young people in Transition
Calderdale	Lis Boulton HX 363561
Camden	Phil Appleby Transition worker 0207974 3737  We have appointed a dedicated worker to develop liaison and good working relationships in relation to young people in transition to adult services. He has been instrumental in getting agreement for a transition protocol and systematic information sharing arrangements.
Coventry	Have a Transition Co-ordinator and a multi-agency transition protocol. Debbie Brake, Transition Co-ordinator 024 7678 6050
Croydon	Jenny Butler ext 84418
Derby City	All young people in transition have a community care assessment undertaken before they become 18. When an assessment is undertaken where the first language of either of the parents or the child is not English then a translation of that assessment is always offered. This year two families requested that the assessment be translated into Urdu which have been completed and one family have requested it in Turkish which is currently in progress. Interpreters are used for any reviews, undertaking assessments or home visits as needed.
Dudley	Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348
Essex	Gerry Toplis 01245 434890 Angela Cole 01621 869340 Brian Gregory 01245 434788  Establishment of Young People Transition Partnership Board to forge a closer link with education, learning and

	skills council, children services and family carers to jointly develop local services and commissioning strategy closer to home to prevent out of area placements.
Gateshead	Helen Elsworth (0191 2342)
Hampshire	We hold yearly planning meetings & have transition social workers. Lucy Butler lucy.butler@hants.gov.uk
Hertfordshire	Catherine.evanson@hertscc.gov.uk  Person centred year 9 reviews piloted in one special school and system now being rolled out to others.
Kent	There is a multi-agency pilot under way to improve the experience of young people & their families including BME
Leicester City	Pat Taylor – Policy and Planning Officer (Transition) There are three main thrusts of work with Accessible and easily available information the aim to improve transition, The Transition Pathway, The Health Audit and the Complex Case Transfer. They are all coming to the end of their work and will generate some actions.
Lincolnshire	Joanna Tubb, Eastfield House, Eastfield Road, Louth 01673 840017
Liverpool	Neil Alecock 07837521615
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Peterborough	Alida Farmer – Peterborough PCT
Portsmouth	Joan Smith 02392 200132
Richmond upon Thames	Mair Hutchings
Rochdale	Karen Walker  Transition – Current work is being developed between the Development Workers (Pakistani/Bangladeshi Workers) at RGLL and the Transition workers with the Adult Learning Disability Services Team. There are some barriers we have faced here in the past, and we predict to come across in the future.
Sefton	Kath Corbin/Sophie Thomson 01519343845
Sheffield	Amanda Hill Transitions Team Manager 0114 2735146 Amanda.Hill@sheffield.gov.uk  Our Person Centred Planning project for young people in transition has a focus on young people with complex needs

	and supports many young people from black and minority ethnic communities.
Slough	<p>Suzanne Rhodes Assistant Team Manager Slough Borough Council Bath Rd Slough 01753 690</p> <p>A transition worker was funded for a year through LDDF 2005-6 to develop systems to improve the transition process for young people.</p>
Southampton	Alex Iles- Southampton Mencap, 187a Portswood Road, Southampton SO17 2NF
Staffordshire	<p>c/o Bev French 07976 191327</p> <p>The In Control pilot will target all young people in transition and we feel will be particularly beneficial to families and young people from BME communities.</p>
Stoke	<p>Lynne Crockett lynne.crockett@swann.stoke.gov.uk Debbie Curless debbie.curless@swann.stoke.gov.uk</p> <p>Stoke is taking part in the national pilot on In Control for young people at transition, called Dynamite. We are working with 2 families from BME communities to develop support plans and identify resource allocations for their young people.</p> <p>The person-centred planning facilitator in Stoke is focussing on working with young people at transition and people from BME communities.</p> <p>The Primary Healthcare facilitator in Stoke is focussing on working with young people at transition and people from BME communities.</p>
Sutton	<p>Belinda Sharpling tel 02084053582 <a href="mailto:belinda.sharpling@sutton.gov.uk">belinda.sharpling@sutton.gov.uk</a></p> <p>The transition unit, which provides support for children moving into adulthood, use a tracking system to pick up families that are not engaging with services</p>
Tameside	Lornagrenner@tameside.gov.uk 0161345 5225

Wandsworth	Dynamite project about to begin lgeary@wandsworth.gov.uk Lisa Geary
Westminster	Angela Ellis, aellis1@westminster.gov.uk
West Sussex	Mike Smith, West Sussex Children's services
Windsor & Maidenhead	BEM worker has built good links with one local special school Working to foster good links with other main school we receive referrals from.  Identifying the young people in transition to the BEM development worker (LDDF). Encouraging care managers to include development worker in meetings with families.
Wolverhampton	Christopher.thomas@wolverhampton.gov.uk
Worcestershire	Cath Round Transitions coordinator cround@worcestershire.gov.uk

## 7) Improving health

Local Authority	
Birmingham	<p>Shirley Mallon 0121 380 9006</p> <p>Improving on Health. LDDF funded the development of a Hospital Book, using easy words and pictures to be used when a person with a learning disability goes into hospital. These books have been distributed to residential homes, day centres, hospitals and carers. In 2006/07 the booklet will be distributed to GP Surgeries.</p>
Bolton	Dave Hanson dave.hanson@bolton.gov.uk
Brent	We are evaluating health action plans and their effectiveness. This will help us to improve health. We have appointed a strategic health facilitator to help mainstream services work better fro people with LD.
Brighton & Hove	Healthy lives sub group to partnership board
Buckinghamshire	<p>Meera Sagar, Family Carers Support Worker Tel: 01296 387066 Email: msagar@buckscc.gov.uk</p>
Coventry	<p>Have a self advocacy peer health group the H- Team at Grapevine Manjeet Stone, Supporter 024 7623 0028</p> <p>An effective Health Facilitation Team who have completed over 400 health checks within GP surgeries Sherryl Gaskill – Health Facilitator 024 7678 5975</p>
Croydon	Joannah Weightman ext 62134
Derby City	Working with School Nurses to provide full assessments of all School Leavers from Special schools. Leavers this year will receive Personal Health files, mainly symbols to aid communication, record keeping and appointment systems.
Dudley	<p>Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348</p>
Essex	<p>Francis Ma 01245 434813</p> <p>Establishment of Health Action Day in localities; Specialist Liaison Nurse to Acute General Hospitals to improve understanding of learning disabilities.</p>
Gateshead	<p>Andrew Robinson (0191 497 1568) Paul Gertig (0191 433 2143)</p>
Gloucestershire	Esia Dean/Kevin Elliott have developed this work which looks at specific health needs of the entire community

Isle of Wight	The Joint Adult LD services have a sexual health support and advisory service for people with a learning disability, funded by the LDDF. Mr B Marks, Clinical Services Manager, IW NHS Healthcare Trust, Arthur Webster Clinic, Landguard Road, Shanklin, Isle of Wight. 01983 866179
Leicester City	Laura Summers – Lead Health Facilitator Developing an interactive CDs on going to the opticians and having a hearing test that have easy words, photos, video clips with eventual voice over in community Languages. Developed a Hospital Booklet and Grab sheet, which although is not translated into languages other than English, the format uses easy words and pictures and was sent to each person who has a learning disability who lives in Leicester City. We are in the process of setting up a working group of the HAP Subgroup to look at how to make sure that people from black and ethnic minority groups are able to develop HAPs and receive appropriate resources.
Lincolnshire	Emma Krasinska, 01522 554055, Orchard House, Orchard Street, Lincoln LN1 1BA  Health Action Plan has been developed in partnership with the local health authorities to provide healthcare information in a more accessible format and review healthcare needs.
Liverpool	Rachael.maynor@merseycare.nhs.uk Michelle Montrose 0151 296 7692
Luton	Health Action Planning. Bridget Moffat, Planning and Service Development Officer. (bridget.moffat@luton.gov.uk)
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Oxfordshire	The Good Health group includes members of BME communities Sue.Chapman@orh.nhs.uk
Peterborough	Maggie Romjon – Peterborough PCT
Portsmouth	Mandy Yerbury 02392 734175
Richmond upon Thames	Jim Power Jim.power@kpct.nhs.uk
Rochdale	Sue Smith
Rotherham	Jayne.Thompson@rotherhampct.nhs.uk Yvonne.Ward@rotherhampct.nhs.uk
Sefton	Geraldine O'Carroll/Tracey Reid 01519205056
Sheffield	Lesley Styring Nurse Consultant Lesley.Styring@sct.nhs.uk

	<p>We recently undertook a survey of the health needs of young people with profound and multiple learning disabilities. This included analysis of ethnicity, and found a high proportion of young people from black and minority ethnic communities. We are looking to extend this work by assessing the impact on primary and acute health services as well as on specialist learning disability services. Rob Greig has submitted the summary report to the Government's Comprehensive Spending review – to highlight issues for both Children's and Adults' services.</p>
Slough	<p>Sally Kitson  Joint Commissioning and Development Manager  Joint Commissioning Team  Beech House, Upton House  Albert Street, Slough  01753 635661-</p>
Southend	<p>trevorsaxon@southend.gov.uk</p>
Stoke	<p>Lyn Ure  Lyn.Ure@northstaffs.nhs.uk  Janet Beech  JanetK.Beech@northstaffs.nhs.uk  Val Stronach  ValerieA.Stronach@northstaffs.nhs.uk</p> <p>The Primary Healthcare facilitator in Stoke is focussing on working with young people at transition and people from BME communities.</p> <p>Combined Healthcare Trust is carrying out an audit of a random sample of the 500 people from BME communities who used their learning disability or mental health services last year. The audit will use surveys and focus groups.</p>
Suffolk	<p>The Equalities and Diversity Manager in Suffolk Mental Health Partnership Trust (SMHPT), collaborated with the 6 NHS trusts in Suffolk to produce a single equality scheme. Suffolk made a bid to the Department of Health to become a learning site. Although not chosen, along with North Waverney Mental Health Trust SMHPT will be working alongside Devon and Cornwall and the main learning site.</p>
Sutton	<p>Alison Ball tel 02087704145  alison.ball@sutton.gov.uk</p>
Tameside	<p>Yvonne Ashton 0161 342 8355</p>
Telford	<p>Health action plans, but needs more money to incorporate more BME service users onto their action plans.</p>

Wakefield	Kashif Ahmed BME Development Worker Family Services 8 St John's North Wakefield WF1 3QA kahmed@wakefield.gov.uk
Warwickshire	Advisors were engaged in completing Health Action Plans for people from BME communities to guide staff in issues such as diet, and the plans were translated into the appropriate languages.
Westminster	Stephan Brusch, Stephan.brusch@westminster-pct.nhs.uk
	As recommended by the DRC, the PCT has now established (via a Local Enhanced Scheme) systems for recording the ethnicity of people with a learning disability within GP records. This information is then used to check that people have been offered an annual health check and health action plan.
	The Health Development Manager has begun to explore ways in which people with a disability can access mainstream BME services to reduce isolation.
West Sussex	Geeta Howard, Sussex Partnership Trust
Wolverhampton	Ivan.burchess@wolvespct.nhs.uk
	The Health and Wellbeing group has made the health needs of people from BME communities a priority for its work over the last year, and presented a report to the Partnership Board. They are completing a health audit via the implementation of the Enhanced service and the link nurses in to GP surgeries.
Worcestershire	Kate Robinson Health Lead Kate.robinson@nhs.net

## 8) Promoting advocacy

Local Authority	
Birmingham	<p>Simon Fenton 0121 303 2683</p> <p>Promoting advocacy and self-advocacy. A new Service Specification and Service Level Agreements have been drawn up for all four advocacy organisations in Birmingham. Within these agreements the promotion of self-advocacy is a key objective.</p>
Bolton	Eileen Bennet Eileen.bennett@bolton.gov.uk
Bournemouth	<p>Development officer in post to provide training and support for people who access the the Forum Speaking Up Group. He is part of the Partnership Board Sub Group looking at engaging people with LD from BME groups. Equality and diversity policy and training in place.</p> <p>Amanda Parsons/Paul Thomas 01202 303765</p>
Brent	<p>We have two advocates – the MMP advocate and an advocate that works with homes/institutions.</p> <p>bacrich@yahoo.com</p>
Brighton & Hove	<p>Good partnership working with local organisation all of who sit on the Partnership Board.</p> <p>Well established Speaking up for others group supporting people on the partnership board and sub groups</p> <p>Bi-monthly newsletter by people with learning disabilities</p>
Camden	<p>Michelle Burke/ John Hersov Camden People First 020 7482 3539</p> <p>We have agreed a local Advocacy Development Plan, and are funding some specific capacity development work which is focused on enhancing the ability of BME community groups to support members of their communities who have learning disabilities.</p>
Croydon	<p>Robert Egwea ext 84418</p> <p>The need for advocacy services within the BME community in Croyden are now being addressed (though not yet adequately) thanks to funding from the King's Fund and Croyden Council to a community group to do bi-lingual advocacy. This followed support from the BME development officer, who is still working with the group to ensure the meets are properly met.</p>
Derby City	<p>The Derbyshire Advocacy Service continues to be part of Voluntary Sector Forums which include organisations from minority ethnic communities. The Service also continues to:</p> <ul style="list-style-type: none"> <li>➤ promote its activities to university students</li> <li>➤ provide advocacy induction to newly recruited staff</li> </ul>

	<p>working within the statutory/independent agencies</p> <ul style="list-style-type: none"> <li>➤ promote its own training opportunities.</li> </ul> <p>Although these activities are open to all they are accessed by people from minority ethnic backgrounds. Most recently the Service met with a Japanese community worker to provide an overview of the Service. The Self Advocacy Group 'Speak Out' which the Derbyshire Advocacy Service helps to support is providing a talk to the Asian Carers Group.</p> <p>The Derbyshire Advocacy Service are exploring the possibility of producing its publicity materials in different languages. This has been done in the past but the information is now outdated.</p>
Enfield	Mame Gyang, Service Development Tea, Adult Social Services, 1 <sup>st</sup> Floor, St Andrews Court, 1-4 River Front, Enfield, EN1 3SY
Essex	Hannah Bishop 01245 434425
Gateshead	Pat Tatters (0191 478 6472)
Gloucestershire	New worker soon to be appointed: contact via <a href="mailto:fiona.jones@gloucestershire.gov.uk">fiona.jones@gloucestershire.gov.uk</a>
Hartlepool	Iain Cauldwell 01429- 269303
	Commissioned crisis and citizen advocacy from local provider (MIND) to work with people with learning disability – also to assist self advocacy group to become independent.
Isle of Wight	The IW Advocacy Trust is sufficiently well developed to meet the communication and cultural needs of the Island's service users. Jan Gavin, manager of the IW Advocacy Trust, Isle of Wight Citizens Advocacy, Quay House, The Quay, Newport, Isle of Wight. 01983 599299
Kent	There is a dedicated BME service in Dartford
Leicester City	Trish Branson – Service Manager Presentations made about BME advocacy to a conference in South London and for Valuing People in Accrington. People have attended an advocacy conference around Employment. Advocacy worker whose primary role is to work with BME people with learning disabilities. Complex needs advocate has been working with people with PMLD from the BME community and their carers to devise a faith room as a local base for people with high support needs. Providing support to people for whom English is not their first language to attend PCP train the trainer training. Started building links with Leicester Council of Faiths. Developing materials in other languages including advocacy leaflet. Information about what

	services are available to people in a variety of formats.
Lincolnshire	CALL 01522 510015 CallAdvocacy.aol.com  The County Council contribute to funding Citizen Advocacy Lincolnshire Link (C.A.L.L.), which is an independent voice for people in need. They train and support volunteers to become Advocates. They provide support, help and representation for vulnerable people.
Liverpool	joe@cacoalition.org.uk 0151 733 6705  MOWLL/PACTT- Angela Powell 0151-794-2991 Joanne English 0151 708 4419 Jan Sloan 0151 233 5359
Luton	Diversity Worker. Barbara Storey, Luton Advocacy Alliance.
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Richmond upon Thames	Alan Bush Alan.bush@advocacypartners.org
Rochdale	Kay Riley
Rotherham	Jan.Leyland@Rotherham.gov.uk
Sefton	Sefton Advocacy/carers Centre 01512854040/01512886060
Slough	Eleanor Cryer Mencap Slough
Southend	mandysmedley@southendmencap.co.uk
South Gloucestershire	Valarie Mower- 0117 941 5842
Suffolk	Service users from Black and Minority Ethnic groups identified through research will be referred to advocacy groups.
Tameside	People First 0161 308 3699
Telford	Taking Part, advocacy organisation
Wakefield	Kashif Ahmed BME Development Worker Family Services, 8 St John's North Wakefield, WF1 3QA kahmed@wakefield.gov.uk  BME Development Worker has been supporting advocacy service to recruit through targeted processes people from BME communities. Specially designed posters have been distributed in suitable locations.
West Sussex	Impact Advocacy 01903 718260

## 9) Promoting self-advocacy

Local Authority	
Birmingham	<p>Simon Fenton 0121 303 2683</p> <p>Promoting advocacy and self-advocacy. A new Service Specification and Service Level Agreements have been drawn up for all four advocacy organisations in Birmingham. Within these agreements the promotion of self-advocacy is a key objective.</p>
Bournemouth	<p>The Bournemouth Forum have developed a monitoring form to record the ethnicity of people who are Forum Members. A video has been produced that can be utilized to show groups information about the work of the forum. Amanda Parsons/ Paul Thomas</p>
Brent	<p>We have self-advocates on all of our planning groups sedleybac@yahoo.co.uk</p>
Brighton & Hove	<p>Good partnership working with local organisation all of who sit on the Partnership Board. Well established Speaking up for others group supporting people on the partnership board and sub groups Bi-monthly newsletter by people with learning disabilities</p>
Bristol	<p>There is a People First Black Members group. It is very active particularly with the Afro-Caribbean community and has recently gained some members from Somalia. The group ran a day to celebrate Black History month last year that was very successful, and is doing the same this year.</p>
Buckinghamshire	<p>Talkback Tel: 01494 434448 Website: talkbackamersham.co.uk</p> <p>Development of special self-advocacy groups within a wider self-advocacy organisation. A person with a learning disability from a minority community is a user representative on the Partnership Board and lead spokesperson for people with a learning disability on BME issues as well as co-leading with a paid officer on one work area of the partnership board which includes; advocacy, self advocacy and involvement, people with high support needs, family carers, minority ethnic communities and workforce planning - strengthening links with family carers with self-advocacy groups being a key point of access / contact with families</p>
City and Hackney	<p>Mark Peak- City lead</p>
Coventry	<p>Grapevine and the City Wide Advocacy Forum completed a series of road shows to tell people with learning disabilities</p>

	<p>about the work of the Partnership Board, Sub Groups and the involvement of self advocacy Ellen Allcock, Grapevine 024 7663 1040</p>
Croydon	Naomi Blackwell ext 84397
Derby City	<p>'Speak Out' is a group of service users and professionals and is chaired by a service user. They recently facilitated the elections for service users to the Valuing People Partnership Board. They promote self advocacy and will be shortly undertaking leadership training.</p> <p>LDDF funding has also been made available for a buddying scheme for people who are being bullied. This will be led by a user of learning disability services.</p>
Dudley	<p>Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348</p> <p>Apna Group employs a part time development worker who is supporting a dozen 'self advocates'. Apna in partnership with Workers Education Association (WEA) provides an education course a day each week (literacy, numeracy and computers), weekly community gym session, and social and leisure activities.</p>
Essex	<p>Hannah Bishop 01245 434425</p> <p>Continuation of support and resources to People's Parliament and introduction of Self Directed Support project to further encourage people to take control of their lives with appropriated supports.</p>
Gateshead	Pat Tatters (0191 478 6472)
Gloucestershire	New worker soon to be appointed: contact via fiona.jones@gloucestershire.gov.uk
Kent	BME awareness training has been arranged for the existing "Voice for Kent" self-advocacy group (at their request)
Leicester City	<p>Louisa Whait – Advocacy Coordinator</p> <p>A local leader (a paid self advocate) will be recruited specifically from the BME community to promote and advocate for Consistency in We Think Too (BME service user group to people from the BME community at all levels of service development. Working with service users from a BME focused service to look at how they can help improve the quality of services the partnership board) Widening participation in We Think Too.</p>
Lincolnshire	<p>H.E.L.P. Secretary 1 Marsh Lane, Boston, Lincs PE21 7RJ</p> <p>The County Council contribute to funding Helping Empower</p>

	Lincolnshire People (H.E.L.P.) this group comprises of members with Learning Disabilities to speak up for themselves, be an active role in the Learning Disabilities Partnership Board, plan services, they are involved in choosing and training staff who work with them and are also involved in the Regional forum.
Liverpool	MOWLL/PACCTT- Angela Powell 0151-794-2991 Joanne English 0151 708 4419 Jan Sloan 0151 233 5359
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Oxfordshire	Our Freedom – Glyn Brown freedom@mylifemychoice.org.uk
Richmond upon Thames	Ola Odeyemi Ola.odeyemi@advocacypartners.org
Rochdale	Liz Halpern
Rotherham	Jan.Leyland@Rotherham.gov.uk
Sefton	People First/Alt.Partners/Partners in Policy Making 01517026620/01512341252
Sheffield	The speaking up group for Pakistani men has networked with our Institute of Sport to explore ways of improving inclusion into mainstream provision. In particular this has highlighted the value of gender specific sessions and workers with dual language.
Slough	Emmalene Champion United Voices
Southend	mandysmedley@southendmenicap.co.uk
South Gloucestershire	Valarie Mower- 0117 941 5842  We support Bristol and South Gloucestershire People First to facilitate a Black members group.
Southwark	Baby Mitchell Facilitator- Speaking Up 11 Mamora Road London SE22 0RX  We have a representative Speaking Up self advocacy group. Representatives co-chair the LD partnership board and participate in a range of consultations and planning activities.
Staffordshire	Self advocacy tender is being re-let which will result in improved outcomes for all communities
Stoke	Patsy Corcoran patsyc@asist.co.uk

	<p>We fund a self-advocacy project called REACH in Stoke. REACH is just about to appoint researchers with learning disabilities to work with BME communities to find out how they want to be supported to speak up about their needs and services.</p> <p>We have a sub-group of the Learning Disability Partnership Board called the Inclusion group, who work to develop a plan to improve services for people from BME communities. That group is collecting real people's stories about their experiences.</p>
Tameside	People First 0161 308 3699
Telford	Taking Part, advocacy organisation
Warwickshire	Using LDDF, the self advocacy organisation working with the Board has been funded to employ a half-time BME empowerment worker.
Worcestershire	Sylvia Meyrick SpeakEasyNOW Speakeasy.now@bpopenworld.com

## 10) Accessing person-centred planning

Local Authority	
Birmingham	<p>Sajida Ziaulla 0121 303 2202</p> <p>PCP. Birmingham has embraced Person Centred Planning and worked closely with the Valuing People team. This has resulted in better outcomes for all people but in particular people from ethnic minorities transition work specifically undertaken with nine pupils who's English is not their first language in person centred interviews has resulted in Birmingham being recognised nationally for good practice. The training was videotaped and used as part of a conference in London hosted by the Valuing People team.</p>
Bolton	John Hall is our PCP coordinator john.hall@bolton.gov.uk
Brent	<p>We have over 40 people trained as PCP planners. Fiona.king@brent.gov.uk</p>
Brighton & Hove	<p>Established PCP groups Established Provider forum Transitional PCP National pilot involvement Good take up across services</p>
Calderdale	Hx 363561 Lis Boulton
Camden	<p>Prodeпта Okell c/o Camden Carers Centre 020 7388 5422</p> <p>We have funded a dedicated project worker to work closely with a relatively small number of individuals and their families to develop pcps. She is working predominantly with families from BME communities.</p>
Croydon	<p>Andrew Slegg ext 13334</p> <p>Person centred training has been done across the council and the voluntary sector in Croyden. Members of the person centred planning group meet bi-monthly to review progress of this approach.</p>
Derby City	<p>Funding has been made available by the Partnership Board to train as many people as possible in person centred planning in 2006/07. Training has also been provided in Person Centred Approaches. A number of carers have now been trained.</p> <p>A database is now being kept of trained facilitators so that when a request from a service user/carer for a PCP is received, they can be matched up with a facilitator.</p> <p>The Employment Development Worker, Community resources Worker and Project Workers for the</p>

	day/residential modernisation will be using person centred planning tools to establish the needs and wishes of individuals.
Enfield	<p>Linda Jackson, Learning difficulties Services, Adult Social Services, 2<sup>nd</sup> Floor, St Andrews Court, 1-4 River Front, Enfield, EN1 3SY</p> <p>Person-centred planning (PCP)- other ways in which we have endeavored to assist working with, as well as planning with people from minority ethnic groups and/or whose first language isn't English, is:</p> <p>A, To have the 'Listen to Me' document translated into Greek and Turkish and ask facilitators to ensure the PCP Manager is made aware of any other languages that people would like to have translated.</p> <p>B, To produce all PCP documentation in picture or graphics format.</p> <p>C, To ensure that all facilitators, through the training and subsequent support, include people's religion, culture and beliefs in planning.</p>
Gateshead	Jimmy Proudlock (0191 433 2389)
Hampshire	We have a strong person centred planning team Jason.hope@hants.gov.uk
Leicester City	<p>Carole Shelton – Person Centred Planning Coordinator</p> <p>Over the next year, we will be expanding the “Asian Toolkit” we developed to other communities, such as, our Polish, Somali, African-Caribbean, and Chinese communities. Making links with voluntary, community based organisations. PCP Leaflets are available in community languages. Developing PCP training in community languages – starting with Gujarati, which will eliminate the need for interpreters. Sessions will commence in the next few months. Widen participation of people from BME communities on PCP training.</p>
Lincolnshire	<p>Barbara McRae, 01522 55401, Louth Area Office, Eastfield House, Eastfield Lane, Louth LN11 7AN</p> <p>Focuses on the needs of the individual and takes account of the cultural, religious and disability needs. With the way that this is monitored then diversity issues will be met for the individual.</p>
Liverpool	Diana Niccol Adult Services Review Team Manager- 0151 225 8292
Milton Keynes	<p>Sheila Taylor 01908 253259</p> <p>Sheila.taylor@milton-keynes.gov.uk</p>

Nottinghamshire	Sarah.graggs@nottsc.gov.uk
Peterborough	Sarah Whittle – PB co-chair
Portsmouth	Irene Hollaway 02392 200132
Richmond upon Thames	Justin Walker Justin.walker@mencap.org.uk
Rochdale	Mike O’Keeffe
Rotherham	Sharon Bailey@rotherham.gov.uk
Sefton	Sarah Bickerton 01519342835
Sheffield	Jane Hobson Day Services Development manager 0114 2685271 Jane.Hobson@sheffield.gov.uk
Slough	Monica Farr Care Manager Slough Borough Council Bath Rd, Slough 01753 690 860  Slough has been part of the person centred pilot. This has improved life opportunities of all those being offered this service.
Southampton	Charles Hodgson- Choices Advocacy, Croxley House, 63 Millbrook Road East, Southampton, SO15 1HN
Staffordshire	Contract for person centred planning has now been let which will result in improved outcomes for all communities.
Stoke	Karina Johnson KarinaM.Johnson@northstaffs.nhs.uk Mark Connolly mark.connolly60@ntlworld.com Anne Dunn Anne.Dunn@northstaffs.nhs.uk  We funded a person-centred planning facilitator specifically to work with people from BME communities.
Sutton	Tom Alexander tel 02087704983 <a href="mailto:tom.alexander@sutton.gov.uk">tom.alexander@sutton.gov.uk</a>  With person centred planning people are offered a translator if their first language is not English, and helped to buy food for the meeting of their choice. An action from a PCP for an Asian woman was to try to get direct payments to help her travel outside Sutton to have a better choice of clothes and food.
Tameside	Gill Bailey 07970909463
Telford	Person Centred Planning framework is being implemented.

Torbay	Di Graham diane.graham@torbay.gov.uk The publication of our handbook for staff on person centred approaches
Warwickshire	The Person Centred Planning subgroup has provided information leaflets in a variety of languages, and is not beginning to address how plans can be most appropriately supported for this priority group.
Worcestershire	Marc Saunders Chair of PCP Sub Group Marc.saunders@nw-pct.nhs.uk

## 11) Accessing direct payments

Local Authority	
Bedfordshire	Care management teams actively promoting direct payments to reach target of 45 by March 2007
Birmingham	Liz Wakeley 0121 303 2202
Bolton	Anne Webster anne.webster@bolton.gov.uk We have had some success with this service and this has lead to services being developed by the ethnic community, for the ethnic community
Bournemouth	To assist people from black and minority ethnic groups to access Direct Payments our contract for support services includes the requirement for the provider to operate a policy of equal opportunities. The contract also states that the service will communicate with people in the format of their choice in order not to create barriers that disable them. This included the individuals right to receive information in the language of their choice. Ian-Malcom- Walker: 01202 456830
Brent	We have 36 people on direct payments. We need to improve the no. of people from BME communities – the Life Planning project and transition projects will help with this.
Brighton & Hove	LDDF increased funding to work on Direct Payments and Individualised budgets
Buckinghamshire	Direct Payments Service: (Asim Ditta) Tel: 01296 485483 DVD – Talkback Tel: 01494 43448 www.talkbackamersham.co.uk
	Direct Payments – specialist worker in the DP service who works with BME communities (all client groups) DVD about Direct Payments featuring a person with learning disabilities from a BME community who uses Direct Payments. DVD also available in other languages
Calderdale	Anne Jackson Hx 363561
Croydon	Hassen Oozeer 6643930 & Liz Williams (ILF) ext 84384
Derby City	There have been 2 information days for carers of people with LD from the Asian community. LDDF money will be used to provide a support and advice worker within the DP Support Service to both

	<p>provide a support service to people with LD and to identify barriers and potential solutions for the future. A Mediated Self Assessment pilot will be starting in September, based within the DP Support Service organisation and whilst initially concentrating on people with physical disability, the learning will transfer to people with LD.</p> <p>Generally access of DP by people from BME communities is relatively high in Derby amongst certain groups. We are seeking ways of promoting to other communities via the DP support service and people with LD will benefit from this.</p>
Derbyshire	Direct payments have been used to support people meet culturally appropriate support needs.
Enfield	<p>Sue Glandfield, Service Development, Adult Social Services, 1<sup>st</sup> Floor, St Andrews Court, 1-4 River Front, Enfield, EN1 3SY</p> <p>Direct payments (DP)- The DP support service has recently been through a re-tendering process as there was a need to further develop the service offered to make it easier for service users, particularly those who need high levels of support, to take up the scheme.</p>
Essex	Kathy Bennett 01245 434662
Gateshead	Kathy Nyberg (0191 433 2671)
Leicester City	<p>Dave Durrant – Service Manager</p> <p>These are offered to all service users at the point of assessment. Transport is an area where take up is increasing, possibly because it is easy to see who the provider is, and people are not employing someone directly. More accessible information in various formats. Widening awareness with a view to increasing providers and potential employees</p>
Lincolnshire	Sarah Deighton 01522 554030, Orchard House, Orchard Street, Lincoln LN1 1BA
Liverpool	Aileen Walsh 0151 233 5335
Middlesbrough	Anita Puri 01642 729334
Milton Keynes	<p>Sheila Taylor 01908 253259</p> <p>Sheila.taylor@milton-keynes.gov.uk</p>
Peterborough	Richard Collins – Peterborough PCT
Richmond upon Thames	<p>Jackie Pilcher</p> <p>Jackie@therowan.org</p>
Sefton	<p>Sue Batho</p> <p>01512886060</p>
Sheffield	Keith McKinstrie

	<p>Service Manager Keith.McKinstrie@sheffield.gov.uk</p> <p>Approximately 20 people with a learning disability from black and minority ethnic communities are currently accessing direct payments.</p>
Southend	sharoncoleman@southend.gov.uk
Staffordshire	<p>c/o Bev French 07976 191327</p> <p>A local study in 2005 by the Rowan Organisation looked at barriers to Direct payments for people with learning disabilities from BME communities. The recommendations have been used to inform the redesign of the Directorate's Direct payments service, currently subject to re-tender.</p>
Stoke	<p>Sarah Cooper – Disability Solutions directpayments@disability-solutions.net</p> <p>The no's of people from BME communities getting Direct Payment to buy their own services is unknown. There were 202 people from all social care clients groups getting DPs as of March 2005, 9 of whom were BME. 22 people with learning disability were getting DPs. 14 carers of children with disabilities and 6 disabled children were getting DPs.</p>
Sutton	<p>Melba Gomes tel 02087705377 <a href="mailto:melba.gomes@sutton.gov.uk">melba.gomes@sutton.gov.uk</a></p> <p>Direct payments have been given to people to purchase a cultural specific service</p>
Tameside	Alanna Neal 0161 342 5225
Wandsworth	Anita Whitehouse, Room 90, Town Hall awhitehouse@wandsworth.gov.uk
Westminster	<p>Angela Ellis, aellis1@westminster.gov.uk</p> <p>A Direct Payments Development Worker who supports people to set up a Direct Payment. In Westminster, the majority of people that use Direct Payments are from BME communities.</p>
Wolverhampton	Zaidie.orr@wolverhampton.gov.uk
Worcestershire	<p>Jonathan Monk Direct Payments Development Officer jmonk@worcestershire.gov.uk</p>

## 12) Accessing individualized budgets

Local Authority	
Birmingham	<p>Liz Wakeley 0121 303 2202</p> <p>Individual budgets/direct payments. Birmingham has become a pilot authority for the In Control project and are very excited in taking this forward as we believe all people with a learning disability will benefit from taking control of their own lives. This will be particularly valuable to people from black and ethnic minority communities where we have evidence of little take up of service. Next year we will be able to report on progress. Birmingham target for 2006/07 for take up of direct payments is 100.</p>
Bournemouth	<p>We have commissioned a vol org to undertake a consultation exercise with people from BME groups with regards to self directed support this will include people with a learning disability Nadine Evans: 01202 458951</p>
Brent	<p>We have just joined In Control</p>
Brighton & Hove	<p>LDDF increased funding to work on Direct Payments and Individualised budgets</p>
Coventry	<p>Coventry are one of 13 pilots for the national programme and have had a number of events to raise awareness. Zandrea Mays – Team Manager 024 7678 5950</p>
Essex	<p>Katy Murray 01376 569210</p>
Gateshead	<p>Fiona Horsman (0191 433 2395)</p>
Hampshire	<p>We are beginning to do some work on this &amp; involved in the Dynamite project Chris.gaston@ hants.gov.uk</p>
Leicester City	<p>Dave Durrant – Service Manager A number of cases have been identified as potential cases for the pilot, so they may take up the scheme or shadow for a period. As per evaluation outcome</p>
Lincolnshire	<p>Jill Buchanan-Huck, 01522 554643, Horncastle Area Office, Holmeleigh, Foundry Street, Horncastle LN9 6AQ</p>
Milton Keynes	<p>Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk</p>
Nottinghamshire	<p>Wndy.alcock@nottsc.gov.uk Paul.johnson@nottsc.gov.uk</p>
Richmond upon Thames	<p>Beverly James b.james@richmond.gov.uk</p>

	0208 8916855
Rochdale	Mike O’Keeffe
Sefton	Derek Jones/ Geraldine O’Carroll 01519342830
Staffordshire	c/o Bev French 07976 191327 In Control pilot will bring benefits to all communities and is seen as being particularly suitable for people from BME communities.
Stoke	Colin Marsh colin.marsh@swann.stoke.gov.uk  Stoke is taking part in the national pilot on In Control for young people at transition, called Dynamite. We are working with 2 families from BME communities to develop support plans and identify resource allocations for their young people.
Tameside	Diane Walton 0161 342 8355
Torbay	Di Graham diane.graham@torbay.gov.uk It is anticipated that people from minority ethnic communities will welcome the opportunity to direct their own services and support
West Sussex	Chris Moon- Willems, Adult Services (Learning difficulty Service)
Worcestershire	Chris Sholl Development Manager csholl@worcestershire.gov.uk

### 13) Modernising day services

Local Authority	
Birmingham	<p>Sharon Bailey/Dave Banks 0121 303 2202</p> <p>Modernising day services. In relation to modernisation of day services, work has recently begun. It has been agreed for the appointment of two Carer Champions, one specifically allocated for black and minority communities and a service user champion to support the strategic learning disabilities commissioning plan and work with carers and service users and service modernisation.</p>
Bolton	<p>Andrea Jeffries andrea.jeffries@bolton.gov.uk We have been developing a service user group within our day service that has been helpful for people</p>
Bournemouth	<p>Giving people choice and control over the service they receive on a day to day basis and developing services to meet the aspirations of the individual has led to more 'tailor made' day care provision. This in turn takes into account support required to practice ethnic, cultural and spiritual beliefs. For example providing alternative activities over the Christmas period, particular food tasting activities etc. The Wallisdown heights kitchen project, a training project for people with learning disabilities catering for a local primary school by supplying up to 150 hot meals a day. Even though the project does not improve the lives of people with learning disabilities from minority ethnic groups, it takes into consideration the diverse needs of the children from minority groups who attend the school. A report of increased uptake of meals in relation to ethnic minorities is available on request</p>
Brighton & Hove	<p>Established and successful Better Lives network with partnership working across leisure / day services / employment services / transport and education</p>
Buckinghamshire	<p>Caroline Penfold Tel: 01844 347851 Email: <a href="mailto:cpenfold@buckscc.gov.uk">cpenfold@buckscc.gov.uk</a></p> <p>Modernising Day Services Saheli – Asian Women’s Day Services Day Service Wycombe for people with High Support Needs – As part of day service plans are: using the interpreters service to translate letters home staff team are learning Punjab (this is a very slow progress we didn’t realise how complex this is) with weekly visits from interpreting service to assess what level of</p>

	<p>communication staff can use, speaking with families, and supporting individuals to ensure all clients are given the same choices and inclusion into our service</p> <p>Providing training for the cook to be able to provide the right dietary needs</p>
Coventry	<p>Development of a travel buddy scheme to recruit and train volunteers to support people with learning disabilities to access public transport</p> <p>Christine Eade 024 7629 4434</p>
Croydon	<p>Andrew Maskell ext 13327</p> <p>There have been noticeable moves from large day centres to smaller resource based services with the centres closing down. The impact has yet to be assessed.</p>
Derby City	<p>We recently undertook an extensive consultation on the future of day and residential services in Derby. This included consultation with the Asian carers Group. The consultation has now concluded and options for the future are being modelled. Person Centred Planning approaches will inform the options for individuals.</p>
Derbyshire	<p>Substantial progress made with move to more local and community integrated programmes and better focus on people with high and individual support needs and employment. (Contact Tony Ellingham)</p>
Dudley	<p>Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348</p> <p>We have set up a Day Opportunities working group under the auspices of the Ethnicity Sub Group to report with recommendations for improvements – inc. diversity champions within each Centre, ladies only group at a day centre, and culturally appropriate meals.</p>
Essex	<p>Francis Ma 01245 434813 Gerry Toplis 01245 434890</p>
Gateshead	<p>Peter Lloyd (0191 433 2455)</p>
Hartlepool	<p>Neil Harrison 01429- 523726</p> <p>Modernisation of day services for people with learning disability included 5 staff being placed in mainstream settings to enable closer working relationships with community services which in turn has promoted more choice and opportunities for people with learning disability.</p>
Leicester City	<p>Trish Branson – Service Manager</p> <p>Traditional Day centres no longer operate in Leicester. Users attend community-based groups and there is a real drive to help people find employment and experience new activities. There is a big recruitment drive and fast track</p>

	process to encourage people from Workforce to reflect the diverse make of Leicester. ethnic minority communities to work within in house services. Two community based groups for Asian people with learning disabilities mean that users can attend culturally appropriate services staffed by local people.
Lincolnshire	Hilary Harrison, 01522 554524, Annex C, Council Offices, East Road, Sleaford NG34 7EB
Liverpool	Natalie Markham 0151 233 4199 Irene Hopkins 0151 233 2812
Middlesbrough	Anita Puri 01642 729334
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Nottinghamshire	Alan.pryke@nottsc.gov.uk
Peterborough	Heather Ballard – Peterborough PCT
Richmond upon Thames	Jane Pettingell j.pettingell@richmond.gov.uk 02089816955
Rochdale	Mike O’Keeffe
Rotherham	Anne.Baxter@rotherham.gov.uk
Sefton	Jim McDonald 01519342831
Sheffield	Jane Hobson, Day Services Development Manager 0114 2685271 Jane.Hobson@sheffield.gov.uk  The Apni Awaaz day service based at Sheffield’s Pakistan Muslim Centre, established in 2003 supports people from the local Pakistani community. The service also helps people access mainstream day opportunities and builds skills and capacity amongst staff. This service won the 2004 regional Health and Social Care Awards in the learning disability category.
South Gloucestershire	Mike Hennessey- 01454 866325
Southwark	Chris Dorey LD Joint Commissioning Manager Southwark Health and Social Care The Woodmill Building Neckinger SE16 3QN  Service users have played a full role in specifying the new contract and selecting a new Service provider for the Council’s In House day service.
Staffordshire	c/o Bev French 07976 191327 A MSc research project was undertaken to consider how current day services are meeting the needs of people from

	black and ethnic minority groups. 18 recommendations were made around community presence, availability of information, staff training, staff recruitment, access to interpretation services, better transition planning, the need for a personal care policy, more emphasis on meeting cultural needs in terms of food and activities, greater involvement of families.
Stoke	Chris Morton chris.morton@swann.stoke.gov.uk
	The development of a new smaller hub for day services in the north of the city has enabled some of the people with more complex needs who were using the main day centre for day services to have a more person-centred service, nearer to where they live. This includes 5 people from BME communities.
Sutton	Neil Lovesey tel 02086414275 neil.lovesey@sutton.gov.uk
Tameside	Juliet Winfield 0161 342 5225
Telford	Modernisation in process. This has identified needs of BME users
Wandsworth	Will Olmi, Atheldene, Garratt Lane, wolmi@wandsworth.gov.uk Baked Bean Theatre Company acttooworkshops@hotmail.com Jade Hardrade-Grosz
Warwickshire	Some day services are engaged in projects to increase the understanding of different religions and cultures by both staff and service users. They are also intended to help the different communities gain greater understanding about learning disability and the services available.
West Sussex	Debbie Medlock, Outreach 3 Way Crawley
Windsor & Maidenhead	An existing day centre post has been utilised to work exclusively as a means to work with existing BEM families who currently use the day opportunities service and to identify those families who have a need but who are not yet using day services
Wolverhampton	Anita.bowden@wolverhampton.gov.uk
Worcestershire	Amanda Nally Action provider Manager anally@worcestershire.gov.uk

## 14) Increasing employment

Local Authority	
Birmingham	<p>Sue Hawkins 0121 303 6553</p> <p>Increasing employment. A successful bid for LDDF money to support a service level agreement with economic development directorate to implement recommendations from the Valued In public document. A agreed target number of 30 people to be employed in public services over a 3 year period. Progress will be reported in 2006/07.</p>
Brighton & Hove	<p>Established and successful Better Lives network with partnership working across leisure / day services / employment services / transport and education</p>
Buckinghamshire	<p>Zita Calkin Tel: 01844 275797 Email: <a href="mailto:zcalkin@buckscc.gov.uk">zcalkin@buckscc.gov.uk</a></p>
	<p>Employment Well-developed general employment service for people with learning disabilities. 17% of those supported into paid employment are from minority communities compared to a population proportion of 9% and a LD population of</p>
	<p>Some focused work in progress targeting Asian businesses as potential employers of people with learning disabilities</p>
Calderdale	<p>Karen Midgley 01422 393862</p>
Camden	<p>Dave Eldridge 020 7974 1947 Denise Largin Camden Society 020 7485 3088</p>
	<p>We have been following up several lines of development in relation to promoting employment, and we have an extremely innovative local provider organization (Camden Society) who have been supporting people with learning disabilities into work for many years.</p>
Croydon	<p>Karl Von Buen ext 13333</p>
Derby City	<p>An employment development worker has been appointed using LDDF funding to assist in networking with employers to extend the opportunities for Service Users. This post will involve placements and paid employment. It is hoped that the number of people moving from voluntary experiences into paid work will increase as a result of this development. Currently an employment development service has been established</p>

	<p>at the SCILLS Project in Sinfin. Throughout the learning disability service a database has been compiled identifying service users currently in employment and voluntary placements. Service users have been elected onto the partnership board to assist in the development of future services. Service users from the SCILLS project have undertaken the catering for the Partnership Board and some training sessions. Service users received an award for community and conservation work they have undertaken with the National Forest. Service users have been involved with interviewing students as part of the social work training course based at Derby University</p>
Essex	Brian Gregory 01245 434788
Gateshead	Renee Laybourne (0191 433 6074)
Leicester City	<p>Trish Branson – Service Manager  A PATH action planning day attended by agencies, workers and individuals from all backgrounds to improve and increase people’s employment opportunities. Work with mainstream employers to raise awareness of Learning Disabilities. Information and support for families.</p>
Lincolnshire	<p>Robin Bellamy 01522 554245, Orchard House, Orchard Street, Lincoln LN1 1BA</p> <p>Welfare to Work team provide tailored support to find, secure and retain jobs for people with disabilities. The team was established in May 2003. The team assist an individual to identify a realistic job goal and support them to obtain or develop the key skills involved in that job. The team works with a wide range of partners to ensure that the most appropriate, and person centred, approach is taken to help an individual obtain sustained employment of their choice.</p>
Liverpool	Mark Campbell 0151 225 6283
Milton Keynes	<p>Sheila Taylor 01908 253259  Sheila.taylor@milton-keynes.gov.uk</p>
Nottinghamshire	Andy.billings@nottscc.gov.uk
Peterborough	Allan Childerley – Peterborough PCT
Richmond upon Thames	Jane Pettingell
Sefton	<p>Sue Bayes  01519342836</p>
Slough	<p>John Bruynseels  Group Manager  Slough Borough Council</p>

	<p>Bath Rd Slough 01753 690 860</p> <p>LDPB organised a very successful employment workshop attended by over 100 people, many of whom were from BME communities. As a result of this event a working party has been set up to help further develop employment opportunities from people for BME communities.</p>
Southend	<a href="mailto:lindawalsh@southend.gov.uk">lindawalsh@southend.gov.uk</a>
Southwark	<p>Ray Whitaker Toucan Employment The Co-Op Centre Unit 1, Mowll Street London SW9 6BG</p> <p>We have a number of services that provide job finding, work preparation and on the job support to people with learning disabilities.</p>
Staffordshire	Day service modernisation has resulted in increased emphasis on employment, education, and life long learning and a number of planned activities will assist all people with learning disabilities, including those from BME communities.
Stoke	<p>Val Stronach <a href="mailto:ValerieA.Stronach@northstaffs.nhs.uk">ValerieA.Stronach@northstaffs.nhs.uk</a></p> <p>Combined Healthcare offer volunteering and work placement opportunities to people with learning disabilities.</p>
Sutton	<p>Ros Jellis tel 02086693211</p> <p>The London Borough of Sutton has been working with Pathway Employment services, which provides supported employment opportunities. There is a requirement for pathways to provide candidates for jobs from a diverse background</p>
Tameside	Julie Seel 0161 342 5225
Wandsworth	<p>Generate Employment Project <a href="http://www.generate-uk.org">www.generate-uk.org</a></p>
Warwickshire	The jobs group is examining the particular problems faced by people from BME communities in the world of work. They are also helping partner agencies to monitor their diversity policies.

Westminster	David Newbold, <a href="mailto:dnewbold@westminster.gov.uk">dnewbold@westminster.gov.uk</a>  Westminster Employment Service supports people to find and keep paid work. 45.3% of people who use this service are from BME communities.
West Sussex	Breakaway employment service 01903705100
Windsor & Maidenhead	Numbers of people from the BEM communities have doubled in the last year since the day services post came on stream.
Wolverhampton	As above- this area is linked to day service modernisation
Worcestershire	Chris Shellam Chair of Employment sub group <a href="mailto:cshemmam@worcestershire.gov.uk">cshemmam@worcestershire.gov.uk</a>

## 15) Accessing education and lifelong learning

Local Authority	
Birmingham	<p>Mel Evans 0121 345 4647</p> <p>Accessing education and life long learning. This is acknowledged as an area where engagement with partners is poor. However, the Learning Skills Council are now members of the Partnership Board and this will enable stronger engagement with this sector.</p>
Bournemouth	<p>Adult education and lifelong learning provides ESOL courses for people fro whom English is not their first language, these courses are accessible for people with learning disabilities.</p> <p>Tracy Carruthers: 01202 451948</p>
Brent	<p>The AD Social Services has set up a group to look at college provision for all disabled people</p>
Brighton & Hove	<p>Established and successful Better Lives network with partnership working across leisure / day services / employment services / transport and education</p>
Buckinghamshire	Education
	<p>Asian Women's college group at Wycombe College being a key provider of post school opportunities, maintenance of social networks, providing links to the wider LD community and opportunities, providing direct links with family carers and being pro-active in ensuring they are included and accessed to areas of information, advice and support</p>
Derby City	<p>The new Community Resources Development worker will be looking at these opportunities as part of the overall strategy to offer people community based services as an alternative to traditional day centres.</p>
Dudley	<p>Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348</p>
Essex	<p>Brian Gregory 01245 434788</p>
Leicester City	<p>Dave Durrant – Service Manager Joint working with colleges to ensure development of a more outcome-focused curriculum. Transport</p>
Lincolnshire	<p>Fenlinc, Silver Street Lincoln</p>
Liverpool	<p>Mark Campbell 0151 225 6283</p>
Milton Keynes	<p>Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk</p>
Richmond upon Thames	<p>Dele Ryder d.ryder@richmond.gov.uk 0208 8916149</p>

Sefton	Sue Bayes 01519342836
Staffordshire	Day service modernisation has resulted in increased emphasis on employment, education, and life long learning and a number of planned activities will assist all people with learning disabilities, including those from BME communities.
Tameside	Juliet Winfield 0161 342 5225
Telford	TCAT and Social Education
Wandsworth	Chris Albury Resource Room calbury@wandsworth.gov.uk

## 16) Improving leisure, social activities, friendships and relationships

Local Authority	
Birmingham	<p>Sharon Bailey/Dave Banks 0121 303 2202</p> <p>Improve in leisure, social activities, friendships and relationships. We have an Asian women's day centre, this is a community project and assists ladies accessing community resources of interest. It also involved in-house activities, which are culturally appropriate. There are plans to commission an additional women's only service from the independent sector. Most of our day services incorporate in every day activities, celebrations of different cultures, visits to appropriate cultural community facilities and activities that are person centred and culturally appropriate. The modernisation agenda will continue to develop the good aspects of the service.</p>
Bournemouth	<p>Access to Leisure Link Project work is currently being undertaken to teach identified friends bus routes to access a local snooker hall independently/out of day service hours. These initiatives included people from black and minority groups. Anja Ford: 01202 537884</p>
Brent	Action already described
Brighton & Hove	Established and successful Better Lives network with partnership working across leisure / day services / employment services / transport and education
Camden	<p>Frank Earley 020 7974 1347 <a href="mailto:frank.earley@camden.gov.uk">frank.earley@camden.gov.uk</a></p> <p>We are working closely with our local leisure department to ensure that access arrangements are appropriate in all local services. In addition we have been promoting walking, dance and other activities that some members of BME communities have preferred to undertake rather than use gyms etc. We are also fortunate to have STEP football based in Camden, providing opportunities for people to train and compete in football in a highly structured and well organized manner.</p>
Croydon	Naomi Blackwell ext 84397
Derby City	As above, plus the consultation process has highlighted the importance of ensuring that services continue to facilitate the social aspect of life for people with learning

	disabilities.
Dudley	Ali Mohammed ali.mohammed@dudley.gov.uk 01384 813348
Essex	Hannah Bishop 01245 434425
Gateshead	Peter Lloyd (0191 433 2455)
Leicester City	Trish Branson – Service Manager Following the closure of day centres, Community Opportunity Groups are based in leisure, neighbourhood and community centres. Person Centred Planning is helping this process. Inclusive working with families and centre managers to enable people to access facilities independently
Liverpool	Margaret Rosenfield 0151 233 2701
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Richmond upon Thames	Jane Pettingell
Sefton	Sue Bayes/Nicola Robson 01519342836/01519342386
Sheffield	Jane Hobson Day Services Development manager 0114 2685271 Jane.Hobson@sheffield.gov.uk
Slough	Rod Douglas Slough Borough Council Wellington House Slough
Southampton	Alex Iles- Southampton Mencap, 187a Portswood Road, Southampton SO17 2NF
Southend	karenbailey@southend.gov.uk
South Gloucestershire	Steve Spiers- 01454 865857
Staffordshire	Day service modernisation has resulted in increased emphasis on employment, education, and life long learning and a number of planned activities will assist all people with learning disabilities, including those from BME communities.
Stoke	Penny Vincent Penny.vincent@northstaffs.nhs.uk  We are working with the police and one of the things we are planning is a workshop on hate crime.  REACH is working with commissioners and Combined

	Healthcare on a clear words and pictures guide to diversity in Stoke-on-Trent.
Tameside	People first 0161 308 3699
Telford	Black history month in October 2006. Setia Amir taking service user group Black history month which is ctober: I will be taking a service user to Oakengates Theatre for a performance of an African dance and drama group. I will also be taking service users to the West Indian Cultural centre to join in the celebrations which will include steel bands, music, a gallery of pictures and food tasting. At the end of the month we will also be celebrating Diwali (festival of light).
Torbay	David Horsburgh david.horsburgh@torbay.gov.uk The large day centre in Torbay has started making some very positive community links. A member of their staff has relatives who own a local Indian restaurant. Last year they wanted to help towards the centre's leisure fund. They did this by jointly ealize rs a Curry Evening with the leisure club committee. It was a great success. This year another local Indian restaurant became involved along with an African drummer and Chinese dancers. It is planned for this to be an annual event of bringing the different cultures of Torbay together over some good food and entertainment.

## 17) Accessing a place to live

Local Authority	
Birmingham	<p>Kay Counsell 0121 303 2202</p> <p>Accessing a place to live. Birmingham to date has successfully moved over 80 people into Supported Living in the last 12 months. The percentage of people from black and ethnic minority communities is 30-40% and we have a target of 20% over the next 2 years. PCP planning is required as part of the process and therefore individual needs and preferences are key to our success to date.</p>
Brent	<p>We have reviewed our housing strategy – we are holding workshops with our housing department to address how we might adjust policies, procedures and access ordinary housing.</p>
Brighton & Hove	<p>Housing sub group Local learning disability services have now been moved under housing services for the City Council</p>
Bristol	<p>The commissioners have started to engage with providers regarding the need for single sex accommodation for Muslim women.</p>
Calderdale	<p>Karen Midgley 01422 393862</p>
Camden	<p>Densie Pittaway 0207974 3515 David Eldridge 020 7974 1347 Richard Lohan 020 7974 3737</p> <p>Our housing strategy is a component part of the wider Local Authority's Strategy and is being led by mainstream services. People from BME communities are fully involved. In addition, we are reviewing Supported Housing arrangements and are ensuring that people from BME communities have their wishes and aspirations met as far as possible through this. Also we are developing an accessible information resource with carers about the various supported housing options available.</p>
Croydon	<p>Charles McArdle ext 84362</p>
Derby City	<p>The Housing Strategy developed in 2003 is now being revised and updated.</p>
Enfield	<p>Lia Markwick, Service Development Team, Adult Social Services, 1<sup>st</sup> Floor, St Andrews Court, 1-4 River Front, Enfield, EN1 3SY</p>
Essex	<p>Francis Ma 01245 434813</p>
Gateshead	<p>Jill Wheatherburn (0191 433 2473)</p>
Hartlepool	<p>Liz Bruce 01429- 523913</p>

	Working with PCT to embed joint commissioning strategy leading to increased choice in accommodation and specialist provision further progressing the valuing people objectives. Shared ownership scheme leading to independence for users and older carers whilst providing security for the future
Leicester City	Dave Durrant – Service Manager The Housing Plan realize rs the need to ensure properties are offered with a more person centred and culturally aware approach. More Supported living properties near to faith/community establishments. Wider choice of safe and appropriate limited choice in both supported living and residential care.
Lincolnshire	Over the last year the Learning Disability team has supported many clients to move into their own accommodation. This has involved their care, housing needs and the process of clear concise communication between all parties involved.
Liverpool	Kenny Forth 0151 233
Luton	Developing Supported Living Options Bridget Moffat (bridget.moffat@luton.gov.uk)
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Richmond upon Thames	Nicky Simpson n.simpson@richmond.gov.uk 02088916221
Rochdale	Brian Stocks
Rotherham	Carole.Bishop@rotherham.gov
Sefton	Margaret Milne/Nick Roberts 01519343614/01704383064
Slough	Paul Nichols Slough Borough Council Bath Rd Slough
Southwark	Andrew Loxton 9 Larcom Street London SE17 1RX  We have a Place to Live sub group of the LDPB. It is chaired and administered by Southwark’s Housing Department. Supporting People matters relating to LD services form part of the remit of this group. SP funding has been used to create two specialist LD tenancy support workers within the housing dept.

Staffordshire	c/o Bev French 07976 191327 A great deal of work has been done to establish stronger working relationships with housing providers, strategists and support providers in all locality areas. This will result in many more supported accommodation opportunities for all people with learning disabilities and take into account carers wishes where appropriate.
Stoke	As part of the consultation on the new draft strategy for improving the lives of people with a learning disability we are planning a workshop day to find out what support people want to help them to find and keep a place to live that they choose. People from BME communities have been involved in the initial consultation to find out what the main issues are that are going to be discussed on the day. There have been some individual support packages set up for people from BME communities.
Sutton	Alison Steinmetz tel 02087704358 ealiz.steinmetz@sutton.gov.uk  In housing a young woman wanted to live independently from her family but they did not want to share with men, so she has been given extra support to live independently.
Torbay	Di Graham diane.graham@torbay.gov.uk We are compiling a handbook on housing that will help people to find the type of housing that is right for them. We will make sure that people from minority ethnic communities will have representation.
Westminster	Stephan Brusch, Stephan.brusch@westminster-pct.nhs.uk
West Sussex	Chris Moon- Willems
Wolverhampton	<a href="mailto:Kathy.roper@wolverhampton.gov.uk">Kathy.roper@wolverhampton.gov.uk</a>  The Single Housing Referral Forum has evaluated the housing requests and has identified that people from BME communities are not making applications for housing in representative numbers. A review of Supporting People Grant is being used to resolve this issue.
Worcestershire	Jenny Pitts Chair Housing Sub Group jpitts@worcestershire.gov.uk

## 18) Improving access to benefits and entitlements

Local Authority	
Brighton & Hove	Increased knowledge of benefits etc gained from joining the Housing Directorate of the City Council
Croydon	Kim Gadsby ext 65441 & Gili Driver ext 62275
Derby City	We have secured funding to employ a direct payments worker who will be based with Disability Direct and offer support and advice to carers in learning disability services.
Derbyshire	DCC Welfare Rights service and primary care based projects funded by PCTs.
Essex	Liz Wilson 01245 434885
Gateshead	Mick Moorhouse (0191 433 2362)
Hertfordshire	Shazia Butt
Leicester City	Dave Durrant – Service Manager A full benefits check is completed as part of an assessment. Funded benefits workers for people in supported living. Accessible information a range of formats.
Lincolnshire	David Stacey 01522 554219, Orchard House, Orchard Street, Lincoln LN1 1BA  The new Financial Benefits Assessment team has been created to assess individuals and identify any benefits/entitlements that could qualify for that they do not already receive. The team is a partnership with the department for work and pensions.
Liverpool	Jan Anning 07739537636
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Sefton	Karen Lee 01519343667
Staffordshire	Care managers continue to maximize access to benefits and entitlements for all service users.
Stoke	Social care has agreed to introduce a new post to improve access to Independent Living Fund and other benefits.
Tameside	Alan Franco 0161 342 8355
West Sussex	Cherchefelle Hassn & Karen Harber the wba WSCC learning difficulty service
Wolverhampton	Welfare rights team

## 19) Training the workforce

Local Authority	
Bolton	Maqsood Mohmed maqsood.mohmed@bolton.gov.uk
Bournemouth	Doff Davies: 01202 519035
Brent	We have compulsory diversity training for all staff. All of our training takes into account Brent's culturally diverse population.
Brighton & Hove	Established workforce development sub group DVD by people with learning disabilities about what people with learning disabilities want from their support worker
Buckinghamshire	<p>Nasrin Saeedi – (REACH) Tel: 01753 888688 Email: office@reach-disabilitycare.co.uk</p> <p>Jean Rein – (Talkback) Tel: 01494 434448 Email: jean@talkbackamersham.co.u</p> <p>Sarah Gammon (Bucks CC) Tel: 01296 382377 Email: sgammon@buckscc.gov.uk</p>
	<p>Training the workforce Cultural competency training for staff from independent sector providers</p>
	<p>Cultural Awareness handbook for staff – now being adopted corporately by Bucks County Council areas</p>
Croydon	<p>Sarah Hornsey 8726 6500 ext 62987</p> <p>Workforce development is one of the top priorities of Croydon Social Services. For instance in 2004/05 4342 training places were filled by staff across the Department and those employed in the statutory, private and voluntary sectors.</p>
Derby City	<p>A workforce planning group meet on a bimonthly basis to address the Training needs of the Workforce. This group has developed a Workforce Development Plan based on the information provided by Managers from Achievement and Development and Supervision sessions.</p> <p>The Workforce Development Plan is reviewed on a six monthly basis in the Workforce planning meeting ensuring that the document is amended in light of any National or Local initiatives.</p> <p>Staff receive Cultural Awareness Training to ensure that they have an understanding of the range of diverse cultures that exist and the implications this might have in delivering a service. We run a 2 day course designed to enable managers to engage confidently and effectively with</p>

	<p>difference in the workplace. The focus is on active personal responsibility across the whole range of diversity issues. Detailed research informs this training.</p>
Enfield	Ian Craig, Policy Team, 3 <sup>rd</sup> Floor, Civic Centre, Silver Street, Enfield, EN1 3XA
Essex	Janet Dickerson 01206 826737
Gateshead	Geoff Hadaway (0191 433 8272)
Hartlepool	<p>Lyn Duncan 01429-869028</p> <p>Joint Learning Disability Workforce Training Plan which has been drafted with partners in Health and the Independent Sector to ensure consistency in staff development.</p>
Hertfordshire	<p>Shazia Butt</p> <p>We are a beacon authority for carer support and have used some of the money we have received as a beacon authority to produce 2 videos. One covers 10 key words in a number of languages to enable staff to communicate with their clients from BME communities, the other is called 'Getting in Touch' and shows how people from BME communities can access services via language line.</p> <p>Extensive Practice into Diversity programme for staff operates</p>
Leicester City	<p>Zara Mangan – Service Manager, Staff Development Unit</p> <p>Developing PCP training in community languages – starting with Gujarati. Translating training materials. Developing a project to train interpreters in LD issues in order for them to translate more appropriately for participants. Training Community language speaking trainers. Working with Community Organisations in voluntary and independent sectors around workforce development and training.</p>
Lincolnshire	<p>Training Department, Orchard House, Orchard Street, Lincoln LN1 1BA</p> <p>Staff training, guidance and support plus a comprehensive manual to support staff is available. Annual reviews and reviews when legislative or good practice issues are undertaken. Staff are reminded regularly to revisit the information and it is a regular agenda item for team meetings to keep the issues at the forefront of staff planning and delivering the services.</p>
Liverpool	George Sullivan Merseycare 0151 737 4833

	Irene Hopkins 0151 233 2812
Middlesbrough	Anita Puri 01642 729334
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Northumberland	Sami Haider / Tracey Horseman
Peterborough	Andrew Nash – Peterborough PCT
Richmond upon Thames	Aileen Jackson a.jackson@richmond.gov.uk 0208 891 7492
Rochdale	Mike Bentley  Workforce Development: Six ladies have undergone the LDAF Urdu Induction for the first time in the country. These ladies are employed by RGLL to support people from South Asian communities and many of these women have either have difficulty in speaking, reading or writing English. They will now work towards LDAF Urdu Foundation to be completed by the end of March. The course has been run in partnership between Rochdale, Heywood & Middleton PCT and RGLL.
Sefton	Anne Connor/Norma Georgeson 01513305736
Somerset	SAJones@somerset.gov.uk
South Gloucestershire	Peter Connors- 0117 970 9300
Staffordshire	Take up of mandatory Diversity training continues to be very good. Posters illustrating Diversity issues are displayed in all offices and establishments. All staff are aware of how to access interpretation and translation services.
Stoke	Val Stronach ValerieA.Stronach@northstaffs.nhs.uk  Combined Healthcare run a range of equality and diversity workshops for staff
Sutton	Madi McAllister tel 02087705237 <a href="mailto:madi.mcallister@sutton.gov.uk">madi.mcallister@sutton.gov.uk</a>  The London Borough of Sutton has trained the whole workforce in diversity matters however this was not specific for people with learning disabilities
Tameside	Alision White 0161 342 5225
Torbay	Jo Hooper joanne.hooper@nhs.net Diversity and anti-discrimination training is part of the staff induction process
Wakefield	Kashif Ahmed

	<p>BME Development Worker  Family Services  8 St John's North  Wakefield  WF1 3QA  kahmed@wakefield.gov.uk  BME Development Worker is developing skills to deliver cultural competence training and workshops on Islamic awareness.</p>
Warwickshire	<p>Guidance to care management social work teams about different religions and cultures is being prepared</p>
Westminster	<p>Nuria Madrono, nmadrono@westminster.gov.uk</p>
West Sussex	<p>Andy Lane. Adult Services (learning disability service)</p>
Worcestershire	<p>Chris Sholl  Performance and Development Manager  csholl@worcestershire.gov.uk</p>

## 20) Encouraging a more diverse workforce

Local Authority	
Brighton & Hove	Established workforce development sub group
Croydon	Dionne Weekes ext 47184 One person from the BME community has been recruited to a key management position. People from BME communities who are currently underrepresented in the Joint Community Learning Disability Team are encouraged to apply for positions whenever vacancies arise.
Derby City	This area will be addressed as part of the Modernisation of the Service. The Service is looking at working in partnership with Community Organisations to offer a more varied and locally based service. As part of the Modernisation Agenda the Skill Mix of staff is being reviewed.
Derbyshire	Key partner organisations have relevant workforce plans and monitoring as part of wider Race Equality policy requirements.
Enfield	Ian Craig, Policy Team, 3 <sup>rd</sup> Floor, Civic Centre, Silver Street, Enfield, EN1 3XA
Essex	Brian Gregory 01245 434788
Gateshead	Michaela Wilson (0191 433 2214)
Leicester City	Trish Branson – Service Manager An innovative Fast Tracking Recruitment process for recruiting Community Opportunity Assistants. Staff who speak the 4 main community languages are employed by the service. ESOL training for staff. Links with community groups to encourage applicants
Lincolnshire	Human Resources, Hyder Business Services, Braford Wharf North, Lincoln 01522 836000  LD staff follows the social care recruitment and selection processes. Service users and carers are often part of the recruitment process. Wording of adverts is carefully undertaken to encourage an appropriate range of applicants. Adverts are placed in local offices and locations where we might encourage interest from people who may otherwise be missed out.
Liverpool	Irene Hopkins 0151 233 2812
Milton Keynes	Sheila Taylor 01908 253259 Sheila.taylor@milton-keynes.gov.uk
Oxfordshire	Eddy McDowall Partnership.board@ridgeway.nhs.uk
Richmond upon Thames	Caroline Barrett c.barrett@richmond.gov.uk
Rochdale	Preet Sandhu

Sefton	Olivia Redgrave
South Gloucestershire	Greg Chippett- 01454 863090
Staffordshire	All agencies continue to encourage applications from all sectors of the community, particularly minority ethnic communities.
Tameside	Alision White 0161 342 5225
Wakefield	Corporate and Family services workforce development in place. Partnership board workforce strategy being developed.
West Sussex	Andy Lane
Windsor & Maidenhead	Job descriptions in the respite and residential units were rewritten taking out some conditions or requirements that may have limited the range of applicants who would meet them
Worcestershire	Rukhsana Koser Corporate Diversity Officer rkoser@worcestershire.gov.uk

## 21) More details of good practice/innovation

Local Authority	
Bexley	Support for BME people with LD is firmly based on the inspirational approach of person centred planning and care management. This is especially important since there is no critical mass of any particular BME group in Bexley. This has resulted in good links with people from BME communities.
Bournemouth	<p>Staff have access to an interpreter service. This has been used to support work with a Portuguese man who has a learning disability and speaks no English.</p> <p>In house training is provided for the level 2 certificate in Working with People who have Learning Difficulties (LDAF). This takes the form of taught days plays the written assignment. The emphasis is on the need for respect for the individual. Cultural and religious differences are discussed and considered in relation to working practices across the learning disability sector. As we have a broad mix of candidates, many of whom speak English as a second language, we are able to compare and contrast the expectations of individuals and the way services are provided . This has been especially beneficial for staff from a predominately white British culture, working in what has been a white British part of the country.</p> <p>All staff in learning disability services attend a one day workshop in person centred approaches. This includes an overview of ELP, PATH and MAP. They also have the opportunity to undertake facilitator training in these methods. This again raises awareness of the need to take a holistic approach when looking at the needs of the people they work with to support. This has now been integrated into our generic staff induction, an example of where learning disabilities have lead the way for other groups to follow.</p>
Brighton & Hove	<p>We very recently held our first Partnership Board all day Showcase that was a huge success. 600 voices The Brighton &amp; Hove Learning Disability Partnership Board's event on 4<sup>th</sup> September 2006 will showcase the work being done with, for, and by the 6,000 people with learning disabilities in the city of Brighton &amp; Hove. There will be information stalls, interactive activities, performances and displays throughout the day. It promises to be both informative and entertaining.</p> <p>And it was..... Excellent feedback likely to be a bi-annual event</p>
Bristol	Providers of short break services have put on some women only weekends.

Cambridgeshire	<p>Diversity Champion group are link with the senior management team to ensure that examples of good practice and areas to develop are discussed and appropriate actions taken .</p> <p>Lists of key words in another language e.g. Italian Arabic and Tanzanian learnt by staff at day centre to aid communication with a service users from that country.</p> <p>In process of producing Resource pack for services with information about faith, beliefs, diet etc.</p>
Derby City	<ol style="list-style-type: none"> <li>1. Duty Social Worker prompt follow-up of BME Carer queries.</li> <li>2. CLDT utilising translation services for letters and assessments in the requested South Asian language</li> <li>3. The completion of an Asian Carers Survey</li> <li>4. The launch of an Asian Carers Forum</li> <li>5. Asian Carers Consultation took place on the proposed changes to Day Services. This consultation was conducted in Punjabi and all documentation relating to this consultation was provided in the represented South Asian Languages (Urdu and Punjabi)</li> <li>6. The proposed launch of an African Caribbean Carers Forum</li> <li>7. The commencement of a comprehensive audit of all learning disability business units conducted by A.R.C.</li> <li>8. The post of a BME Link Worker to support BME initiatives</li> </ol>
Dudley	<p>EAST (Equal Access &amp; Support Team: We have set up a specialist team, consisting of a senior social worker and a female bi-lingual development worker who have responsibility for specific supports – developing Ehsas Carers (family carers project) and Apna Group (self advocacy &amp; support project) – and mainstreaming activities.</p> <p>Mainstreaming: The bi-lingual development worker’s brief is to focus on improving access to integrated services. She is striving to ensure adults/ young people in transition have equal access to a range of specialist services – Health Action Plans, Single Assessment Process, Special Needs Register, psychology, speech &amp; language therapy, psychiatry, specialist nursing, Communication Passport, reviews, carer assessments, transitional support and supporting individuals to access mainstream day opportunities (integrated provision). A number of individuals who were initially supported by the Apna Group are also encouraged to access</p>

	<p>mainstream day services.</p> <p>A significant part of her time is devoted to co-working with other professionals on case issues, utilising her bi lingual expertise and knowledge of Pakistani Mirpuri culture.</p> <p>Good Information: Ehsas Carers sends out information regularly to all minority carers on its database; both Ehsas Carers and Apna Group are currently advertising their specialist support on Radio Ramadan Dudley; in November a Transition Information Day is being co-ordinated by children with disability services, adults learning disability services and Ehsas Carers.</p>
Durham	<p>The 2005 report was written for the LD PB; and a user-friendly version, supported by text, was also produced (attached) for members.</p> <p>Research leading to the compilation of the reports, 2005.</p>
Enfield	<p>One to One Enfield aims to ensure that people with learning difficulties are able to play a full and active life in community life.</p> <p>They have a Family Support Worker to run group work and offer individual support and a regular break/respite service for family carers.</p> <p>The good practice aspect has been the organisation's targeted outreach work to draw in communities not well represented in the current service user group. Over time (5 years) the organization has increased the proportion of BME service users from 20% to 35%- the latter being in line the borough demographics. Last year (2005-06) One-to-One conducted a piece of research into the needs of young people with learning difficulties and their family carers. Of 24 families consulted, 13 were from BME communities- with a fairly even spread across African-Caribbean, Asian and Turkish, the latter group in particular being hitherto under represented in service user group. The research itself has been successfully used as evidence to support other funding bids, and the organization is ensuring that it is accessible to different community groups.</p> <p>Radio Marathon is a successful charity run by the Greek and Greek Cypriot community in Enfield and Barnet. This has raised a substantial sum of money and they have established a new day service and were considering developing a respite service.</p>

Gateshead	<p>There are good contacts with neighbouring authorities and the regional ethnicity group. We hosted the meeting of the regional network to learn more from colleagues in the region. We have planned to look carefully at the service development work specifically from minority ethnic communities and replicated if asked by members of SADA group.</p> <p>Setting up of SADA ethnicity group that is to ensure the work gets progressed and the service users and their carers have a say in planning, developing and delivering inclusively.</p> <p>Close networking with neighbouring authorities and regional network for sharing good work and provide a common voice to national bodies such as Valuing people Support Team and national Advisory Group.</p> <p>Empowering service users through involvement</p>
Hambleton & Richmondshire	We have a plan for supporting people from BME
Isle of Wight	The low numbers of people (4/688) create a number of problems that are specific to areas with low numbers of people from ethnic communities, this includes a lack of established community support and reference groups. In one case, we have helped a service user access specialist services and support on the mainland, including for example a culturally appropriate hairdresser.
Kent	A Report was completed in April 2006 entitled “The Needs of the BME Community with Learning Disabilities in Dartford & Gravesham”
Leicester City	<p>A Communication Strategy has been implemented that ensures all forms of communication is used to ensure people with learning disabilities have the opportunity to communicate in signs, symbols and preferred language.</p> <p>Raising the awareness of Learning Disabilities within the wider community, in particular with mainstream providers and employers.</p>
Luton	Further Development of Diversity Forum to offer individuals the opportunity to discuss issues important to them and monitor the work plan of the Partnership Board.

Middlesbrough	Recent development of women carers from BME communities Mental Health Support Group
Milton Keynes	We are making good progress in modernisation of day services, quality monitoring and employment. We will use the outcomes of the OPM work to ensure that responding to the needs of people from BME communities is part of our development.
Northumberland	In spite of having a less than 1% of total population we are pro-active in service development  Representation in Regional Ethnicity Network  Having a sub-group on ethnicity in our LDPB  Sharing resources and information on ethnicity in our locality  Designing training programme of staff group
Portsmouth	Portsmouth Learning Disability Team have worked very hard with Health Community Learning Disability Team to increase referrals/ improve services for people from BME groups. In 2006 we produced a mainly pictorial leaflet aimed at people from BME groups with learning disabilities which was translated into 4 languages Bengali, Cantonese, Arabic and Kurdish. There was a launch of the leaflet in the central library and we have tried to work in partnership with BME groups.
Rochdale	The following projects/services have developed over the past five to six years, with some developments focused in the past 18 months or so. We have provided a short commentary on each project/service, with an outline of the organisations involved and the direction in which work has evolved: <ul style="list-style-type: none"> <li>• Muskaan Service – a day provision and respite service for South Asian women who have not previously accessed day or respite services, or women who may have not been accessing adequate support. The aim of the service being that South Asian women become as integrated in their local community as much as any other person. This service was developed in partnership by RGLL and the local authority. The service is managed by RGLL.</li> <li>• Millgate Respite Service: The respite service is provided for female service users only and is currently utilised by 4 South Asian women who have not accessed overnight respite before. This is managed by RGLL.</li> <li>• Development Work with South Asian communities: Most recently, RGLL have appointed a part-time Bangladeshi</li> </ul>

	<p>Development Worker to develop links with the Bangladeshi community. The research has been surprisingly fruitful, and grave differences have been recognised between the needs and cultures of the Pakistani and Bangladeshi communities. Work has now ventured onto establishing a small carers group in partnership with BACP and AACG. Both Development Workers offer translation and advice on cultural issues to both the Community Team for Learning Disabilities and the Adult Learning Disability Services Team.</p> <ul style="list-style-type: none"> <li>• Information Service: An information service is provided with bi-lingual support; a support service that is for everyone (including professionals and carers). This service is managed by RGLL.</li> </ul>
<p>Rotherham</p>	<p>The Ethnic Minorities Development Group has developed an Ethnicity Framework and the implementation of this and associated monitoring of the outcomes has increased communication and awareness across the service.</p> <p>We have been collecting information from different groups about adults and young people from minority ethnic communities in Rotherham – some is on SWIFT and some on a separate data base</p> <p>We have now updated SWIFT to include details of all people who get a service and those with Learning Disabilities who may need a service in the future – we can also use this list if we want to do any consultation.</p> <p>There is now increased knowledge about people with learning disabilities from minority ethnic communities who live in our area and how well our services work for them, in terms of provision and how many access services.</p> <p>Since the introduction of the framework in 2004 the number of people from BME communities known to our service has increased from 18 to 29.</p> <p>By talking and listening to people from minority ethnic communities we already know that people want better information about services and how to get them, but not always leaflets – sometimes it is better to arrange meetings where people can meet others and someone can interpret in different languages. the Learning Disabilities Directory is available on the Councils intranet in English, Urdu and</p>

	<p>Mirpuri –it is also available on audio tape in English, Urdu and Mirpuri. We have also completed a film about how an Asian family were able to access our service.</p> <p>To show that we think about people’s culture when we make decisions and offer help, we now have a designated BEM worker who works with the Asian Women’s Day Care Group and their families.</p> <p>Currently 28% of staff have received some ethnicity training.</p> <p>Increasing numbers of requests have been made for assessments to be translated we are currently working on making the assessment document more user friendly in terms of language and content and we now have a Translation Language and Communication Policy</p> <p>To show that we are working with other groups to make sure the right support and opportunities are given to all people the Moving Together newsletter gets sent to all local community groups for black and minority ethnic communities – we have also sent them copies of our directory in different languages and formats.</p> <p>We hold regular multi agency Consultation days – we feedback to Senior Management Team and the Partnership Board to help Service Planning.</p>
Sefton	<p>The Work of the Partnership Board is to be reflected and recorded in Sefton’s Race Equality Action Plan.</p> <p>People with learning disabilities are involved in the new Equalities Partnership between Sefton CVS and the Chief Executives department.</p>
Sheffield	<p>We have introduced short breaks services that are culturally appropriate (provision of female only weekend breaks) in response to partnership working with black and minority ethnic communities.</p> <p>Our Asian Carers’ group has fed back that for families where no English is spoken at home, lack of communication with bus drivers and escorts is creating barriers. These include problems with day to day courtesies (like saying thank you) as well as communicating issues regarding the care of their sons and daughters. As a direct result and in partnership with local families, we have developed ‘Talking Albums’ – these are personalised books with illustrations that can be</p>

	<p>programmed to 'speak' the appropriate word or phrase in three different community languages facilitating two way communication.</p>
<p>South Gloucestershire</p>	<p>South Gloucestershire has just set up a Learning Difficulties Programme Board which will have responsibility for implementing changes in the Learning Difficulties Service. The Programme Board will provide overall direction and management of 4 projects-</p> <ul style="list-style-type: none"> <li>- What people do in their day (incl. employment, leisure, and learning)</li> <li>- Where people live</li> <li>- Making sure people have good health and can make use of ordinary health services</li> <li>- What kinds of team we want in the future.</li> </ul> <p>Service users and carers will be represented in each group as well as having their own reference groups.</p> <p>The projects and reference groups will ensure that people from minority ethnic communities are involved and included in any changes to the learning difficulties service.</p> <p>An ethnicity task group are in the process of producing guidelines/information on working with people from different cultures with the aim of improving confidence and knowledge amongst staff.</p> <p>Our information is produced in accessible formats. Images and photographs reflect the population as a whole.</p> <p>We are involved in the planning of a 'Your Say Matters' information day which will provide an opportunity for people from the community to comment and raise issues with providers of health and social care in South Gloucestershire.</p> <p>We commission women only short breaks.</p> <p>We have an Equalities coordinator on the LDPB</p> <p>We are part of a black and other ethnic community liaison group which provides a forum to discuss issues and concerns and to share information from community groups.</p>
<p>Warwickshire</p>	<p>The majority of initiatives targeted at people from minority ethnic communities are funded from mainstream budgets. These include:</p> <ul style="list-style-type: none"> <li>• All adult and social care team and unit plans</li> </ul>

	<p>specifically address how they can ensure that services are accessible and appropriate to the different communities.</p> <ul style="list-style-type: none"> <li>• One PCT is in the process of appointing a worker specifically to identify people from BME communities and work with them.</li> <li>• The social services Carers policy officer is researching the services needed to support carers from BME communities.</li> </ul>
West Sussex	<p>We are still finding out and establishing links. The adult placement service has provided some valuable support to carers.</p>
Windsor & Maidenhead	<p>Cultural Awareness Day</p> <p>Cultural Celebrations Board</p> <p>World food evening</p> <p>Resource Exchange library (books,videos) at Allenby Road for parents From BEM background</p> <p>Allenby Road's future goals and plans are to strive to forge closer links with the following groups:</p> <ul style="list-style-type: none"> <li>• Parents/carers from the ethnic minority communities</li> <li>• Local Mosque (Leaders)</li> <li>• Temple (Leaders)</li> <li>• Churches (Leaders)</li> </ul>