

# **Joint Learning Disabilities Service**

## **Black and Minority Ethnic (BME) Strategy**



**Easy Read Version**

September 2006

The strategy has been written by the Joint Learning Disability Service BME Leadership Group following a consultation event held on 2 December 2005

If you have any comments about this easy read version or want a copy of the full strategy please contact:

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The pictures in this easy read strategy are taken from the Change Picture Bank, the Blackpool Learning Disabilities Partnership Board Picture Bank and the More Drawings Pack

## What are the aims of the strategy?

- To make sure there are enough services for people with a learning disability from all cultures and religions



- To make sure everyone knows how to get services
- To promote and support good ways of providing services to people from black and minority ethnic communities
- For the black and minority ethnic strategy to be included in all strategies and action and delivery plans



## Why are we having a strategy?

There's lots of national and local reasons why it's important to have a black and minority ethnic strategy

- legal guidance
- local policies and procedures
- Joint Learning Disabilities Service plans
- More people with a learning disability from black and minority ethnic communities living in Sheffield

## What is the current situation?

There's information to show that not as many people with a learning disability from black and minority ethnic communities are getting services.

We know from staff, service users and carers that we do not meet the needs of people from all cultures well enough.



But there are some good things happening for black and minority ethnic communities



- Asian Carer Group which began in 2001
- Apni Awaaz day service which opened in 2003
- BME link workers who started in 2006

## What are the main things that are in the strategy?

There are four important things

1. To plan and arrange services based on information which tells us what people need

For black and minority ethnic communities, we need to make sure that

- information on ethnicity and religion needs to be accurate, easy to get and understand
- information is looked at and used for comparing with other information
- information is shared throughout the Joint Learning Disabilities Service
- information must be used to plan and arrange services



2. Services that are easy to access and meet everyone's needs



For black and minority ethnic communities, we need to make sure that:

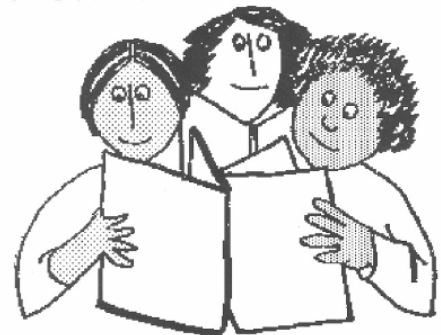


- we communicate well so people know about services and how to get them
- service users and carers know what's been decided about their service/care package
- there are enough services now and in the future
- we develop services to meet the needs of everyone

### 3. All organisations work well together and talk to everyone involved

For black and minority ethnic communities, we need to make sure that:

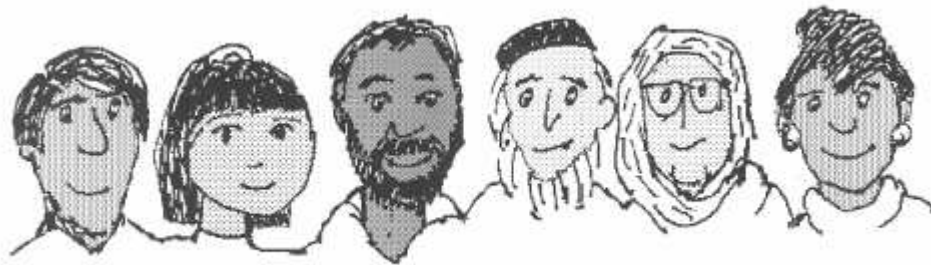
- we develop links with voluntary, community and faith sector groups
- we promote including people in developing services
- talking to service users and their carers actually makes a difference



### 4. Leadership, management and staffing

For black and minority ethnic communities, we need to make sure that

- the workforce reflects the population in Sheffield
- all staff are aware of the needs of all communities and faith groups
- we promote awareness of data and analysis across all service areas
- managers and leaders in the Joint Learning Disabilities Service promote the strategy across all service areas



### **How will we review and monitor the strategy?**

We'll review and monitor how well the strategy is working by

- 4 times every year, we'll look at how well we are doing with things that are in the strategy action and delivery plan. This will be reported to the Joint Learning Disabilities Service senior management team
- finding out how well the strategy is being promoted across all areas of the Joint Learning Disabilities Service
- looking at how well the aims of the strategy are included in team improvement workbooks
- reviewing the strategy after 1 year