



Llywodraeth Cymru  
Welsh Government

# **Cynllun Cyflenwi a Gweithredu ar gyfer Anabledd Dysgu 2022-2026**

## **Learning Disability Delivery and Implementation Plan 2022-2026**

Llywodraeth Cymru

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## Learning Disability Delivery and Implementation Plan 2022-2026

This Delivery and Implementation Plan should be read in conjunction with the Welsh Government’s Learning Disability Strategic Action Plan 2022-2026, published on 24 May 2022.

The plan has been developed by the Welsh Government in collaboration with colleagues, partners, and stakeholders from across the public and third sectors in Wales. It outlines the specific actions and initiatives that will help deliver the strategic policy priorities set out in the Action Plan. Collaboration and co-production are central principles within the plan so unless stated otherwise, these activities will be led by the Welsh Government, working with our strategic partners and stakeholders.

It is a ‘live’ document and will be updated regularly.

While a number of actions within the plan have specific target completion dates, not all activity will commence immediately, and some may take longer than the period covered by this plan to be fully completed. Several actions relate to an initial period of proposed research and scoping activity, which will inform the development of more bespoke activity and actions. Target dates and milestones will be added as these become clear.

Progress against delivery of the plan’s actions will be monitored and evaluated annually by the independent Learning Disability Ministerial Advisory Group (LDMAG). In line with the agreed review of the Action Plan, it will also be formally reviewed by Welsh Government in the spring of 2024.


No.	Strategic Priority Area	Actions
	<b>1. Overarching and Crosscutting</b>	
1.1	<b>Publication of a new four-year Learning Disability Strategic Action Plan</b>	- We will work with the LDMAG and partners to develop and publish an overarching, cross-government strategic action plan and delivery plan for learning disability policy. The plan will include appropriate, measurable, outcome focused actions, monitoring arrangements, reporting agreements and periodic review. Published by May 2022. We will work to develop a complementary Delivery and Implementation plan which will

No.	Strategic Priority Area	Actions
		<p>include the specific actions required to deliver the strategic priorities outlined within the action plan – October 2022.</p> <ul style="list-style-type: none"> <li>- We will formally review progress against delivery of the actions within the action and delivery plans on an annual basis.</li> <li>- We will undertake a comprehensive review of the Strategic Action Plan after two years to ensure the plan’s priorities remain appropriate and relevant – Spring 2024.</li> </ul>
1.2	Commit to an inclusive and fully accessible Learning Disability Ministerial Advisory Group for people with a learning disability	<ul style="list-style-type: none"> <li>- We will hold at least four LDMAG meetings a year, and subgroups where required – ongoing.</li> <li>- We will regularly review processes with members to ensure meetings are inclusive and accessible for people with a learning disability – reviewed annually</li> <li>- We will agree annual review and evaluation of Terms of Reference, membership and procedures – reviewed annually.</li> <li>- We will work to review the impact, effectiveness and public perception of the LDMAG, maximising its exposure and reach to ensure partners and the public can fully engage with the LDMAG’s work – by March 2023 and reviewed annually.</li> </ul>
1.3	<p><b>Equality and Inclusion</b></p> <ul style="list-style-type: none"> <li>- To consider the impact and effectiveness of learning disability policies on people with learning disabilities, their families and carers in the Black, Asian and Minority Ethnic community</li> <li>- To ensure the needs of first language Welsh speakers are met in the design and delivery of services and support.</li> </ul>	<ul style="list-style-type: none"> <li>- In year one WG and LDMAG will establish a Task and Finish Group to review the impact and effectiveness of current policies to ensure that the needs of individuals with a learning disability in protected or disadvantaged communities are being met – by April 2023.</li> <li>- Where gaps are identified, we will consider and implement actions that ensure Welsh Government policies fully meet the identified needs of people with a learning disability – by April 2024.</li> <li>- Following completion of the initial phase of work in relation to race equality, we will explore the impact of current and developing policies on people with learning disabilities from groups who share protected characteristics – from April 2024.</li> </ul>

<b>No.</b>	<b>Strategic Priority Area</b>	<b>Actions</b>
1.4	Scope the establishment of a National Learning Disability Observatory for Wales	- We will undertake a feasibility study to identify the costs and benefits of establishing a Learning Disability Observatory for Wales – By April 2024.

<p>1.5</p>	<p>Promote <b>Positive Behavioural support (PBS)</b> and Trauma informed care in health, social care and education.</p> <p><a href="#">Reducing restrictive practices framework [HTML]   GOV.WALES.</a></p> <p>Ensure the Welsh Government's Reducing Restrictive Practices Framework principles are promoted, understood, and embedded in training and services across health, social care, education and childcare. To include appropriate monitoring, recording, and reporting.</p> <p>Work with sectors to ensure they consider and agree actions to support effective implementation of the Restraint Reduction Framework in childcare, education, health and social care – By Summer 2023.</p>	<ul style="list-style-type: none"> <li>- We will work with stakeholders and service providers to ensure the Welsh Government's Reducing Restrictive Practices Framework principles are promoted, understood and embedded in training and services across health, social care, education and childcare. This work will also include ensuring the inclusion of appropriate monitoring, recording and reporting – by April 2024.</li> <li>- We will undertake a series of pilot/test schemes to identify the most appropriate methods of delivering this commitment across various areas of the public sector – During 2023-24.</li> <li>- We will launch animation (and accompanying communication plan) to raise awareness of the Framework for commissioners and providers – Summer 2022.</li> <li>- We will launch the animation to raise awareness for people using settings and services and the people that matter to them – Summer 2022.</li> <li>- We will work with sectors to ensure they consider and agree actions to support effective implementation of the Framework in childcare, education, health and social care.</li> </ul>
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No.	Strategic Priority Area	Actions
1.6	<b>Joint working, co-production and collaboration</b>	<ul style="list-style-type: none"> <li>- We will work with third sector partners to seek views from people with learning disabilities on what Wales should look like for them in 2033, to ensure the programme successful – By April 2024.</li> <li>- We will review and explore best practice in collaborative working and co-production – By April 2024.</li> <li>- We will develop and promote guidance to maximise opportunities for collaboration and co-production – By April 2024.</li> <li>- We will develop and implement a communications and engagement strategy that clearly sets out how we will share information about the work we're doing and receive input and feedback in an accessible way By April 2024.</li> </ul>
<b>2. COVID Recovery and Wellbeing</b>		
2.1	Social Prescribing and Loneliness and Isolation - to promote and improve Wellbeing amongst people with learning disabilities.	<ul style="list-style-type: none"> <li>- LDMAG will contribute to a national task and finish group to understand how social prescribing could aid Wales in its recovery from Covid-19 and introduce an all-Wales framework to roll out social prescribing to tackle isolation.</li> <li>- We will consider the outcomes of the consultation (closing date 20 October 2022), seeking feedback regarding sustainable funding, specifically what action can be taken at a national level to secure long-term funding arrangements.</li> </ul>
2.2	Wellbeing	<ul style="list-style-type: none"> <li>- We will work with LDMAG and other partners to determine the priorities for action for a renewed strategic approach to well-being, in a new learning disability delivery plan.</li> </ul>
2.3	Ensure that the Covid recovery needs of people with learning disabilities, their families and carers are recognised and supported within the Welsh Government's national Covid Recovery Programme	<ul style="list-style-type: none"> <li>- We will work with LDMAG and other stakeholders to contribute to review, evaluate and to consider lessons learned about the impact on restrictions to people with learning disabilities, their families, and carers during the COVID-19 Pandemic – Ongoing.</li> </ul>
<b>3. Health and Social Care –</b>		

No.	Strategic Priority Area	Actions
3.1	Implement recommendations from the 2020 review of Adult Specialised Services 'Improving Care-Improving Lives'.	<ul style="list-style-type: none"> <li>- We will establish a multi-agency stakeholder national group to advise and oversee delivery of the national plan – January 2022.</li> </ul> <div style="text-align: center; margin: 10px 0;">  <p>Detailed National Action Plan for Adult I</p> </div> <ul style="list-style-type: none"> <li>- We will work with stakeholders to monitor and evaluate delivery of the report's actions – Ongoing.</li> <li>- We will respond to the need for medium secure provision in Wales identified by the scoping review undertaken by the Welsh Health Specialised Services Committee (who commission all medium and high provision on behalf of health boards in Wales) – By April 2023.</li> <li>- <b>LD Specialist Inpatient Audit Cycle</b> – We will learn from the NHS Wales Delivery Unit's quarterly specialist service inpatient and Deeper Dive audit cycle to support sustainable development of community services and reduce any inappropriate and lengthy stays in a hospital facility. Reporting system &amp; Improvement plans in place by Dec 2022.</li> <li>- <b>Right Sizing LD Community Services</b> – We will support the development of a piece of "right sizing" work for Learning Disability Services, in order to facilitate the implementation of "care closer to home" and reduce any unnecessary hospital stays for people with an LD – By April 2024.</li> <li>- <b>Pathways of Care Delays</b> – We will support the inclusion of Learning Disability inpatients in the national "Pathways of Care Delays" (formerly DTtoC) implementation, in order to understand the challenges faced by people with a learning disability who are ready to transition to the next phase of care – By March 2023</li> </ul>
3.2	<b>Mortality Review and Medical Examiner Service (MES )</b>	<ul style="list-style-type: none"> <li>- We will develop processes that ensure that deaths of individuals with a learning disability are reviewed as part of the new mortality</li> </ul>

No.	Strategic Priority Area	Actions
		<p>review system and that lessons are identified and shared appropriately.</p> <ul style="list-style-type: none"> <li>- We will contribute to the development of a “Learning from Deaths Framework”, ensuring learning disability issues are reflected appropriately – By April 2023</li> <li>- We will work with partners to establish a proportionate and appropriate process for the systematic review of deaths of individuals with a learning disability – By April 2023</li> </ul>
3.3	Learning Disability Education Framework for healthcare staff.	<ul style="list-style-type: none"> <li>- We will improve services and ensure reasonable adjustments are made that meet the needs of people with a learning disability accessing services. This will be achieved through the roll out, monitoring and evaluation of the three-tier Learning Disability Education Framework for healthcare staff. Tier 1 to be launched in Spring 2022 with tiers 2 and 3 to follow from April 2023.</li> <li>- We will work with partners to develop the Tier 2 and Tier 3 training for NHS staff – Scoping work to commence from October 2022.</li> <li>- We will work with partners to review and evaluate the impact and effectiveness of the tier 1 training for healthcare staff following the first full year of the training - Spring 2023.</li> <li>- We will work with partners to explore options for adapting and widening out this training to Social Care and other services.</li> </ul>
3.4	Establish learning disability specific quality and safety standards for learning disability adult specialised services.	<ul style="list-style-type: none"> <li>- We will work with partners to develop evidence-based quality and safety standards and measures for implementation across Wales. To be implemented by Dec 2023.</li> <li>- We will work with partners to measure and assure the achievement of these national standards across Wales. By Dec 2023.</li> </ul>
3.5	Increase access to Health Checks for people with a learning disability.	<ul style="list-style-type: none"> <li>- We will evaluate the effectiveness of the pilot health check project that ran from October 2021 to March 2022 and explore options for further development, implementation and embedding of the health check framework – Spring 2022.</li> </ul>



No.	Strategic Priority Area	Actions
		<ul style="list-style-type: none"> <li>- . We will review health board approaches to delivering health checks, identify effective approaches and disseminate learning across Wales – By April 2023.</li> <li>- We will develop national standards for the delivery of health checks and improve the consistency of approach to delivering these checks across Wales – By April 2023.</li> <li>- We will work with partners to measure and assure the achievement of these national standards across Wales – Commencing April 2023.</li> </ul>
3.6	Undertake an options appraisal to establish a digital platform to support the comprehensive implementation of the Health Equalities Framework (HEF) across Wales.	<ul style="list-style-type: none"> <li>- We will support and undertake user research to inform development of a specification for the digital HEF platform by spring 2023.</li> <li>- We will work with partners to establish and rollout a user-friendly digital platform to support comprehensive and consistent use of the HEF – from Spring 2023.</li> <li>- We will monitor and evaluate the digital HEF process to maximise its uptake and effectiveness – From Spring 2023.</li> <li>- Following the implementation of the new HEF, we will explore the establishment of a national outcomes reporting system that measures the effectiveness of therapeutic interventions – from April 2024.</li> </ul>
3.7	<b>Physical Health – Undertake</b> improvement projects to reduce health inequalities, premature and avoidable deaths.	<ul style="list-style-type: none"> <li>- We will develop policies and/or guidance to address emerging health issues and improve how mainstream NHS services identify and respond to the needs of an individual with a learning disability: Priority areas of focus will include: <ul style="list-style-type: none"> <li>- identification, diagnosis, and treatment of constipation.</li> <li>- access to vaccinations and health screening services.</li> <li>- secure widespread use of the health profile.</li> </ul> </li> <li>- Review use of the flagging system; and,</li> <li>- Review the care bundle – ongoing from April 2022.</li> </ul>

No.	Strategic Priority Area	Actions
3.8	<b>Loneliness and Isolation</b> - ensure the ongoing work on tackling loneliness and social isolation continues to link with our learning disability improvement priorities.	<ul style="list-style-type: none"> <li>- We will work with partners to explore the causes of loneliness and isolation for people with a learning disability.</li> <li>- We will contribute to policies that address these issues – ongoing from April 2022.</li> </ul>
3.9	New approaches to day services, respite care and short breaks	<ul style="list-style-type: none"> <li>- We will work with partners to implement the actions in the Delivery Plan that support Priority 3 of the Strategy for Unpaid Carers: supporting a life alongside caring, including working towards a better understanding of how a break from caring can be accessed, funded, and delivered – Ongoing.</li> <li>- We will work with ADSSC/local authorities and partners to explore the safe reopening of local authority day services and ensure those services meet the needs of people with a learning disability, their families and carers – Commencing October 2022 with ongoing review.</li> </ul>
3.10	Enabling integrated care and support through Direct Payments and CHCs.	<ul style="list-style-type: none"> <li>- We will work with partners to explore the interface between Direct Payments and Continuous Health Care (CHC) to maximise impact and effectiveness for people with a learning disability, their families and carers – From April 2022.</li> </ul>
3.11	Supporting parents with a learning disability	<ul style="list-style-type: none"> <li>- We will ensure increased understanding and awareness of the needs of parents with a learning disability across services, ensuring parents with a learning disability receive improved support with a subsequent reduction in children being taken into care. This will be achieved through the development, publication and launch of bilingual national guidance for Children’s Social Care Services on best practice about how parents or soon to be parents with a learning disability can be best supported so families stay together and children thrive. By Autumn 2022.</li> <li>- We will develop and publish accompanying guidance for parents with a learning disability – By Autumn 2022.</li> </ul>

No.	Strategic Priority Area	Actions
3.12	Review of the Social Services and Well-being Wales Act 2014	<ul style="list-style-type: none"> <li>- We will complete work on the review and evaluation of the Social Services and Wellbeing (Wales) Act 2014 – Ongoing.</li> <li>- We will ensure the views and experiences of people with learning disabilities are reflected in the outcomes of the review to address identified gaps in provision – Ongoing.</li> </ul>
3.13	Social Care Workforce	<ul style="list-style-type: none"> <li>- We will work with partners to support workforce planning to ensure the recruitment and development of a resilient, appropriately trained workforce.</li> </ul>
3.14	Learning Disability Nurse Workforce	<ul style="list-style-type: none"> <li>- Workforce modelling. We will work with key stakeholders across settings to identify workforce models to meet the holistic needs of people with a learning disability. To further understand where Learning Disability Nurses are needed and why - ongoing</li> <li>- We will explore with partners options to widening access to registered nurse learning disability education. – ongoing and review of recruitment at commencement of every academic year (October 2023, 2024).</li> <li>- We will work with partners to review existing career pathways for learning disability nurses, identifying current structures and consider approaches to improve the career pathways for existing learning disability nurses – ongoing.</li> </ul>
3.15	Carers and Carers Policy	<ul style="list-style-type: none"> <li>- We will work with partners and internal/external stakeholders in the development of policies that ensure the needs of carers of people with learning disabilities, including family and sibling carers and carers with learning disabilities are understood and accessible support is available – Ongoing.</li> </ul>
<b>4 Advocacy, Self-Advocacy, Engagement and Collaboration</b>		
4.1	To promote voice choice and control for people with learning disabilities and their carers. To include advocacy and self-advocacy and digital inclusion.	<ul style="list-style-type: none"> <li>- We will work with stakeholders to explore and review best practice and different models of advocacy support, in order to develop advocacy services for adults in line with Commissioning Guidance – Commencing October 2022.</li> </ul>

No.	Strategic Priority Area	Actions
4.2	Digital inclusion and use of technology	<ul style="list-style-type: none"> <li>- We will work with partners and stakeholders to review the appropriate use of technology and digital options to maximise engagement and build &amp; improve connections for people with learning disabilities – From April 2023.</li> <li>We will explore ways to improved contact and linkages for people who struggle to get information or have their voices heard – Ongoing.</li> </ul>
4.3	Friendships and Relationships	<ul style="list-style-type: none"> <li>- We will work with LDMAG, partners and stakeholders to explore the potential for the provision of guidance and advice in respect of friendships and sexual relationships for people with learning disabilities, families/carers and service providers – From April 2023.</li> <li>- We will ensure people with learning disabilities receive appropriate advice that allows them to engage in healthy relationships – By April 2024.</li> </ul>
<b>5 Education, Children and Young People</b>		
5.1	Children and Young People’s Learning Disability Services	<ul style="list-style-type: none"> <li>- We will work with stakeholders and service providers to improve collaborative working in the provision of children’s services, including transition services, for people with learning disabilities across health, social care and education – From April 2022.</li> <li>- We will work with partners to consider the scope of this work and develop appropriate plans exploring best practice, gaps in provision, potential service improvements, and a plan for delivery and implementation of integrated learning disability services for children and young people – From April 2022 to April 2025.</li> <li>- We will work with partners to measure and assure the achievement of these plans.</li> </ul>
5.2	Additional Learning Needs –Implementation-	<ul style="list-style-type: none"> <li>- We will establish a national ALN steering group in September 2022 to provide strategic direction information, and advice to support ongoing implementation of reforms. Ongoing – group has been established and work has commenced.</li> </ul>

No.	Strategic Priority Area	Actions
		<ul style="list-style-type: none"> <li>- Estyn will conduct a thematic review of the ALN system with scoping proposed to take place in summer 2022 and field work in the autumn term with a view to publication in spring 2023. Ongoing.</li> <li>- We will implement phased legislative commencement and movement of children to the new system over three years from September 2021. Ongoing.</li> <li>- We will appoint implementation leads in March 2023 to provide ongoing strategic support to the sector. Ongoing.</li> <li>- We will publish practitioner, technical, parent and child, and post-16 <a href="#">guidance on implementation in September 2022. Complete.</a></li> <li>- We will develop and promote the national ALN professional learning pathway. Ongoing.</li> <li>- We will establish a children and young people participation group in Spring 2023 to strengthen learner participation, improve understanding and awareness of ongoing implementation and ensure the voice of learners and parents is accounted for. Ongoing.</li> </ul>
	<b>6 Employment and Skills</b>	
6.1	<b>To improve access to employment, training and support for people with learning disabilities to remain in the workplace</b>	<ul style="list-style-type: none"> <li>- We will consider lessons learnt from the Engage to Change programme and explore the scope and feasibility of a national job coaching service in conjunction with DWP by Summer 2023.</li> <li>- We will undertake a review of the learning from the Supported Employment Pilot scheme on Traineeships and the Jobs Growth Wales Plus programme following its completion in March 2022.</li> <li>- We will review existing support for employers such as the online Employers Toolkit to ensure it is up to date by April 2023.</li> <li>- We will work Disabled People Employment Groups to maximise impact on improving employment outcomes for disabled people – from Dec 2022.</li> </ul>

No.	Strategic Priority Area	Actions
6.2	<b>Supported Apprenticeships</b>	<ul style="list-style-type: none"> <li>- We will endeavour to achieve and maintain apprenticeship starts for learners who have self-identified as having a disability / learning disability at above 9% - from 2023 onwards.</li> <li>- We will deliver a Supported Shared Apprenticeship pilot to test the suitability and feasibility of the supported/shared model for future mainstreaming - from 2023 onwards</li> <li>- We will continue to offer financial incentives for employers to provide apprenticeship opportunities for disabled people – from April 2022 with ongoing review.</li> </ul>
<b>7 Housing (including provision of joined up support within health and social care to ensure provision of appropriate housing, as close to home as possible.</b>		
7.1	<b>Promote Regional Partnership Boards engagement with stakeholders to ensure inclusion of the voice and views of people with a learning disability.</b>	<ul style="list-style-type: none"> <li>- We will ensure RPB needs assessment and planning arrangements must include meaningful engagement with key stakeholders including those with a learning disability.</li> <li>- We will ensure that as part of Welsh Government’s Rebalancing Care and Support work programme, we will work with RPBs to promote and facilitate coproduction and inclusion of service user and carer voice in service design and delivery.</li> </ul>
7.2	<b>The Regional Integration Fund -</b>	<ul style="list-style-type: none"> <li>- We will work with RPBs to ensure the needs and views of people with learning disabilities are fully taken into account in future co-ordination of the new Regional Integration Fund revenue and Capital programmes</li> </ul>
7.3	<b>Housing and Accommodation – voice and control in decision-making.</b>	<ul style="list-style-type: none"> <li>- We have issued guidance to RPBs relating to the Housing with Care Fund (<a href="#">Housing with Care Fund (HCF) Guidance 2022-2023 May 2022 (gov.wales)</a>) to ensure we continue to invest in housing and accommodation for people with learning disabilities to support independent living; increase the provision of housing and accommodation close to home and reduce the number of out of county placements; and ensure residents and service users are involved in decisions which affect them.</li> </ul>

No.	Strategic Priority Area	Actions
		<ul style="list-style-type: none"> <li>- The HCF supports the priorities of the Learning Disability Improving Lives programme and the learning disability action plan and the guidance sets out that commissioners of independent living accommodation for people with learning disabilities should follow the guidance “<i>Commissioning Accommodation and Support for a Good Life for People with a Learning Disability</i>” issued by the National Commissioning Board in 2019, <a href="http://www.ldw.org.uk/Guidance.pdf">Guidance.pdf (ldw.org.uk)</a>. This Guidance puts rights, choice, control and inclusion front and centre.</li> <li>- We will monitor and evaluate the impact and effectiveness of these programmes and guidance.</li> </ul>
	<b>8 Transport</b>	
8.1	Improved Public Transport	<ul style="list-style-type: none"> <li>- While developing the Wales Transport Strategy (WTS) we worked closely with all groups who share protected characteristics including those with learning disabilities. As a result of those discussions, we built accessibility as a key pillar in the WTS. We have developed an equality pathway as part of the National Transport Delivery Plan. We will consider the responses to the current 12-week consultation and develop further proposals accordingly – from Autumn 2022.</li> <li>- Subject to Ministerial approval we will work with Transport for Wales to develop equality stakeholder groups to advise on delivery both for policy and operations and to run a pilot for raising awareness for bus drivers with regards to equality and accessibility.</li> </ul>