

Learning Disability Delivery and Implementation Plan and Learning Disability Strategic Action Plan 2022-2026: Closure Report

Summary

This report presents the final assessment of progress, outcomes, and learning from the Welsh Government's Learning Disability Delivery and Implementation Plan 2022–2026. This plan supports and informs the Learning Disability Strategic Action Plan 2022-2026 with specific actions aimed at delivering the Welsh Government's strategic learning disability policy objectives across health, social care, wellbeing, inclusion and rights for people with learning disabilities in Wales. It was co-produced with the Learning Disability Ministerial Advisory Group (LDMAG, public sector policy leads) and stakeholder partners.

Overall, the programme has delivered significant progress, including strengthened data transparency, reductions in inpatient stays, and improved cross-sector collaboration. Some actions reflect long-term approaches and will continue beyond the life of the current strategic plan, transitioning into the next strategic phase (2026–2029)

- There are 35 separate actions.
- 23 items are either achieved, completed or have achieved significant progress as part of ongoing, long-term work that go beyond the lifespan of the current strategic cycle.
- 7 actions have achieved good progress but have not achieved every element within the action, requiring ongoing or additional activity before completion.
- 4 actions are partially complete but have not progressed as quickly as originally anticipated, with ongoing work required.
- One action has not progressed due to competing priority activities taking precedence.

Understanding this report

In this document, we monitor and report progress against the deliverable actions set out in the Delivery and Implementation Plan, where achievements and outputs can be readily tracked, evidenced and evaluated across each work area.

We do not directly monitor progress against the strategic objectives and outcomes within the Strategic Action Plan at this stage. This reflects the fact that the impact and effectiveness of the actions taken - and the system changes being implemented - will take time to embed and to be experienced by individuals and services. Progress against the strategic objectives will therefore become evident over a longer timeframe, as outcomes mature and the intended benefits of the programme are realised.

The assessments of progress and the colour ratings used in this report therefore reflect achievements and progress made against the specific action within the Delivery Plan. They do not indicate whether a wider strategic issue or concern has been fully resolved, just that the action itself has progressed as identified. However, for ease of reference, at Annex A we have provided an at-a-glance comparison of achievements against both the Delivery Plan and Action Plan using the same colour coding.

Explaining the colour Coding

Achieved or completed	Identified action achieved/completed (or on track for completion with significant progress if action part of a long-term work stream)	23
Partially achieved	Good progress made but not all aspects of the action have been achieved. Additional work required to support completion.	7
Partially complete / work to continue	Some progress but not as much as anticipated or required within the identified action.	4

Not progressed	No progress, action not taken forward.	1
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Background

The Learning Disability Strategic Action Plan 2022-2026 was published in May 2022 after being developed by the Learning Disability Ministerial Advisory Group. The Group identified key areas of improvement within learning disability services across Wales in consultation with policy leads, key stakeholders and people with lived experience. The Learning Disability Delivery Plan sits alongside the action plan and identifies key areas of delivery across all 35 actions. This Delivery Plan has been updated annually by policy colleagues across Welsh Government and NHS Performance and Improvement.

Priority areas

1. Overarching/cross-cutting
2. COVID recovery
3. Health (including reducing health inequalities and avoidable deaths), Social services and social care
4. Facilitating independent living and access to services through increased access to advocacy and self-advocacy skills, engagement and collaboration
5. Education including children and young people's services
6. Employment and skills
7. Housing – appropriate housing, close to home, access to joined-up services
8. Transport

Summary of Actions

In the remainder of this report, we provide a short evaluation of progress against each of the 35 actions within the Learning Disability Delivery and Implementation Plan. At **Appendix 1** is a detailed progress report containing the full end of plan update provided by the Welsh Government policy lead responsible for that area of work.

Completed Actions/ Actions with significant progress - Green (23) or Amber (7)

The majority of the actions have either been fully achieved, completed or substantially completed with a significant amount of work having taken place as part of a longer-term piece of activity. In many cases, further additional or ongoing work will be required in these areas as much of this activity will require work to continue before full completion, e.g. action 3.1 in relation to adult specialised services where significant activity has taken place in the past year which is part of a longer programme of work and is informing future activity such as the learning disability transformation programme.

Partially Completed - Yellow (4)

Equality, Inclusion and Representation

Further work is required to ensure this area is considered fully from the perspectives of protected characteristics and other disadvantaged areas.

Reducing Restrictive Practices and Promoting Positive Approaches

Following initial delays, a national restrictive practice framework has now been launched and is being implemented across services and it will take time to identify impacts.

Enabling integrated Care via Direct Payments and CHCs

The Direct Payments Team has completed its consultation and finalised the necessary secondary legislation, which will come into force on 1 April 2026.

Voice, Choice and Control including Advocacy and Self-advocacy

While some progress has been made in this area, including a comprehensive report on the challenges of a lack of advocacy and self-advocacy support across services, this has not progressed as well as hoped and will need to be picked up as a future priority if LD MAG agrees.

Not Progressed – Red (1)

Friendships and Relationships

Commencement of work on this action was postponed due to capacity pressures and the emergence of competing priorities, primarily the increased focus required to address concerns raised by the Stolen Lives Wales campaign. Future work by the LDMAG is needed to decide whether this remains a priority for the next phase.

Summary of Individual Actions

Priority Area 1: Overarching and Crosscutting

1.1 Publication of a new four-year Learning Disability Strategic Action Plan

Achieved

The Learning Disability Action Plan 2022–2026 and its accompanying Delivery and Implementation Plan were co-produced and published in 2022. Annual reviews have been carried out, providing oversight and ensuring plans remained relevant. A formal review undertaken between February and May 2024 confirmed that the strategic priorities remained appropriate.

Welsh Government officials, the LDMAG, and NHS Performance & Improvement (P&I) have subsequently initiated work to shape a revised three-year Integrated Transformation Programme 2026-29 which will form the basis of the next strategic policy development phase.

1.2 LDMAG Governance, Accessibility and Engagement

Achieved

LDMAG continued to operate effectively through quarterly meetings, with a mix of in person and virtual participation. The group maintain a consistent focus on accessibility, undertaking regular reviews and improvements, whilst identifying

opportunities to raise awareness of the group’s work. Throughout 2025–26, mixed-format and thematic workshops continued to enhance engagement across sectors and regions. Plans are underway to co-produce and enhance the Ministerial Group for the next Senedd term.

1.3 Equality, Inclusion and Representation

Partially complete

Initial work by LDMAG highlighted that Black, Asian and minority ethnic people were significantly under-reported and not adequately represented in learning disability policy discussions. A Task and Finish Group developed a proposal to review how existing learning disability policies affect under-represented groups, and this work has been incorporated into Welsh Government’s wider approach to mainstreaming Equality Impact Assessments in policy development. Integrated Impact Assessments, covering all protected characteristics are now being carried out for the upcoming learning disability strategy and the integrated transformation programme.

1.4 Data and a National Observatory for Wales

Complete

A feasibility study in April 2024 found that establishing a Learning Disability Observatory for Wales was not achievable due to capacity, financial, and organisational pressures. Political direction and the emergence of new organisations such as NHS Performance and Improvement also reduced the need for a standalone observatory. Instead, alternative methods of capturing and using data have been developed. NHS P&I has led significant work, including appointing a specialist analyst, drafting a catalogue of data sources, exploring better use of existing datasets, expanding qualitative outcome measures, and increasing collaboration with NHS Wales analytical teams to ensure data is embedded in wider population health work. Further progress includes reviewing spending on specialist services and improving data visibility through tools such as the quarterly census.

1.5 Reducing Restrictive Practices and Promoting Positive Approaches

Partially complete, and work to continue

A national restrictive practice framework has now been launched, and, despite initial delays, implementation is progressing well across sectors. NHS Performance & Improvement has delivered workshops with people with a learning disability and their families, held a national virtual event, and contributed to the Restraint Reduction Network while establishing an all-Wales expert reference group. Working with Health Boards and the Once for Wales Team, Datix has been upgraded to capture restrictive practice incidents in inpatient settings. Resources produced include a Raising Awareness pack, a national framework on non-pharmaceutical approaches, and a Reducing Restrictive Practice e-learning course, alongside continued support for the all Wales Community of Practice on Behaviours of Concern and Positive Behaviour Support. Families and carers have also been upskilled through a coproduced PBS resource, and Health Boards have been supported to ensure their restraint reduction policies align with the national framework.

1.6 Co-production and National Networks

Achieved

Co-production continues to be championed by LDMAG and officials and is now embedded as standard practice across learning disability and wider health and social care policy. Recent work, such as the Stolen Lives Wales activity and development of the integrated transformation programme, highlights how effective this approach has been.

NHS P&I has worked with Co-production Wales to embed further within governance structures and by training members of learning disability specific communities of practice. A National Network for Learning Disability was launched in October 2025, who regularly engage, whilst additional progress includes establishing a formal Learning Disability AHP network.

While substantial progress has been made, further work will be required to ensure progress is maintained and co-production remains a priority. Co-production is also being promoted more widely through cross-government work on the Disability Equality Plan and embedding the social model of disability.

Priority Area 2: Covid Recovery and Wellbeing

2.1 Social Prescribing, loneliness and isolation

Achieved and work ongoing

Building on the National Framework for Social Prescribing (NFfSP) published in December 2023, guidance on 'Core Standards and Values for Social Prescribing in Wales' and information about a new digital skills platform was launched during the National Social Prescribing Showcase on the 10 March 2026. From the perspective of fulfilling the PfG commitment to develop a National Framework, this will close the commitment from this perspective although work will continue to monitor and evaluate the effectiveness of social prescribing.

2.2 Wellbeing

Completed

There is no standalone activity linked specifically to this action. The ongoing work focuses on improving the wellbeing of people with learning disabilities by ensuring their needs are embedded across wider policy and service development.

Learning disability services are encouraged to use the NYTH/NEST mental health and wellbeing framework in supporting babies, children, young people and their families. NHS P&I has also led the development of new guidance on delivering psychological interventions for children, young people, and adults with a learning disability.

2.3 Covid Recovery

Completed

Lessons from the pandemic continue to shape post-Covid policy development, while any further strategic work will only begin once the Covid Inquiry concludes and identifies areas for improvement.

3. Health and Social Care

3.1 Adult Specialist Services Review (2020)

Partially Achieved - Significant activity completed, work will continue

Recommendations from the 2020 Improving Care, Improving Lives review of adult inpatients continue to be implemented although it is recognised that this will take some time to fully complete.

Significant progress has been made in strengthening specialist learning disability services in Wales since the Learning Disability National Implementation and Assurance Group (LD NIAG) was established in 2022. LD NIAG has overseen delivery of the national action plan, monitored implementation of the *Improving Care: Improving Lives* recommendations, and driven improvements across inpatient and community services. Three task and finish groups have delivered national recommendations on prevention and crisis care, reducing over-medication, and improving hospital transitions, including a non-pharmaceutical framework for behaviours of concern and proposals to reduce delays and hospital length of stays. A shared value-based statement on prevention, early intervention and crisis care has also been agreed across sectors.

NHS P&I has strengthened national assurance through quarterly audits of inpatient beds, continuous data analysis, and monthly reporting of discharge and pathway delays. New learning disability assurance metrics have been adopted, with the first national publication of inpatient audit data planned from the April 2026 census. A

review of physical inpatient environments was published in 2024, with Health Boards submitting action plans to ensure NHS facilities meet standards comparable to the independent sector. Work is also progressing to scope future secure hospital provision within Wales.

Health Boards and Local Authorities have reviewed their services against strategic priorities, contributing to a shared “core business” model to promote reasonable adjustments and inform proposals to modernise specialist community and inpatient services. These proposals, aimed at reducing avoidable admissions and shortening stays, were approved by Ministers in January 2026 as the basis for a three-year integrated transformation plan. National guidance for specialist community services and timely discharge is being developed, alongside an Optimal Hospital Care Framework for future inpatient care models.

3.2 Mortality

Achieved and work on-going

Learning Disability (LD) mortality review processes and Medical Examiner services processes have been strengthened. The NHS P&I team has contributed specialist LD expertise to multiple national discussions, helped refine the Welsh Government’s mortality review framework, contributed to the DNA CPR paper and authored the first Wales-specific LD mortality report covering ten years of data, published in June 2024. The findings have been shared with its recommendations examined by LDMAG and national professional networks. Ongoing collaborative work with the Medical Examiner Service continues to enhance data sharing and learning opportunities, with progress now moving through the Confidentiality Advisory Group.

3.3 Workforce Education

Achieved (Additional work ongoing)

The foundation phase of the Paul Ridd Learning Disability Awareness (Tier 1) training launched in April 2022, with quarterly uptake reports shared across Wales. Within 18 months, seven health boards and trusts reached over 70% compliance,

with around 80,000 staff having now completed the training, supported by national campaigns and resources. Feedback led to a revised Tier 1 Version 2 in 2025, now also available via Social Care Wales, HEIW's Ty Dysgu platform, and as a booklet. Tier 2 (enhanced) training was developed with HEIW and rolled out in autumn 2025, with ongoing updates. Tier 3 (advanced) training is currently under development.

3.4 Quality and Safety Standards for LD Adult Specialised Services

Achieved and work ongoing

NHS P&I has developed the Integrated Learning Disability Quality Statement for Welsh Government, drawing on extensive data, insights, workshops, and lived-experience engagement via All Wales People First. The statement is now being finalised ahead of publication before the end of the current government term. Significant progress has also been made in strengthening the All-Wales Adult Learning Disability Service Assurance Metrics, with full Health Board participation, and embedding quarterly specialist inpatient census reporting. Further data accessibility improvements include agreements for DHCW to host the census on NDAP from April 2026, enabling patient-level data and anonymised publication, and making Annual Health Check data available through the Primary Care Information Portal.

3.5 Access to Health Checks

Partially Complete – Additional work ongoing

Following their cancellation during the pandemic, extensive work has been undertaken to improve Learning Disability Annual Health Checks (AHCs) across Wales. Early pilots and a summary report enabled additional funding for health boards to explore innovative methods for increasing health checks in 2023/24 and 2024/25. NHS P&I has provided improvement coaching, delivered national communication campaigns, created a 14-module education pack, and updated the Primary Care Resource Pack in partnership with LD Primary Liaison Nurses. Routine Primary Care Liaison workshops have also been established.

A 2024/25 pilot tested a cluster-based delivery model, highlighting the crucial roles of LD Primary Care Liaison Nurses and Practice Managers, whilst informing updates to EMIS and Vision templates. Further innovation has included support for the *Lab in a Bag* remote Annual Health Check (AHC) project and a young person's AHC pilot. Officials secured the inclusion of LD AHCs in core GP contracts from April 2025, ensuring entitlement for all eligible individuals, alongside £770,000 of funding for delivery in 2025/26. A National Working Group with over 60 representatives was established in 2025, producing a new Patient Experience Pathway to be launched in March 2026, as well as a Communications and Resource Toolkit and work toward a national *Get Checked Out Wales* website.

NHS P&I led significant developments in data access and quality, improving visibility of AHC data via the Primary Care Information Portal, strengthening clinical coding, and introducing an Inclusion Tool. Collaboration with national primary care programmes, HEIW, and other leaders has explored system-wide implementation options. Engagement with the original authors of the AHC has informed its ongoing development.

2025-26 will act as a baseline measure under the new system with future activity aimed at increasing uptake and quality of AHCs as well as evaluating their impact and effectiveness on health outcomes.

3.6 Digital platform to support the Health Equalities Framework (HEF) across Wales.

Partially Achieved (Additional work ongoing)

NHS P&I has led extensive work to strengthen the use of the Health Equalities Framework (HEF) and HEF+ across Wales. They developed and shared HEF training materials with all health boards and three universities and created the HEF+ Information Booklet and checklist to support direct use with service users. The team has continued to assist health boards in implementing the HEF and completed an action plan on validating the service-user-rated HEF tool, producing a summary report with future recommendations.

Significant progress has been made in digitising the HEF, including technical and architectural assessments, alpha reports, and engagement with the Digital and Data

Design Authority. A digital prototype for beta testing was commissioned. Work is ongoing with Hywel Dda to digitise the HEF+ and roll out nationally. The language of the tool has been modernised. NHS Wales P&I has issued new national guidance and standards to health boards to reinforce the importance of HEF+ and support completion of the All-Wales Learning Disability Assurance Metrics.

3.7 Reducing health inequalities, premature and avoidable deaths.

Achieved (and work to continue)

A national audit identified wide variation in existing health communication tools, leading to the co-production of the first Once for Wales Health Profile for adults, children, and young people (a standard national health communication tool for people with a learning disability). NHS P&I developed resources to help embed the Health Profile, whilst the team supported exploration of a digital version through input into the NHS Wales App and worked with the Welsh Ambulance Service Trust to add prompts to initial assessments. A national evaluation informed further activity.

The *Ask, Adjust, Assist* guidance was created to help professionals make practical reasonable adjustments that improve health outcomes.

NHS P&I contributed to a major programme to improve vaccine access for people with a learning disability, including developing surveys, co-producing guidance and strategies to improve uptake. The team created easy-read videos and booklets, as well as professional “Top Tips” resources. They also collaborated with Public Health Wales and Learning Disability Wales to produce an explanatory video and guide.

Significant support was provided to Public Health Wales screening services and Bowel Health Initiatives to improve uptake and participation amongst people with learning disabilities.

Progress has been made with Digital Health Care Wales (DHCW) to ensure the Health Profile and learning disability are “flagged” and embedded in digital systems,

including the Welsh Nursing Care Record (WNCR) and NHS Wales App. LD services are being supported to flag individuals in local health board systems.

NHS P&I collaborated with Welsh Ambulance Services Trust to enhance the Electronic Patient Record System (EPRS), creating a database to support improved data collection and ensuring access to the Once for Wales Health Profile.

A full review has been completed of the Learning Disability Acute Care Bundle, with recommendations submitted to Welsh Government and work is underway to establish a national group.

Support has been provided to adhere to a new professional dementia guidance for people with a learning disability. The team has also supported implementation of the All-Wales Dementia Care Pathway Standards relevant to learning disability services.

3.8 Loneliness and Isolation

Completed and work ongoing

A representative from All Wales People First sits on the Loneliness and Isolation Advisory Group to ensure the experiences of people with a learning disability are understood and addressed. Some of the Welsh Government's £1.5m Loneliness and Isolation Fund (2021–24) has been used by local partnerships to create social opportunities, whilst work within the local authority day services is also examining how changes to services impact loneliness and isolation.

While the specific action has been achieved, this area of work will continue to be developed as part of the three-year transformation plan.

3.9 Day services, respite care and short breaks

Partially complete, and work ongoing

The new National Strategy for Unpaid Carers will be published in 2026 and will continue to emphasise the importance of local authorities providing timely respite,

supported by the Short Breaks Fund which has been extended to 2029, continuing to provide additional individualised breaks for unpaid carers of all ages through Regional Partnership Boards and Carers Trust Wales, and exceeding its target of 30,000 extra breaks between 2022 and 2025.

A review of local authority day service provision, commissioned from ADSS-Cymru and published in March 2024, has informed improvements taken forward by a Task and Finish Group, whose findings are now shaping wider Welsh Government policy, including learning disability work and the National Commissioning Framework. The

3.10 Enabling integrated Care via Direct Payments and CHCs

Some Progress, and work ongoing

This work took some time to develop, it is now starting to achieve significant momentum and will continue beyond the life of the current plan. NHS Wales continues to work with partners to strengthen Social Care Direct Payments and to support the introduction of CHC Direct Payments, giving people with a learning disability and their families more flexible, person-centred support across health and social care. The Health and Social Care (Wales) Act 2025 enables direct payments for healthcare, including CHC, helping to improve the interface between Continuing Health Care (CHC) and existing direct payments. The Direct Payments Team has completed consultation and finalised the necessary secondary legislation, expected to come into force on 1 April 2026, with accompanying guidance to be published. Ongoing engagement with Health Boards is supporting a consistent introduction of CHC Direct Payments, drawing on learning from local authority teams in Wales and ICBs in England. Collaboration across Welsh Government policy areas, including workforce, the National Office, and young people's health, continues to be central to preparing for implementation.

3.11 Supporting parents with a learning disability.

Completed

Guidance was published and became operational on 19 April 2023 and promoted thereafter.

3.12 Review of the Social Services and Wellbeing Wales Act 2014

Completed

Evaluation has been completed and test questions were developed to guide the sector on areas needed for improvement. As a result, the evaluation is being included in the implementation of the National Care and Support Service

3.13 Social Care Workforce

Partially achieved, good progress and work ongoing

Welsh Government continues to prioritise long-term support for the social care workforce, recognising their vital role and committing to raising their profile through registration, improved pay, and better conditions. Significant investment through Social Care Wales supports workforce improvement, recruitment, retention, and planning across local authorities. The Social Care Wales Workforce Development Programme provides £7m annually, matched by £3m from local authorities, to fund training, communities of practice, and wider development opportunities. Since 2022, funding has been provided through the Revenue Support Grant to enable payment of the Real Living Wage (RLW) to social care workers, supported by independent evaluations showing strong progress, while also identifying areas where workers are not receiving the uplift. Enhanced monitoring is planned for 2026–27 to address this. Work is also progressing on Fair Pay Agreements, though implementation will take time, making it essential that current measures, particularly the real living wage, continue to operate effectively.

3.14 Learning Disability Nurse Workforce

Achieved and work ongoing

Good progress has already been achieved and work is ongoing to model the workforce needed to meet the holistic needs of people with a learning disability, including understanding where Learning Disability nurses are most required. Options to widen access to learning disability nurse education are being explored, with recruitment reviewed annually, and partners are also reviewing career pathways to strengthen progression. The Office of the Chief Nursing Officer is undertaking a strategic restructure, including appointing a dedicated nursing officer with expertise in Learning Disability and Mental Health. NHS P&I has also provided national support to specialist learning disability acute liaison nurses, sharing good practice and helping develop a database to evidence their activity and impact.

3.15 Carers and Carers Policy

Achieved and work ongoing

The new National Strategy for Unpaid Carers is currently out for public consultation (2 February–13 April 2026) and specifically recognises unpaid carers with learning disabilities, expecting local authorities and the third sector to reflect this in their approaches and ensure information is accessible. Engagement has already taken place with carers with learning disabilities and with unpaid carers supporting people with learning disabilities, and consultation responses will further shape the strategy. Welsh Government will also contribute to wider policy and guidance to ensure the important role of unpaid carers is recognised, particularly in care planning and hospital discharge for people with learning disabilities.

Priority Area 4: Advocacy, Self-Advocacy, Engagement and Collaboration

4.1 Voice, Choice and Control

Partially complete, and work ongoing

Work on this area began later than planned while Welsh Government clarified its scope, and in January 2023 ADSS-Cymru was commissioned to review and evaluate advocacy and self-advocacy services across Wales to inform a potential cross-sector framework. The final report was received in May 2024 and is being considered by

officials, with further direction awaited from LDMAG to determine how it should align with priorities for the next government term given current resource pressures. Due to the scale of this work, plans are in place to revisit it and determine next steps as part of the future three-year transformation plan.

4.2 Digital Inclusion

Achieved – good progress and work ongoing

Welsh Government has delivered 47 Minimum Digital Living Standard (MDLS) pilots across Wales, supporting people with devices, connectivity and basic digital skills, and has also run pilots with five libraries aligned to Safer Internet Month 2026 on the safe and responsible use of AI. The new Digital Inclusion Wales programme began in October 2025, offering advice and support to organisations on digital inclusion and MDLS. In addition, Miller Research Ltd has been commissioned to examine the links between MDLS and health inequalities and to carry out a baseline survey of people aged 16+ living below the MDLS, with findings due in Spring 2026.

4.3 Friendships and Relationships

Not progressed

Work on this action has not yet started due to capacity pressures and competing priorities, particularly in relation to the Stolen Lives Task & Finish Group over the past two years, though related issues continue to be considered through wider work such as day services and loneliness and isolation. LDMAG will need to decide whether this remains a priority for inclusion in a future learning disability strategy, and if agreed, the group will take it forward as a future workstream.

Priority Area 5: Education, Children and Young People

5.1 Children and Young People Learning Disability Services

Partially Complete – good progress and work ongoing

NHS P&I awarded grants for six targeted improvement projects across Wales, testing new service models for children, young people, and adults with complex needs. The projects ranged from digital tools to support choice in housing, early-years family support, community hubs, augmented communication in schools, and initiatives to reduce restrictive practices, with outcomes showcased nationally and informing future implementation.

A three-phase research programme was commissioned with Wrexham University, identifying gaps between policy and practice and gathering insights from families, health boards, and frontline professionals to shape evidence-based improvements. The Community of Practice for children and young people with a learning disability has grown significantly and provides direct feedback into LDMAG. A Health Challenge pilot strengthened collaboration between health and education, improved use of the health profile by 40%, and received strong support from special schools.

The team also co-produced the first National Vision and Action Plan for Children and Young People with a Learning Disability. A visual version was developed to improve accessibility, and the Action Plan sets out clear Principles of Care to support a more inclusive and integrated system across the public sector. This work will form part of the next strategic phase which will focus on all-age delivery.

5.2 Additional Learning Needs

Achieved and work ongoing

The ALN system is now fully embedded across Wales, with more than 32,000 learners supported through statutory individual development plans, and numbers continuing to rise. A review of the ALN legislative framework, alongside wider system evaluation, highlighted strong progress in inclusive education but also areas needing greater clarity and consistency. In response, actions were announced in October 2025 to strengthen delivery.

Work with Children in Wales has ensured children and young people's voices inform policy, while national professional learning continues to expand through the ALN pathway and the establishment of Dysgu, which prioritises inclusion.

New pilots on child development, neurodivergence and mental health are helping embed inclusive pedagogy. A series of 2025 events improved collaboration across the sector, and new resources, including an ALN Parents Toolkit, were published to support families.

An independent review of advocacy is underway, and new professional advisors are strengthening internal expertise, including work on person-centred practice and healthcare needs. Recommendations on ALNCo pay are also being implemented. Governance arrangements remain in place to provide strategic direction and support ongoing improvement. National Welsh Language and Further Education implementation leads continue to offer strategic support to the sector. Work with key delivery partners will continue, with a focus on developing practical solutions to ensure the law is applied consistently and communication with families is strengthened.

Priority Area 6: Employment and Skills

6.1 Access to Training and retention in the workplace

Partially Achieved – good progress and work ongoing

The Welsh Government is strengthening specialist employment support for disabled people by building on the Engage to Change legacy, combining employer engagement, tailored programmes and targeted support.

Disabled People's Employment Champions and Business Wales Advisors help employers improve recruitment, retention and progression, supported by new practical online resources.

People with a learning disability, learning difficulty or autism can access job coaching and personalised support through programmes such as Working Wales, Communities for Work Plus, Jobs Growth Wales+, Individual Placement Support and the Out of Work Service.

Skills Competition Wales continues to promote skills development, with Wales hosting the WorldSkills UK Finals in 2025 and achieving strong results in the Foundation Skills competitions. Three Economic Inactivity Trailblazer areas are

testing new approaches for disabled people and those with health conditions, informing development of a new Employability Support Programme.

Overall, Welsh Government remains committed to improving access to supported employment, specialist coaching and inclusive pathways into work, alongside the UK Government's Connect to Work initiative.

We are conscious that stakeholders remain frustrated over the lack of learning disability specific approaches and these will continue to be championed to maximise outcomes for this group.

6.2 Supported Apprenticeships

Achieved and work ongoing

While this specific action has been achieved there remains a lack of learning disability specific focus and data which makes evaluating the effectiveness of this approach a challenge.

Supported by the Employer Incentive to employ disabled apprentices self-declared disabled apprentices was maintained at above 10% for 2021/22 and has continued to perform above target every year since.

Following an initial pilot, supported shared apprenticeships is now an established scheme and due to the run down of E2C and demand from FE college Supported Internship learners demand continues to outstrip supply.

Evaluation of the programme was undertaken in 2025 with the scheme receiving positive feedback across all measures.

The Employer Incentive Scheme supported 91 employers to recruit and employ a disabled apprentice during 2024/25 with a further 39 employers supported in 2025-26 (at time of report).

Priority Area 7: Housing

7.1 Promote Regional Partnership Board (RPB) engagement

Achieved

The revised Social Services and Wellbeing (Wales) Act, 2014, Part 2 Code of Practice (2024) and Part 9 Statutory Guidance (2025) significantly strengthen how support for people with learning disabilities is planned and delivered in Wales, with a focus on stronger statutory duties, better integration and joint planning, and clearer expectations for engagement and co-production. The Part 2 Code requires local authorities and health boards to explicitly assess people with learning disabilities as a priority population group, ensuring their needs are fully analysed, addressed, monitored, and considered in future planning. Part 9 introduces a Charter for engagement and requires RPBs to prioritise integrated working, maintain joint commissioning arrangements, and use pooled budgets more effectively, improving transitions, increasing access to multidisciplinary support, and delivering a more consistent offer across Wales.

7.2 The Regional Integration Fund (RIF)

Achieved but work ongoing

RPBs have designed their national models of integrated care to meet the needs of the RIF priority population groups, which include people with learning disabilities and those who are neurodiverse or have neurodevelopmental conditions. The fund builds on the principles of the Learning Disability Improving Lives Programme, focusing on reducing health inequalities, strengthening community inclusion, and improving planning and funding systems. Now in its fourth year, the RIF supports nearly 750,000 people and around 3,000 staff annually, with learning disability support remaining a core element. Examples include North Wales' regional accommodation and Positive Behaviour Support project, which has improved communication, independence and reduced behaviours of concern for young adults. Learning from the RIF is central to developing an Integrated Community Care System for Wales, with a Year 3 report published in December 2025. Both the RIF and ICCS aim to help people with learning disabilities live independent, connected, fulfilling lives through coordinated, person-centred local services.

7.3 Housing and Accommodation

Achieved

The Housing Capital Fund (HCF) continues to invest in housing and accommodation for people with learning disabilities, supporting independent living, increasing local provision, and reducing out-of-county placements, with residents involved in decisions affecting them. By 1 April 2025, the HCF had supported 44 supported-living schemes for adults with a learning disability, totalling around £20.8 million in investment. An evaluation of the programme will be carried out toward the end of the funding period to assess its overall impact and effectiveness.

Priority Area 8: Transport

8.1 Improved public transport

Achieved – work ongoing

The National Transport Delivery Plan (2023) includes actions to improve accessibility and safety on public transport, ensuring both physical access and accessible travel information, with support available at stations and interchanges. The Cabinet Secretary's *Travel for All* statement reinforced commitments to creating a safer, more inclusive transport network shaped by people with lived experience. Welsh Government continues to maintain free or discounted concessionary travel for older and disabled people, including those with learning disabilities, alongside Transport for Wales' Assisted Travel service and local authority Companion Cards for those needing support to travel.

Major investment is underway, including £800m to modernise the Core Valley Lines and the rollout of new, accessible trains. Transport for Wales' Strategic Equality Plan 2024–2028 sets out actions to improve accessibility, supported by its Access and Inclusion Panel, which is evolving into a Disabled People's Travel Panel with a wider, multi-modal remit. Transport officials also supported the Disability Rights Taskforce, which included people with learning disabilities, and will continue working with

stakeholders to deliver the travel commitments within the Disabled People's Rights Plan published in December 2025.

Annex 1 - Progress Summary

Plan No.	Subject	Progress	Progress
		Delivery Plan	Action Plan
1. Overarching			
1.1	Strategic Plan Development	Achieved / completed	Achieved / completed
1.2	LD MAG Accessibility	Achieved / completed	Achieved / completed
1.3	Equality and Diversity	Partially complete / work to continue	Partially achieved
1.4	Learning Disability Observatory	Achieved / completed	Achieved / completed
1.5	Reducing Restrictive Practice	Partially complete / work to continue	Partially complete / work to continue
1.6	Co-Production	Achieved / completed	Achieved / completed
2. Covid Recovery and Wellbeing			
2.1	Social Prescribing	Achieved / completed	Achieved / completed
2.2	Wellbeing	Achieved / completed	Partially complete / work to continue
2.3	Covid Recovery	Achieved / completed	Partially achieved
3. Health and Social Care			
3.1	Specialist Inpatient Services	Partially achieved	Partially achieved

3.2	Mortality Service Improvement	Achieved / completed	Achieved / completed
3.3	Workforce Training	Achieved / completed	Partially achieved
3.4	Quality and Safety Standards	Achieved / completed	Achieved / completed
3.5	Annual Health Checks	Partially achieved	Partially achieved
3.6	Digital HEF Platform	Partially achieved	Partially achieved
3.7	Reducing Health Inequalities	Achieved / completed	Partially achieved
3.8	Loneliness and Isolation	Achieved / completed	Partially achieved
3.9	Day Services, Respite Care, Short Breaks	Partially achieved	Partially achieved
3.10	Direct Payments and CHC	Partially complete / work to continue	Partially complete / work to continue
3.11	Supporting Parents with an LD	Achieved / completed	Partially achieved
3.12.	Review of Social Services and WB Act	Achieved / completed	Partially achieved
3.13	Social Care Workforce	Partially achieved	Partially achieved
3.14	LD Nurse Workforce	Achieved / completed	Partially achieved
3.15	Carers and Carers Policy	Achieved / completed	Achieved / completed
4. Advocacy, Self-Advocacy, Engagement and Collaboration			
4.1	Advocacy, Voice, Choice & Control	Partially complete /	Partially complete /

		work to continue	work to continue
4.2	Digital Inclusion	Achieved / completed	Achieved / completed
4.3	Friendships and Relationships	Not Progressed	Not Progressed
5. Education, Children and Young People			
5.1	Children and Young Peoples Services	Partially achieved	Partially complete / work to continue
5.2	Additional Learning Needs	Achieved / completed	Partially achieved
6. Employment and Skills			
6.1	Training and Employment	Partially achieved	Partially achieved
6.2	Supported Apprenticeships	Achieved / completed	Achieved / completed
7. Housing and Accommodation			
7.1	Improving RPB Engagement	Achieved / completed	Partially achieved
7.2	Regional Integration Fund (RIF)	Achieved / completed	Partially achieved
7.3	Housing and Accommodation	Achieved / completed	Achieved / completed
8 Transport			
8.1	Accessible Transport	Achieved / completed	Partially achieved