

**Equality and Diversity Case Studies**  
**Directorate: Adult Social Care and Health**  
**Service:**

## **Title: Personalisation action plan - Day services for People with Learning Disabilities**

### **Introduction:**

This action plan has been developed in line with the following Government documents; Putting People First, Valuing People Now, In Control, Personalisation for Providers. It is a response to the locally produced Learning Disabilities strategy. It provides a clear guide to how we are going to achieve the aims & the objectives as outlined in all the above documents. It shows a determination to put people with learning disabilities at the heart of planning future day services.

### **Challenges:**

There are major challenges connected to the successful implementation of this plan. The major one being the creation of a person centred culture within the Council. It highlights the need for leadership and extensive training opportunities for staff.

In addition, there is the challenge of delivering new ways of working that fit with the financial climate and the government's desire to see the personalisation agenda a reality for people with learning disabilities.

### **How the challenges were overcome:**

The challenges lie ahead but the enthusiasm and commitment from managers, staff and people with learning disabilities has started and shows a willingness to embrace change.

### **Outcomes:**

People with learning disabilities will have the opportunity to lead the life they want to lead . They will contribute to their local community .

Staff supporting them will be well trained and committed to a culture that allows people choice & control over their lives.

Staff have already demonstrated a different way of working by supporting people to produce their One Page profiles.

**What we could have done better:**

This project has just started and no doubt we will learn a great deal as the plan is accepted and delivered .

**Further information:**

We have included a range of One Page Profiles to illustrate the way in which people with learning disabilities have been involved in contributing to this action plan. We have also included a Person Centred Plan. All the above are shared with the consent of the individuals involved.