

Our Harrow Learning Disability and Autistic People Strategy Plan and Monitoring Reporting October


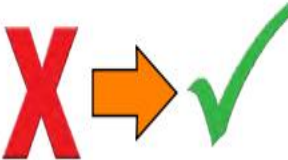
*“We are making a
difference in Harrow”*




The Outcomes Framework Joint Commissioning Strategy for People with a Learning Disability and Autistic People 2022-2026



For each of the five priority areas in the Strategy, residents told us about the outcomes and things that mattered to them; and these are the things we have been working on since January 2023.


Part 1: Support that is personalised to people and their families

Important Outcomes	August Update	What We Are Working On
<p>Support is personalised and people can make decisions about how support is provided</p>  	<ul style="list-style-type: none"> ✓ The Life Star Model has been extended to people who access the 3 Neighbourhood Resource Centres (NRCs), to ensure their ambitions and aspirations are included in their support planning. There are plans to extend the reach of the model to providers. ✓ Harrow has appointed a provider for advocacy services to ensure it is available for people who need support to put their wishes across. ✓ People can get help in a crisis ✓ The Core Offer and Short Breaks Programme are being revised to offer greater choice and control; and the use of personal budgets is being encouraged on a wider scale. 	<ul style="list-style-type: none"> • We are supporting the Enablement Team to engage with in-house management and staff to expedite the training in the NRCs. • We are proposing that the Enablement Team move to Social Care from In-House, so the Life Star Model can be offered more widely to offer consistency across Council Teams. • We are exploring the potential of rolling out the Life Star Model to providers to encourage a more progressive approach to the support being offered – this will also feed into quality markers. • We are monitoring the availability and uptake of the advocacy service and obtaining feedback from residents who access it. • NWL Hospital Discharge pilot set up in 2023, offers positive behavioural support to aid children and young people (CYP) awaiting discharge from an acute Trust hospital in NWL. • The Core Offer Review is continuing, but with a new focus, following the input from the AD and an externally commissioned review of CYAD and there is now a developing plan. • Short Breaks has been separated out of the review, as there is an ongoing pilot that may influence the future offer – this is being overseen by the Strategic Commissioning Manager for Children.


Part 2: People have good and active lives in their local communities

Important Outcomes	August Update	What We Are Working On
<p>People are part of and connected in their communities</p> 	<ul style="list-style-type: none"> ✓ We have begun to work with TFL, the Police and independent sector organisations to develop autism and learning disability friendly environments and services, to enable people to feel safe in their community. We are developing training for people and organisations as part of the Workforce T&F. ✓ We are working with Cabinet Members in the Council - Adult Services and Public Health, Children's Services, Business and Employment, Housing, Community and Culture and Public Safety to support the cross-Council objectives. ✓ We have begun to develop a programme in partnership with leisure services, faith organisations and independent sector providers to enable a wider choice of integrated activities for people; to enable them to be more involved in their community and to build cooperation and cohesion. 	<ul style="list-style-type: none"> • Members of the T&F Group attend TFL Forums to ensure that the needs of people with learning disabilities and autistic people are taken into account when reviewing or revising services – this work has also linked to aspects of community safety. • We have linked with the Community Safety Team and local community police officers who have been running events on 'Keeping Yourself Safe' – this involves physical and online prevention techniques. • There has been a recent change of Portfolio Holder for Adult Services and Public Health; and there are plans to attend Portfolio Holder meetings in September to provide updates and requests for support from the Members. • In line with the Day Opportunities Report first published in July 2023, we are continuing work on the repurposing of the New Bentley Health and Wellbeing Hub and engaging with providers of community services – a market intelligence event is planned for September 2024.
<p>People have their own aspirations and can develop and learn new skills throughout their lives</p>	<ul style="list-style-type: none"> ✓ We are working with the recently appointed Strategic Commissioning Manager for Preparation for Adulthood to ensure that education and health and social care work together; and that Education Health and Care Plans (EHCPs) include life outcomes, 	<ul style="list-style-type: none"> • The Strategic Commissioning Manager for Preparation for Adulthood has joined the LDA Strategic Group to strengthen the links between education and social care; and the Strategic Commissioner for LDA is a member of the PFA ECHP/Working Group - A Preparation

	<p>such as training and employment opportunities, as well as educational goals.</p> <ul style="list-style-type: none"> ✓ We will be compiling a data set about how many children and young people are in education or training; and will carry out quality checks to mitigate against children and young people (statutory school age) being out of education. ✓ We have been working with local colleges to develop learning programmes that are progressive; and additional work has been done to ensure people with profound and multiple learning disabilities are included. ✓ Vocational profiles are being offered to all young people with SEND as part of their education and planning for adulthood 	<p>for Adulthood Strategy is in progress, which will have alignment with the LDA Strategy.</p> <ul style="list-style-type: none"> • Data regarding young people in education, training and NEET is being compiled by the Commissioning Alliance on a Term basis; and we will be using this data to inform our work in offering opportunities to young people as part of the Reignite Employment Group. • In September 2024, Harrow, Richmond & Uxbridge Colleges will be increasing their offer to students and piloting new courses for students with profound and multiple learning disabilities. • The roll out of vocational profiles being offered to students will resume in September 2024, when the school return for the Autumn Term.
<p>People will get and keep meaningful jobs that are sustainable through learning and support</p> 	<ul style="list-style-type: none"> ✓ The Reignite Employment Group was established in February 2023; and the membership includes local businesses, colleges, the DWP and independent sector providers, as well as teams across the Council, to link up employment providers and services that can support people into employment. ✓ An Employment Pathway has been created, to enable a whole system approach to training and employment, which includes volunteering, apprenticeships and supported internships. 	<ul style="list-style-type: none"> • The Reignite Group will resume in September 24 following a hiatus after the departure of the Assistant Director for Specialist Learning Disabilities Care, Mental Health, CYAD and Provider Services. • The Employment Pathway has been further refined following input from stakeholders and residents; and the new version will be presented at the LDA Strategic Group in September 2024. • The two 'How to Guides' are in their final review versions and will be shared with residents and employers for additional feedback and amends in September 2024 – we plan to circulate the final draft versions in October 2024.


	<ul style="list-style-type: none"> ✓ Two 'How To' Guides are being developed for employers and residents when considering employment. ✓ The Council's Enablement Team is providing support to people, such as travel training, to enable people to access training and employment opportunities. ✓ Harrow successfully applied for the DfE Supported Internships Grant for 3 years, to enable the creation of extra opportunities for young people and adults; and to develop our supported employment services for young people and adults. 	<ul style="list-style-type: none"> • We are in the final year of funding from the DfE Supported Internships Grant; and plan to use the funds for year 3 to develop an employer's forum, which will include those that provide services to the Council as an extension of the Social Value requirements.
<p>People have homes and live where and with whom they wish</p> 	<ul style="list-style-type: none"> ✓ An all age Supported Accommodation Pathway has been developed with residents, health and social care partners, housing and providers, to enable clearer planning for people. ✓ Social Care and housing are working together to identify the type of homes that people want; and several developments are currently being explored. ✓ EHCPs are including questions about homes and housing. ✓ Work has begun with providers to implement the WLA DPS, to ensure the quality of accommodation being provided, at prices that are sustainable. 	<ul style="list-style-type: none"> • As part of the MTFs requirements for 2024/5, work is underway to convert the spot placements we have to block contracts to achieve efficiencies and improve quality in the provider market – a market intelligence event ids planned for September 2024. • We are working with Corporate Estates and Housing to identify properties that can be utilised for accommodation for people with a learning disability and autistic people. • Applications for the DPS have been made by providers; and it's planned that the Contract and Quality Team will align to the Quality Framework, once their internal reorganisation has been completed.

Part 3: People have the information, support and or diagnosis when the need it

Important Outcomes	August Update	What We Are Working On
<p>People can get the support they need when they need it, with or without a diagnosis</p> <p>People can find the information they need about referrals and support</p> 	<ul style="list-style-type: none"> ✓ The recently appointed Commissioning Manager for Further Education is working with us to complete a Preparing for Adulthood (PfA) Strategy. ✓ The Local Offer pages on the Council website have been reviewed by residents and are in the process of being updated to include the information people need from SEND through to adult support. ✓ Directory of the voluntary sector offer for autistic/ADHD CYP and families created. ✓ A pilot launched to deliver a ASD Transition Support Pilot. ✓ Adult diagnostic pathway set up to reduce waiting times for assessments and offer pre/post diagnostic support with a focus on sensory support. ✓ Funding provided to address the wait times for CYP autism and ADHD diagnosis ✓ Partnership in Neurodiversity in Schools Pilot set up in Harrow and Hillingdon to support a shift away from the need for diagnosis by providing earlier interventions within a primary school setting ✓ Funding from NWL LDA Service Development Fund assigned to work on the NWL CYP LD diagnostic pathway 	<ul style="list-style-type: none"> • The Preparing for Adulthood (PfA) Strategy is a work in progress and is under the management of the relevant Strategic Commissioner • The Local Offer and other LDA related pages on the Council website is a work in progress, which is being managed by the SEND and IT Teams. Other Council webpages are also being updated. • CASS were commissioned to scope local service offer which enabled them to develop a directory for autistic/ADHD CYP and families across NWL ICB landscape - https://trello.com/b/bpHjBM5u • CASS piloted an ASD Transition service, for young people aged 17-25 years who are waiting for a diagnosis of Autism in Harrow, which ended in April 2024. Due to the success it has continued and launched in other boroughs. It forms part of the 'waiting well' initiatives as it provides 1-1 support to access timely and appropriate support. • CAMHS service have commissioned the Helios service to provide additional slots to provide autism and ADHD diagnostic assessment. • A project team (LA/NHS/Parent Carer Forum) is in place to deliver on the PINS pilot. Currently 16 primary schools from Harrow are involved. • Further to the work carried out in the LD implementation group - diagnosis pathway by members in 2023, a case was taken to NW London LDA Steering Group that the service development fund should be used to address the gap of no commissioned CYP LD diagnostic pathway. It was agreed that for 24/25 this would be taken forward.

	<ul style="list-style-type: none">✓ Survey developed locally for the Adult LD pathway✓ During 2023/24 Harrow undertook LD-AHC on 1111 of 1340 (83%) people with a learning disability aged 14 and over, registered with a Harrow GP. In June 2024, practices provided 16% of the eligible LD population in NW London with a health check, which was higher performance for the same period last year (14%).	<ul style="list-style-type: none">• Some members from the LD implementation group - diagnosis pathway have jointly worked on developing a survey to test the adult diagnostic pathway. The survey is being finalised and will be circulated to those with lived experience and referrers.• London ICBs have been approached by NHSE about designing and testing a combined health check with the aim of offering a single health check for people who have serious mental illness (SMI), LD or Autism or a combination of all three. The main drivers are to improve productivity in primary care and streamline assessments.• Plans going forward are to specifically review those practices which had completion rates of less than 75% (the national target) for Learning Disabilities Annual Health Checks (LD-AHC). This will be progressed from August through to the Autumn and supported by a Training Hub Event
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Part 4: Health services offer preventative support and make the reasonable adjustments people need

Important Outcomes	August Update	What We Are Working On
<p>People can get the support from specialist and community mental health services when needed</p> <p>People are understood and supported with the reasonable adjustments they need</p> <p>People have preventative health support and screening to help them stay well</p> 	<ul style="list-style-type: none"> ✓ Mental health services to ensure they can meet the needs of people with a learning disability and Autistic people ✓ CNWL leading on improving how mental health service respond to neuro-diverse needs & embedding a LD and autism trained CAMHS crisis pathway ✓ Reasonable Adjustment Flags added in Acute settings - NHS Digital ✓ Primary Care starting to review how they can implement reasonable adjustments including accessing relevant Training Continued focus on improving performance of health checks and action plans via Third Sector and Primary Care colleagues ✓ Around the start of the strategy Harrow and two fellow Boroughs in NWL ICB agreed an alternative contract with CNWL to procure a joint Adult Autism Diagnosis service (BHH Autism Diagnostic Service). CNWL sub-contracted Autism Oxford to initiate some of the work whilst their team were being recruited. The service continues to be successful with over 108 assessments completed for Harrow, 104 for Brent and, 127 for Hillingdon during 2023/24. This trajectory has continued through Q1 this year and into July. 	<ul style="list-style-type: none"> • CNWL have an LDA lead for CYP and adult services to work with the teams to ensure that they develop skills to work with LDA patients in their service e.g. training offered to CNWL inpatient staff to improve care and treatment for clients with LD. • CNWL CYP Urgent Care team in Northwick Park Hospital have a specialist LDA team to support CYP in a crisis and can offer additional support when they return to the community. • NPH now have Reasonable Adjustment Flags on their system, which allows the hospital team to respond appropriately. The LDA Liaison Nurse leads on ensuring that this work continues. • The BHH Autism Diagnostic Team will manage the whole service from CNWL • The last Learning Disabilities and Autism Multi-Agency Discharge Event (MADE) was on the 18th July 2024, where CNWL brought together the Harrow local health system in one meeting to discuss and identify discharge barriers for specific patients, and develop solutions to unblock them. It involved senior clinical and operational staff in inpatient and community services, health commissioners, local authority and voluntary sector partners • The next MADE will; be in September and aims to achieve the following: <ul style="list-style-type: none"> ○ To improve patient flow across the system ○ To lower Patient Length of Stay (LoS) ○ To identify discharger blockers and find solutions to unblock them for current patient case studies

✓ Positive comments from service users included: "I'm so thankful and extremely grateful to have been seen by Autism Oxford, and the 3 assessors I met on my journey. Everyone was friendly, empathetic, professional, and supportive - and it always felt genuine. The ethics of the company shined through via modern approaches to autism and the peer support from people also on the spectrum."

"My autism diagnosis has changed my life. Thank you for supporting me and helping me find to understand myself better :) Thank you for making the process easy and simple."

- To use learning/feedback from the event to simplify and improve discharge pathways
- The collection of real-time information on individual patients, including any outstanding actions which can be escalated if needed, to minimise delays.

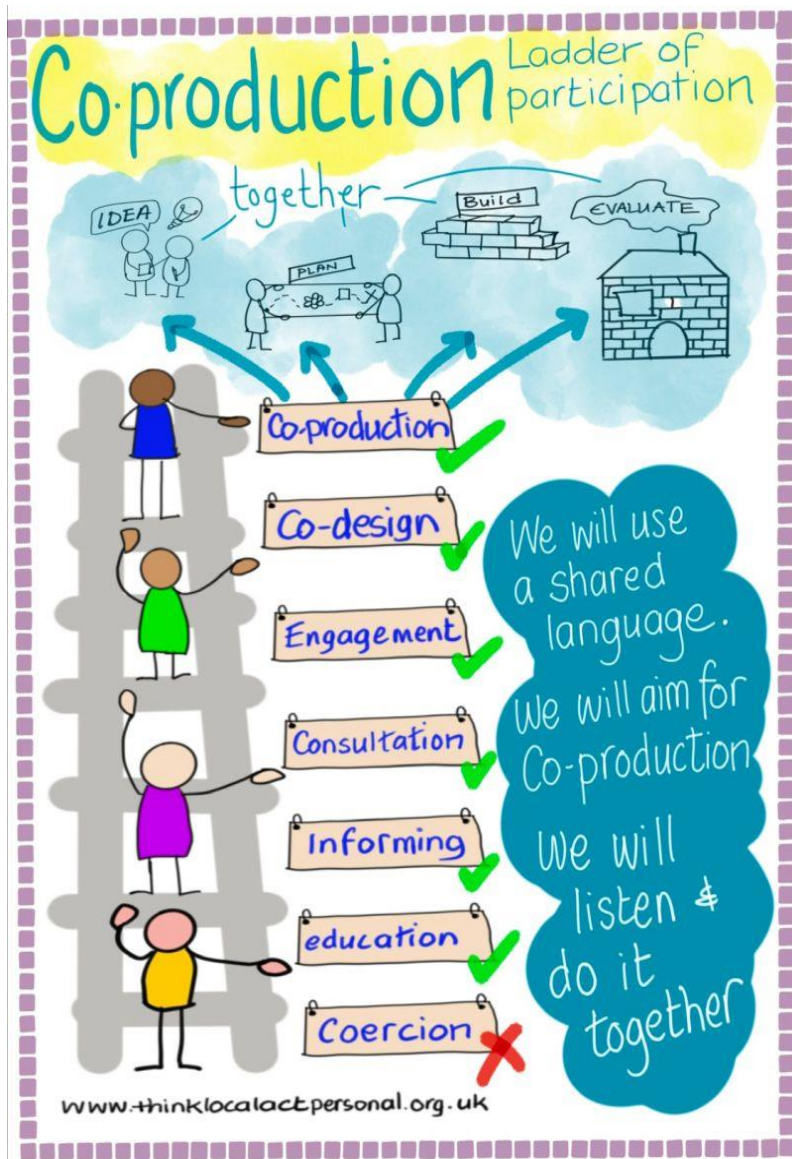
Part 5: Developing the workforce across health, social care, education, and community

Important Outcomes	August Update	What We Are Working On
<p>All staff across health, social care, community and education have a good understanding of learning disabilities and autism and how to support people</p> <p>The workforce across different organisations is coordinated, connected and share information and learning</p>	<ul style="list-style-type: none"> ✓ We are working with the Borough Based Workforce Workstream Group, who are supporting the promotion and roll out of training on learning disabilities and autism, including Oliver McGowan and the Autism Reality Bus. ✓ We have developed online training materials for early years staff and child minders, which will be accessible on the SS4E site. ✓ We are working with the Health and Social Care Academies to develop materials for self-learning for staff. ✓ We have introduced Strengths-Based Approach Training to the staff in the Council's NRCs and have plans to introduce it to service providers, as part of the Quality Framework of the WLA DPS. ✓ The Partnership for Inclusion of Neurodiversity in Schools pilot (PINS) was set up across Harrow and Hillingdon. PINS aims to upskill staff from primary schools on supporting neuro-diverse pupils ✓ We will be planning to develop in-person training for staff in schools, social care and health services on learning disabilities and autism which will be co-delivered by people with lived experience. ✓ The Centre for ADHD and Autism (CAAS) Organised a Professionals Connect Forum for Harrow Professionals on the 20th June 2024. This event was online for professionals working with autistic adults. The first half of the session 	<ul style="list-style-type: none"> • The programme of training is continuing, across all key partners eligible to access the training e.g. Acute, ICB, Harrow Council. In Harrow Council we are still seeking to ensure the Staff can access Level 1 of the Oliver McGowan training – this was not picked up by the last PSW due to the CQC inspection and capacity. • The training materials for the SS4E site will be live in September 2024, with support from the Early Years SEND Manager (0-5) • A Workforce Survey will be developed, which will be repeated annually so we can obtain an accurate record of LDA training across system partners to identify strengths and gaps that can be addressed. This will support developing a competent and confident workforce. • A project team (LA/NHS/Parent Carer Forum) is in place to deliver on the PINS pilot. Five days of support will be offered to primary schools from September 2024. Currently 16 primary schools from Harrow are involved. • NWL ICB are in the process of reviewing and rolling out the Neuro-diverse Harrow plan for ADHD with CAAS across NWL in the same way as the model for post diagnostic support for Autism has been over the last 18 months.

was focused as a learning space about autism and sensory differences. The second half was focused as a Drop-in Q&A space to ask questions and receive guidance on individual cases. The event acted as an excellent chance to address specific challenges professionals may be facing, learn about best practices, and explore new strategies. It is acted as a valuable networking opportunity, allowing engagement to share interests and concerns.

- ✓ CAAS also, organised a session on Understanding Autism with Emma & Leona on the 18th July 2024. The session promised to elevate the participant's skills through a transformative, two-hour understanding autism training session. The session was co-delivered by a lived experience speaker sharing their personal journey, offering practical strategies and deep insights. Participants were able to enhance their knowledge about sensory, communication, executive functioning differences and expand their knowledge about autism.

Our Plan is supported by good coproduction in Harrow, so that we have a voice in the work we do, to monitor our plan.



Following on from the positive engagement with residents and partners to develop the LDA Strategy, we have continued to engage with partners and residents in a number of ways:

- ❖ The LDA Strategic Group has members from independent sector organisations and residents, as well as statutory partners
- ❖ We meet with Harrow Parent Carer Forum and Special Needs Community C.I.C members on a regular basis
- ❖ We hold Provider Forums, where people with lived experience engage with services
- ❖ With the development of the Co-Production Framework, we will be extending the opportunities to engage with the wider resident population.