

Reasonable Adjustments: How can I help make this happen?



What we did

- Invited people who don't work with people with learning disabilities
- Enable participants to define reasonable adjustments and identify actions for their workplaces.
- Provided an update on policy and law
- Used scenarios and interactive education
- Met experts by experience



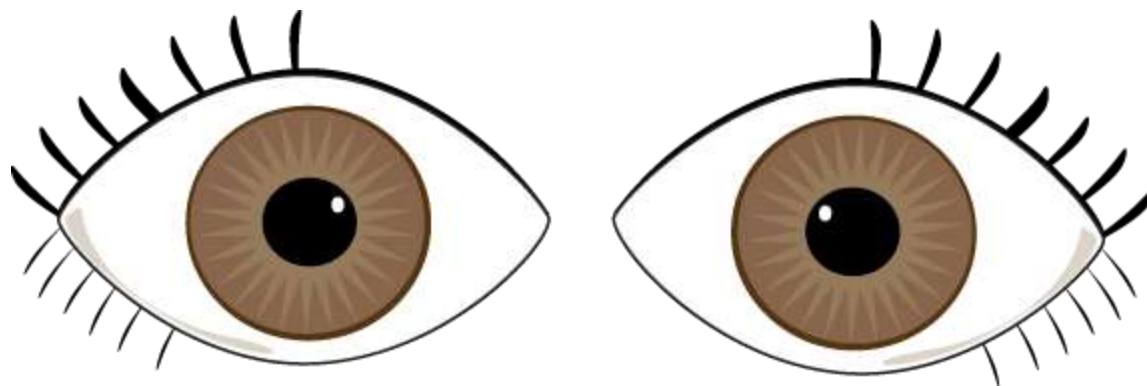


Why we did it

- Doctors said they wanted to know more about Learning disability
- HEEKSS gave us some money to put on some work shops
- We ask the doctor and other groups what doctors needed/ wanted to know more about
- We put on a series of workshops to help increase doctors and other health professionals understanding
- The outcomes we wanted were.....



What did the workshops look like?



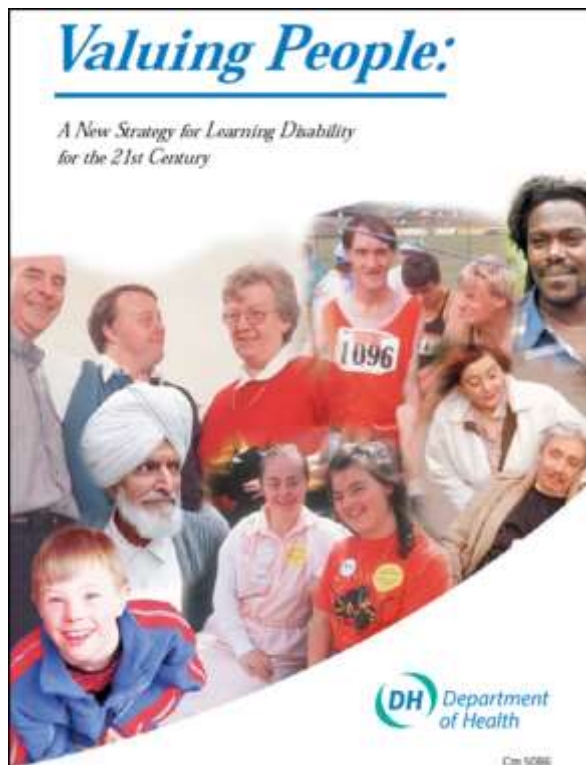
Steven's Expert perspective



- being paid,
- freelance trainer forms,
- Valuing people – definition of learning disabilities, (go to next slide)
- Steven's Annual Health Check story



What is a learning disability?



- The Department of Health defines a Learning Disability as including the presence of:
- A significantly reduced ability to understand new or complex information, or learn new skills (impaired intelligence), with;
- A reduced ability to cope independently (impaired social functioning);
- Which started before adulthood, with a lasting effect on development.

(Go to next slide for final point)

Steven's Expert perspective



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Ronnie's Expert Perspective

- National and local evidence base for providing reasonable adjustments
- Ronnie's experience of healthcare



Vanessa's Expert Perspective

Four C's Reasonable Adjustments Framework

Communication	Choice Making
Collaboration	Coordination

East Kent Hospitals University **NHS**
NHS Foundation Trust



- Case study exercise and using the 4C Framework
- Communication Book & My Healthcare passport
- Raise awareness of people with learning disabilities
- Signposting



What we have found out so far

Claims Concerns and Issues Findings analysis

Secondary analysis of Claims Concerns and Issues analysis		
Tailored and flexible care to the needs of people with learning disabilities and their families	Working collaboratively with families, carers and teams around the person with learning disabilities.	Confidence and competence with communication and organising discharge
Arranging adjustments using the resources available.	Choice making, capacity & consent, knowledge and experience	Systemic methods for being prepared to make adjustments for people with learning disabilities
Education & training of healthcare professionals to overcome stigma		

- 78 mainstream health professionals attended
- Fourth Generation Evaluation (Guba & Lincoln, 1989)



What we have found out so far 2

<i>Post course Evaluation Findings analysis</i>			
Key Evaluation Themes from first four K&MLDCOP & Clinical Education Workshop			
I liked	Informative inter-disciplinary education with expert facilitation by and with people with learning disabilities	Better informed about people with learning disabilities and MCA	Overall theme of action
I'd change	Length, timing, specificity – practice focussed & pre course preparation	Nothing	Reviewing commissioning, pathways, systems & training to ensure professional preparedness to make adjustments for people with learning disabilities
I'll do	Communicate key messages, collaborate & network		



More workshops will be coming to
Kent during 2016/17
contact Sarah McGilley for more
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