

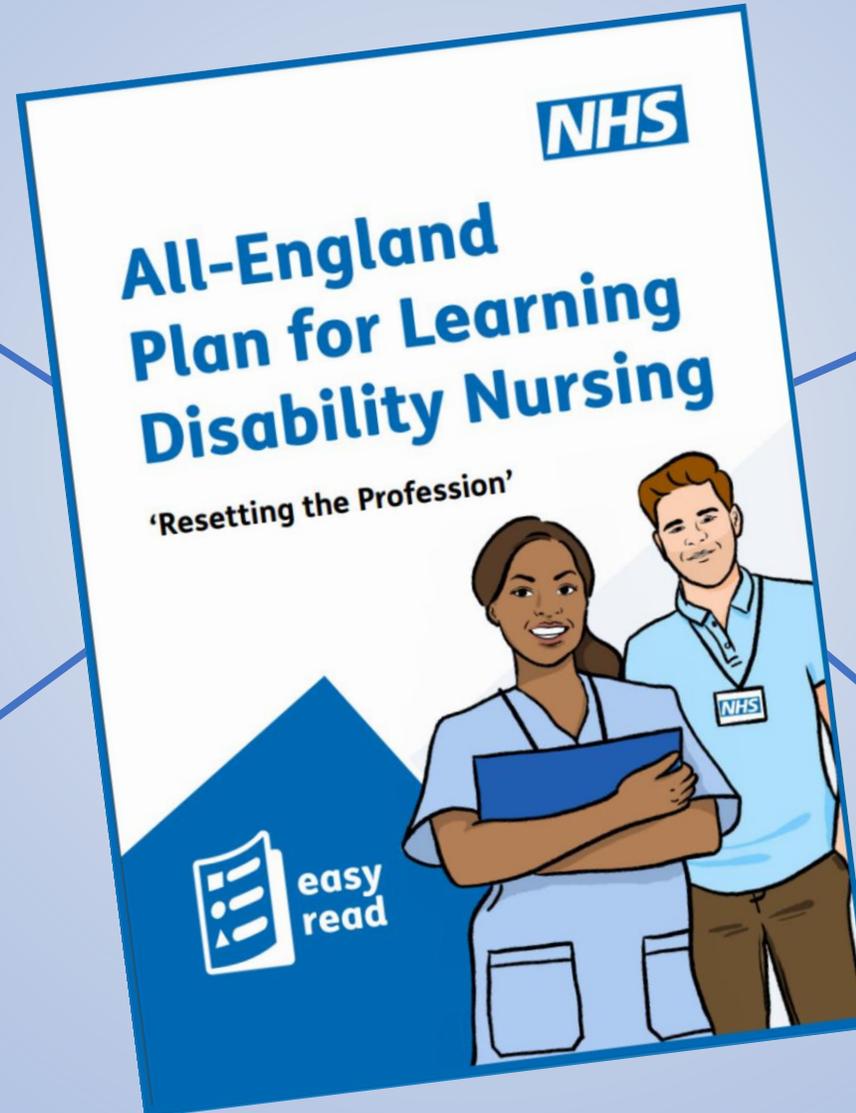
The All England Plan for Learning Disability Nursing

ATTRACT

RETAIN

DEVELOP

CELEBRATE



Why do we need a plan?

- Over the past 12 years the numbers of registered Learning Disability nurses on the NMC register has been declining.
- As pre-registration nursing programmes transitioned towards becoming all graduate schemes (from 2013), the number of applicants to Learning Disability nursing programmes reduced.
- When the nursing bursary was removed in 2016 the number of applicants to Learning Disability nursing programmes reduced.
- Historically, Learning Disability nursing has attracted a large number of mature students, so the introduction of the new academic entry requirements (all graduate), along with the reduction in financial offer (bursary), this impacted on the numbers of people entering pre registration Learning Disability nursing programmes.
- A significant number of Learning Disability nurses have been eligible to retire at age 55 due to their entitlement provisions within the pre 1995 NHS pension scheme. This has seen a significant reduction in the number of Learning Disability nurses on the NMC Register.

How will the plan help?

- Whilst it is one of the smaller fields of nursing, Learning Disability nursing continues to serve as a valued and necessary field of practice, providing an essential service to people with learning disabilities and their families. By having a dedicated plan has provided a much more focused approach to addressing the challenges.
- By having a plan, it has helped to create a new offer for the Learning Disability nursing profession, which has been developed around the following 4 main cornerstones: ATTRACT – RETAIN – DEVELOP – CELEBRATE.
- As many of the objectives within the plan a have a long term focus, the plan is subject to an bi-annual review. This has ensured that the plan and the objectives within it, are regularly monitored and held to account.
- The plan is the first of its kind to set out a universal offer for the Learning Disability nursing profession which addresses those thinking about a career in learning disability nursing, those training to become a Learning Disability nurse, and those currently working as learning disability nurses.

What will the plan deliver?

POLICY – STRATEGY – BEST PRACTICE GUIDANCE - INNOVATION

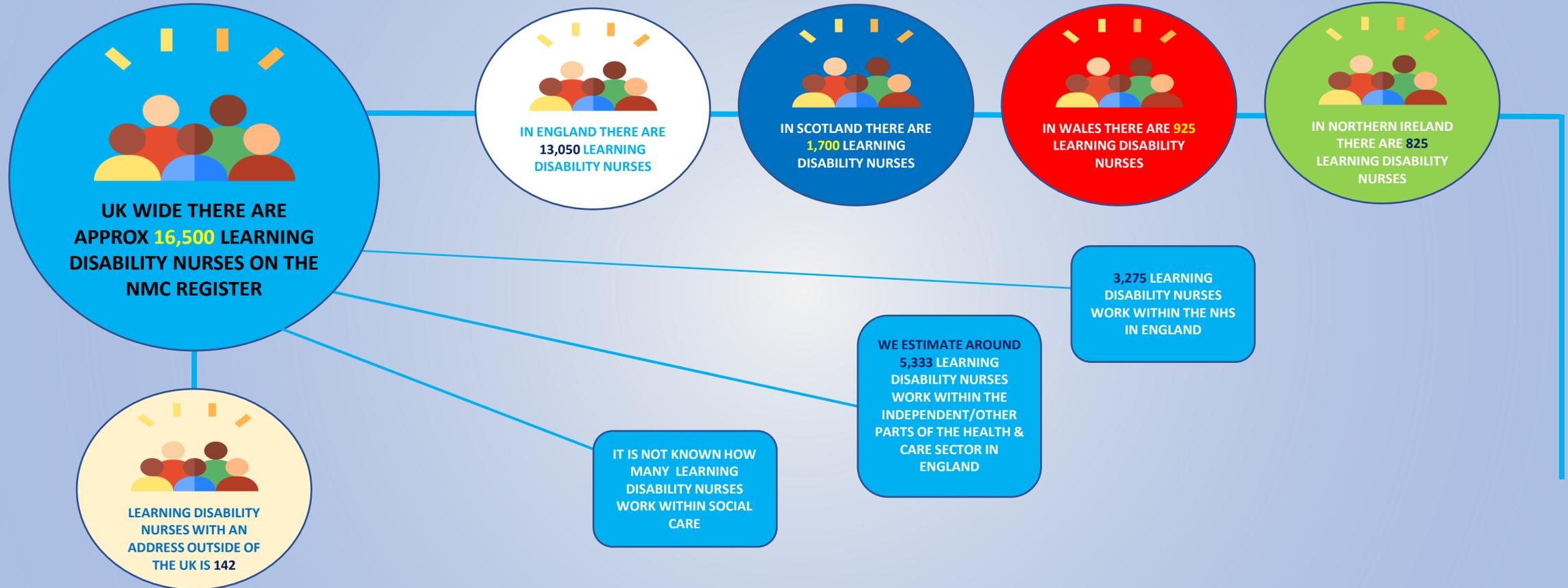
ATTRACT: We will introduce a variety of new routes into learning disability nursing in order to increase the learning disability nursing workforce over the next ten years.

RETAIN: We will implement a number of initiatives to ensure there is a marked and measurable reduction in the number of learning disability nurses leaving the profession at different points of their career.

DEVELOP: We will design and deliver a range of new initiatives to support learning disability nurses working in practice, including; investment in continuing professional development, creation of new competencies/refinement of specialist roles, and the advancement of a dedicated career structure.

CELEBRATE: We will enhance the profile of Learning Disability nursing by creating a number of new ventures to recognise and showcase the work of learning disability nurses. This will focus on creating a new social movement for sustaining the value and contribution of the profession.

How many Learning Disability Nurses are there?



NOTE: The following numbers are approximate and are subject to constant change. Numbers compiled from HEE data sources 22/08/2022

Where do Learning Disability Nurses work?

Learning Disability Nurses are one of the most diverse and adaptable professional groups, they work in a variety of settings/roles.

Learning Disability Nurses are the only field trained to care for people with a learning disability, autistic people and people with Neuro-developmental disabilities

Learning Disability Nurses work across the lifespan, often supporting people over long periods of time, throughout their life.

SECONDARY SPECIALIST SETTINGS

Specialist Learning Disability Inpatient Settings

Specialist Learning Disability Community teams/Services

Primary and Acute Care Teams/Services

SPECIALIST SETTINGS

Mainstream Mental Health Services

Health & Justice Provision

Safeguarding & Public Health

UNIVERSAL SETTINGS

Education, Academia & Research

Care Management & Commissioning

Social Care, Recreation
Creative Arts

Delivering the Plan & Measuring Progress

The All England plan for Learning Disability nursing has intentionally been designed to support the development of learning disability nursing and is built on a firm body of evidence.

The plan is subject to a bi-annual review and where required, new workstreams are developed (annually), or adjustments to existing workstreams are initiated. This will illustrate how Learning Disability Nursing continues to learn from evidence and respond to the changing health and care system.

The leadership of the plan is the joint responsibility of the Health Education England and NHS England, with progress being monitored by a national sub-group of relevant stakeholders; many of whom are leading specific workstreams within the plan.

The delivery of the plan is the responsibility of the 50,000 Nursing Board and ultimately reports to the Chief Nursing Officer for England.

The overarching ambition of the plan is to invest in, and preserve the field of Learning Disability Nursing for many years to come, making it an attractive and rewarding career.

The following key denotes the progress of each workstream as follows:

 Workstream not yet commenced or progress to plan is limited.

 Workstream underway with progress to plan on schedule.

 Workstream on progress to complete or work already completed.

ATTRACT: Delivering the plan

ATTRACT: investing in and enhancing the recruitment of more Learning Disability Nurses

ATTRACT WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
A1: We will increase the number of applicants into PRE REGISTRATION Registered Nurse Learning Disability nurse programmes from 2020 until 2025.			
A2: We will increase the number of applicants being accepted into POST REGISTRATION Registered Nurse Learning Disability nurse programmes from 2020 until 2025.			
A3: We will increase the numbers of Learning disability TRAINEE NURSE ASSOCIATES from 2020 until 2025.			
A4: We will increase the numbers of REGISTERED NURSING ASSOCIATES who progress to complete their Registered Nurse Degree Apprenticeships (Learning Disability) from 2020 until 2025.			

ATTRACT: Delivering the plan

ATTRACT: investing in and enhancing the recruitment of more Learning Disability Nurses

ATTRACT WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
A5: We will increase the numbers of Registered Nurse DEGREE APPRENTICESHIPS (Learning Disability) from 2020 until 2025.			
A6: We will increase the number of BLENDED LEARNING Programmes available to eligible applicants until 2025.			
A7: We will design and deliver a programme of INTERNATIONAL RECRUITMENT to encourage overseas nurses to pursue a new career in Learning Disability Nursing.			
A8: We will increase the number of individuals registering to undertake the RETURN TO PRACTICE and return to Learning Disability Nursing programmes until 2025.			

ATTRACT: Delivering the plan

ATTRACT: investing in and enhancing the recruitment of more Learning Disability Nurses

ATTRACT WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
A9: We will develop some dedicated media formats PROMOTING CAREERS in Learning Disability Nursing.			
A10: We will produce a series of animated PROMOTIONAL RESOURCES to encourage new recruits into learning disability nursing.			
A11: We will work with BACK TO THE FLOOR programme to encourage our most experienced nurses back into clinic practice			
A12: We will create a system for ensuring EFFECTIVE DATA to ensure we have accurate, up to date evidence relating to Learning Disability nurses; both pre registration and post registration.			

RETAIN: Delivering the plan

RETAIN: maintaining our existing workforce of Learning Disability Nurses

RETAIN WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
R1: We will develop a specific RETENTION OFFER to retain learning disability nurses in the profession.			
R2: We will deliver a revision of the principles of the GREENLIGHT TOOLKIT for mental health in order to enhance nurses knowledge and skill set of learning disability nurses supporting individuals with mental health needs.			
R3: We will work in partnership with relevant agencies to promote and develop learning disability nursing roles within the HEALTH & JUSTICE SYSTEM (HJS) with the aim of increasing the number of learning disability professionals working within this area of care.			

RETAIN: Delivering the plan

RETAIN: maintaining our existing workforce of Learning Disability Nurses

RETAIN WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
R4: We will develop our ADVANCING NURSING PRACTICE training as part of defining career frameworks and supporting nurses to remain within the learning Disability Nursing profession.			
R5: We will undertake an evaluation of 3 years of data, gathered as part of the LD improvement standards benchmarking exercise, to discern the impact of the learning disability ACUTE LIAISON NURSING role.			
R6: We will introduce initiatives specifically aimed at increasing CLINICAL PLACEMENT capacity/options.			
R7: We will implement measures to ensure we increase the COMPLETION RATES of students undertaking Registered Nurse Learning Disability nursing.			

RETAIN: Delivering the plan

RETAIN: maintaining our existing workforce of Learning Disability Nurses

RETAIN WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
<p>R8: We will commission a dedicated project, working with regional workforce leads and LD nursing leads within HEI's to develop learning disability NURSING COMPENDIUM, to account a state of nation overview of both exemplars and challenges.</p>			●
<p>R9: We will work directly with LIDNAN (Learning & Intellectual Disability Nursing Academic Network) to develop a revised offer to ensure learning disability nursing academia within HEI's retains prominence.</p>			●
<p>R10: We will work with DHSC and the RCN to raise awareness of and routes into STATUTORY ROLES for LD nurses. To support LD nurse to progress along a clinically focussed career pathway.</p>			●

DEVELOP: Delivering the plan

DEVELOP: assuring continued professional development and training for all Learning Disability Nurses

DEVELOP WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
D1: We will commission a LEADERSHIP PROGRAMME to support aspiring Learning Disability Nurse leaders.			
D2: We will commission a FELLOWSHIP PROGRAMME for early career learning disability nurses.			
D3: We will develop a dedicated CAREER MAP to illustrate the career trajectory, training and roles for learning disability nurses.			
D4: We will develop a CAREER STRUCTURE for learning disability acute liaison nurses, to cement their position and support their vital role within acute and primary care services.			
D5: We will work with DHSC as part of MENTAL HEALTH ACT revisions work to upskill learning disability nurses.			

DEVELOP: Delivering the plan

DEVELOP: assuring continued professional development and training for all Learning Disability Nurses

DEVELOP WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
<p>D6: We will commission a RESEARCH REPORT to illustrate and define learning disability nurses perspectives on the profession. ('This is Us, this is what We do')</p>			
<p>D7: We will commission a BEST PRACTICE REPORT to evidence learning disability nursing contributions in delivering the Learning disability Improvement Standards national policy.</p>			
<p>D8: We will commission a report to illustrate the role, skills and specialist contribution of Learning Disability nursing within FORENSIC CARE.</p>			
<p>D9: We will work with an expert group leading work in relation to GENOMICS to highlight the role of LD nursing in this area of care.</p>			

DEVELOP: Delivering the plan

DEVELOP: assuring continued professional development and training for all Learning Disability Nurses

DEVELOP WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
<p>D10 We will commission and support the delivery of a series of learning disability NURSING WEBINARS.</p>			
<p>D11: We will commission the development of a COVID-19 VACCINE RESOURCE to assist people with learning disabilities and their families, and to highlight the role of learning disability nursing within the pandemic.</p>			
<p>D12: We will undertake a small scale qualitative RESEARCH REPORT to identify the role and contribution of learning disability nurses working within specialist in-patient services.</p>			
<p>D13: We will establish a new SHARED DECISION MAKING COUNCIL for Learning Disability Nursing to ensure the voice of LD nursing is represented to the Chief Nursing Officer.</p>			

CELEBRATE: Delivering the plan

CELEBRATE: showcasing and promoting innovation and talent across the Learning Disability Nursing profession.

CELEBRATE WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG RatingC1:
<p>C1: We will work in partnership with the POSITIVE CHOICES network to sponsor dedicated conference workshops in addition to webinars, alongside the production of a national LD nursing banner.</p>			●
<p>C2: We will develop and maintain a new national Learning Disability NURSING WEBSITE, to serve as a one stop shop for all matters relating to learning disability nursing.</p>			●
<p>C3: As part of recognising and promoting the work of learning disability nurses across the country, @teamCNO will deliver a bi-annual Learning Disability NURSING SYMPOSIUM.</p>			●
<p>C4: We will commission the development of a SOCIAL MEDIA INITIATIVE to showcase the work of learning disability liaison nurses and the impact of their role.</p>			●

CELEBRATE: Delivering the plan

CELEBRATE: showcasing and promoting innovation and talent across the Learning Disability Nursing profession.

CELEBRATE WORKSTREAM	Date Workstream commenced	Workstream Lead(s)	Progress to Date & RAG Rating
C5: We will develop a STUDENT NETWORK for learning disability nurses to help create a virtual professional network, information sharing and support exchange.			
C6: We will deliver an project to explore the learning disability nursing contribution in the area of PALLIATIVE CARE for people with learning disabilities.			
C7: We will deliver a project to highlight the role learning disability nurses have played in supporting people from BAME backgrounds during the pandemic.			
C8:			

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