



## Equal Lives: The Emperor's New Clothes. *Challenges for the Future*

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## Bamford Review



"a far-reaching vision for radical reform and modernisation of mental health and learning disability law, policy and services. The NI Executive accepted the thrust of the recommendations made by the Review".

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## Whose review?

- **Government**
- **Commissioners**
  - **HSC Trusts**
- **Non-statutory sector**
  - **Family Carers**
  - **People with learning disability**



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## Changing 'clothes'

Patient

Citizen

Segregated

Socially Included

Helpless

Empowered

Groups

Individual

Specialisms

Partnerships



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## Rhetoric or reality?

*We are never further from our wishes than when we fancy we possess them.*

Goethe

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## Rights-based

UN Convention Children  
UN Convention Persons with Disabilities  
EU Charter of Human Rights  
Belfast Agreement Belfast Agreement  
Human Rights Act 1998 UN Convention Children  
UN Convention Persons with Disabilities  
Human Rights Act 1998  
EU Charter of Human Rights Equality Commission  
European Convention on Human Rights  
UN Standard Rules

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## Rights-based

“the Commission would like to reiterate the need for the Executive’s response to provide details of how the human rights of those with mental health problems and learning disabilities will be ‘respected, protected and fulfilled’ by government”. (2008)

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## Inherent Failures

- **Too ambitious** : 10 reports, over 650 recommendations; 10-15 years (2018-2023).
- **Lack of Funding**: “An additional £9 or £10 million ....over 3 years - just isn’t enough, as a large number of services require reform and modernisation”. (Roy McClland, 2007).
- **Competing Priorities**: Acute hospitals, Autism.
- **Inertia**: Executive, Department; Board, Trusts

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**“I am increasingly realising that we humans are ruled by inertia. We have a tendency to cling to what is comfortable to what seems to be working – until finally the pain of remaining the same outweighs the pain of change ”**

**Martin Lindstrom**

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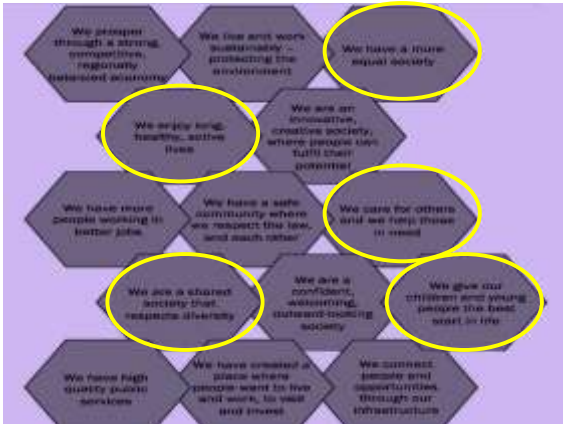
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**Draft Programme for Government**

**Improve support for adults with care needs**

- The number of adults receiving personal care at home or self directed support for personal care, as a % of the total number of adults needing care.

**Increase quality of life for people with disabilities**

- Average life satisfaction score of people with disabilities.

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**Draft Programme for Government**

*“An action plan will be developed for each outcome which will identify the key stakeholders and partners and the plans that will help to achieve success .... specific strategies and actions will feature with much more joined-up thinking and with greater stakeholder and partner engagement than ever before”.*

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### Inertia Rules!

- Resettlement is incomplete.
- Highest proportion of hospital assessment and treatment beds.
- New residential and nursing homes.
- New Day Centres.
- Low number of individual payments.
- Reduction in Statements of Special Educational Needs.
- Lack of post-school options.
- Increasing number of ageing carers
- Disparity of provision across Trusts

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### Inertia Rules!

- Resettlement is incomplete.
- Highest proportion of hospital assessment and treatment beds.
- *“clinging to what is comfortable, to what seems to be working”*
- Increasing number of ageing carers.
- Disparity of provision across Trusts.

*“clinging to what is comfortable, to what seems to be working”*

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### Managing the pain of change

**“What got you to where you are, will not get you to where you need to be.”**

**Albert Einstein**

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Managing the 'pain of change'

•Passionate leadership

*"Remaining enthusiastic and committed to what you are doing; whether you reach your goals or not".*

Guy Arnold

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Managing the 'pain of change'

•Passionate leadership

•Person-centred, local initiatives

*"You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete".*

Richard Buckminster Fuller.

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Managing the 'pain of change'

•Passionate leadership

•Person-centred, local initiatives

•Partnerships

*"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has".*

Margaret Mead, Anthropologist

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### Managing the 'pain of change'

- Passionate leadership
- Person-centred, local initiatives
- Partnerships
- New support roles

*"In determining the right people, the good-to-great companies placed greater weight on character attributes than on specific educational background, practical skills, specialized knowledge, or work experience."* Jim Collins

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### Increasing the 'pain of remaining'

- Passionate leadership
- Person-centred, local initiatives
- Partnerships
- New support roles
- Evidence of Need
- Amount Spent
- Evidence of outcomes
- New funding arrangements
- Legislation

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### Increasing the 'pain of remaining'

- Passionate leadership
- Person-centred, local initiatives
- Partnerships
- New support roles
- Evidence of Need
- Intelligence gathering
- Propose alternatives
- Recruit allies
- Lobby
- Legislation

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