



Welcome to the December LaDDER Newsletter

Welcome to the 2nd edition of LaDDER – the Learning Disability, Diversity and Equality Review.

There are 11 updates in this review.

We are pleased that this new diversity information service from the Association for Real Change has been so well received. Please do not forget to send in any updates and news for the March edition. Send them by Friday 1st March to Bridget.fisher@arcuk.org.uk

Please share this newsletter with colleagues and ask them to contact me if they would like to receive LaDDER directly.

Best wishes for the New Year.
Bridget Fisher

1. 'Are You Listening' Event – Department of Health 9th November 2012

At this event over 30 delegates including people who use services, family carers, academics and representatives from the statutory and voluntary sectors met together to discuss what works well to improve services for people with learning disabilities from black and ethnic minority communities. It was a follow-up meeting to the National Charter for Inclusion produced as a result of the **Giving Us A Voice project**.

- Visit the website for more details: www.givingusavoice.org.uk

The meeting put together a list of key points that they would like to see implemented. It is hoped to discuss this list with representatives from the Department of Health in the near

future.

- Provide information about services to BME communities
- Provide a national contact point/resource base for resources and information to provide access to the wealth of guidance about good practice
- Develop levers to encourage each local area to use the revised Framework for Action to better identify and support people with learning disabilities from BME communities
- Relaunch the National Charter for Inclusion to encourage an increase in the number of organisations and individuals who sign up and commit to improving practice
- Lobby for a National Champion for people with learning disabilities from BME communities to provide impetus to deliver policy and good practice and hold authorities to account
- Lobby for Local Champions for people with a learning disability from BME communities to work in local communities to raise awareness of good practice, support information sharing and hold local services to account
- Ensure the ownership of BME culturally appropriate support from mainstream services
- Ensure the issues facing people with learning disabilities from BME communities are taken forward through individual representation and involvement in the Clinical Commissioning Groups, GP Partnership Panels and Health Watch.
- Develop a user group representing all of the equality strands that can relay concerns and issues to the NHS National Commissioning Board
- Open out the BME agenda to other client groups and sectors including disability and mental health

2. 'Here To Stay' project update

The **Here to Stay project** is now moving into the interviewing family carers stage. If you would like to participate and share your experience of learning disability services for a family member from an ethnic minority background, please email your details to Bridget:

Bridget.fisher@arcuk.org.uk or **heretostay@arcuk.org.uk**

In late April and early May the Here To Stay project will hopefully be hosting meetings in London and Birmingham to share the project findings to date and look at the guidance that is being produced. We will confirm details in the next LaDDER bulletin.

- Visit the Here to Stay website: www.arcuk.org.uk/heretostay

3. HFT Transition programme with BME family carers in Bradford

HFT, as part of their family carer support service, has run a series of innovative training meetings in Bradford to help non-English speaking family carers understand the transition from children to adult services.

- [Details of the work can be found here on the HFT website](#)

4. Equality Duty Support Package for the Voluntary Sector

A useful tool has been developed by the **Equality and Diversity Forum (EDF)**.

The EDF is a network of national organisations committed to equal opportunities, social justice, good community relations, respect for human rights and an end to discrimination based on age, disability, gender and gender identity, race, religion or belief, and sexual orientation.

This support package has been designed to help Voluntary and Community Sector Organisations (VCSOs) use the Equality Duty effectively. It can help you to achieve your own organisation's objectives using the Equality Duty. It can also help you to have greater impact on the way that public bodies meet their responsibilities under the Equality Duty.

- For more information see: www.edf.org.uk

5. Equality Duty – information from the Race Equality Unit

The REU has been clarifying the **Equality Duty** with help from an employment lawyer.

“Equality Impact Assessments were required under previous equality legislation. Those laws were replaced by the Equality Act 2010 which created general equality duties which were specified in subsequent regulations. The Act was passed under Labour, but the coalition was in charge of implementing it. The current specific duties were the subject of consultation by the Government Equalities Office. That consultation document proposed the abolition of the requirements to carry out equality impact assessments expressly as a means of avoiding tick box red tape (very similar to Cameron's recent speech). Nothing specific was introduced in this legislation to replace the EIA. In practice, public authorities carry out 'equality analysis' but that is very different.

"Under the [regulations introduced in 2011], public authorities have to publish information which demonstrates their compliance with the general equality duty in section 149 of the Equality Act 2010. There is nothing rigid in the legislation about how they do this. One method set out in the current EHRC code of practice is an 'equality analysis' of their policies, practices and decisions– but this is not an 'equality impact assessment' (a term of art for the more rigid and formulaic requirements under previous legislation and statutory codes of practice). An equality analysis has no prescribed format and it is up to the public body how it decides to conduct one.”

There are concerns about possible changes to the Equality Duty resulting in a letter being sent by Doreen Lawrence (mother of Stephen) to David Cameron.

- For further details see: www.edf.org.uk

6. Equality and Human Rights Commission – 'Out in the open - Manifesto for change'

This report follows on from '**Hidden in Plain Sight**' report which examined organisations failure to tackle disability related harassment. The new report makes final recommendations for change.

- For further details see: www.equalityhumanrights.com

7. Request for help with research from University of Birmingham

Gemma Unwin has sent the following request to be sent out in this edition of LaDDER.

Accessing Social Care – Learning Disabilities (ASC-LD)

People with learning disabilities from black and minority groups: An exploration of their experiences and views of services.

Researchers at the University of Birmingham are setting up a research study to ask adults with learning disabilities from black and minority ethnic communities about their views of social care services. The study has been funded by the National Institute for Health Research, School of Social Care, and will be looking for participants from now until Spring 2013.

We would like to interview 40 adults with learning disabilities, from black and minority ethnic communities throughout the West Midlands. The results of the interviews will be presented at a Partnership Event in Autumn 2013, where we hope to generate discussion about improving access and service provision for this group. We will invite a wide range of people - including the people who took part in the interviews, plus, families, carers, and professionals. The ideas generated through the Partnership Event will be incorporated into various guidance documents that will be widely circulated.

If you are interested in taking part or would like to know more, please contact Gemma Unwin at G.L.Unwin@bham.ac.uk

- See the University of Birmingham project website for updates on the project: www.birmingham.ac.uk/ASC-LD

8. Care Quality Commission – 'Speaking Up Charter'

On 15 October the CQC joined with other regulators, professional bodies and trade unions in launching the '**Speaking Up Charter**', a commitment to work together to support people who raise concerns in the public interest, to help staff raise concerns over standards.

Safety should be at the heart of all care, and people providing care services should always feel they are able to raise concerns. The charter sets out a commitment to work more effectively together to create a just, open and transparent culture – one that ensures people are fully supported to report concerns and safety issues and are treated fairly and with empathy, when they have been involved in an incident or have raised a concern.

- [Download the Speaking Up Charter here](#)

9. SCIE – 'Protecting Adults at Risk in London: a good practice resource'

In September's edition of LaDDER we highlighted that forced marriage would be covered in the new London Safeguarding guidance – this has now been published.

- See the SCIE website for details: www.scie.org.uk/publications

10. Department of Health seeks views on good practice in delivering services for people with learning disabilities

On 15 November Care and Support Minister, Norman Lamb, wrote to directors of social services and PCT chief executives to gather information on good practice to improve the quality of services for people with learning disabilities and their families. This follows the publication of the Department's interim report on the Review of Winterbourne View Hospital published on 25th June 2012.

The Department is seeking information on how services can deliver the right model of care and better outcomes for people with learning disabilities and/or autism, and behaviour which challenges.

The good practice project, led by the National Valuing Families Forum, working with the National Forum for People with Learning Disabilities, will focus on local authorities and will reflect good practice in integrated working with the NHS. It aims to find out what good practice looks like and share this with people with learning disabilities, family carers, and other organisations in the new health and care structure.

- Download the letter from Norman Lamb: Winterbourne View Hospital - [Good Practice Project 'What does good look like?'](#)
- Download the DH Document: [Good Practice Project: 'What does good look like?' a Framework](#)

11. National Family Carer Network to host the next BME Resource Guide

'Reaching and Supporting Diverse Communities' is a guide to meeting the needs of people with learning disabilities and family carers, from newly arrived, Black, Asian and other Minority Ethnic (BME) Communities.

Currently hosted by HFT, **the National Family Carer Network has pleasure in announcing that they will be hosting the Resource Guide from January 2013.**

The National Family Carer Network anticipate that the next version will be available from March 2013. If you have any updates or information about work with supporting people with learning disabilities and family carers from diverse and BME communities, please do contact them at: info@familvcarers.org.uk or tel: **07747 460 727.**

The National Family Carer Network is a registered charity that promotes the rights and voice of family carers who support an adult with learning disabilities.

We hope that you have found LaDDER useful and informative

**If you have any information to share for the next edition please send it to
Bridget: Bridget.fisher@arcuk.org.uk**

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