

'A' for Adjustment

Attitude – Session One

Adjusted Care

Approach

Assessment

Actions

A framework / opportunity for staff to explore their thinking about disability, learning disability, discrimination and rights.





Learning Outcomes

- Recognise that making reasonable adjustments is a responsibility that is underpinned by law and legislation.
 - Be aware of the social model of disability and the medical model of disability.
 - Demonstrate how to meet the health and social care 6 C's values.
 - Be aware of the impact of Valuing People.
 - Understand the effect of negative assumptions and myths.
 - Know the importance of seeing the person and not the disability.
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The Law and Legislation

- Health and Social Care Act (updated 2016)
 - Equalities Act 2010
 - Human Rights Act 1998
 - Mental Capacity Act 2005
- NHS Accessible Information Standards 2016
 - NHS Long Term Plan 2019





Anti-discriminatory practice

How we see and think about people with a disability is important in determining how we care for them.

Medical and social models of disability

When we consider our practice in line with the social model, we focus on reducing or removing the barriers people with disabilities face.



Health and Social Care Values – the 6 C's

Care

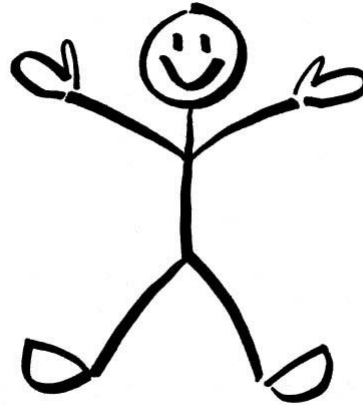
Compassion

Commitment

Competence

Courage

Communication





Person centred care

Each individual should be placed at the centre of their support and is in control of all choices and decisions made about their life and their health.

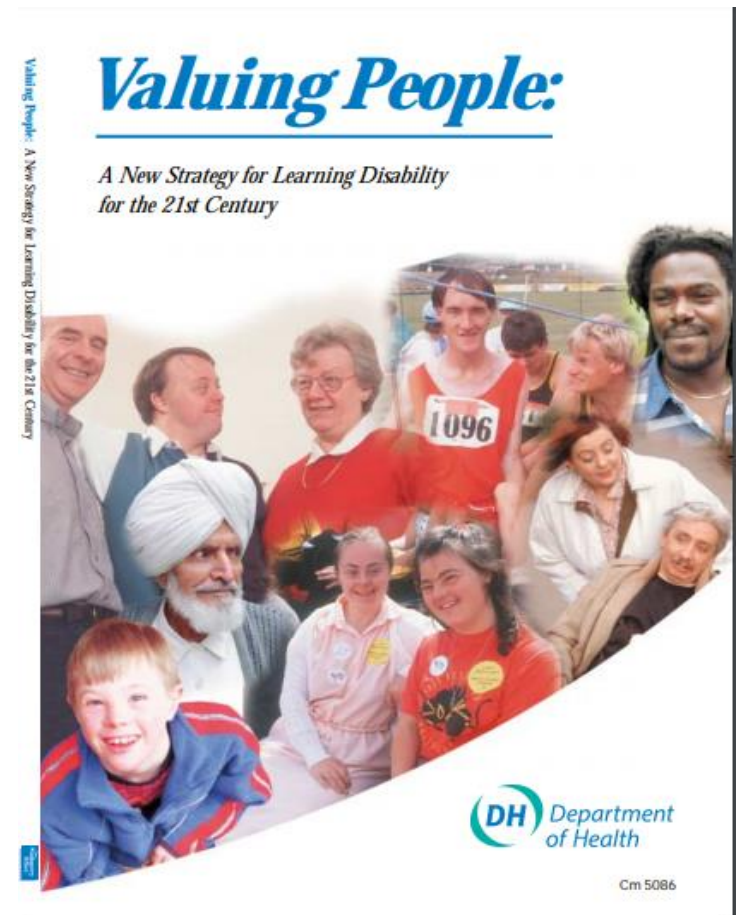




Valuing People

- Rights
- Independence
- Choice
- Inclusion

“Know that I’m a person - like you.”





Seeing the person – not the disability

Focus on the person in front of you – not the disability or specific and presenting symptoms or issues to:

- Understand the person as a whole
- How they are experiencing their current situation
- The best way to move forward together.

People with a learning disability, like anyone else value:
Staff in any role being kind, friendly and trustworthy.

Staff to listen well and act on what they have learnt.



Marion's story

Marion suffered pain, incontinence and distress, until it was identified that she had a lactose intolerance

How did the determined attitude and perseverance of Marion's support staff and healthcare professionals make a difference to her life?



National Self-Advocacy Conference 2020

people with a learning disability told us
that people have a right to be heard:



Their workforce vision - People who are paid to do a job have the right skills and attitude to make their job work for people with a learning disability, for autistic people and for everyone.

Workforce values – what we care about: Mutual care, trust, respect, support, being listened to, support to make your own choices, equality, healthcare tailored to individual needs, understanding disability, empathy.



What does the research tell us?

Research by the charity Scope identified that 67% of people felt uncomfortable when talking to a disabled person.

What do you think could be the reasons for this?

What do you think can be done?



Fear and Anxiety

People with a learning disability, like much of the population, can experience increased anxiety in clinical settings and clinical interactions.

This could be fears based on:

- Negative past experience
 - Not knowing what to expect
 - Feeling disempowered
 - Potentially being in pain
 - Uncertain what the future might hold.
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It's ok to ask

Ask if you're not sure

If someone is acting differently to what you expect, you may feel embarrassed to ask them about it – but you shouldn't and you should ask!

Ask the person wherever possible, their family or their circle of support how best to support the person.



Negative Assumptions and Myth-busting

A lack of the important values we discussed earlier can create a void often filled by negative assumptions and stereotypes.

Discussion

1. What are some of the common myths and negative assumptions about people with a learning disability?
 2. How can you challenge these assumptions and myths in your work?
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Beth's poem

I am who I am

I was born to be me

So don't say I can't, cos I can

Just see me, not my disability

Beth Richards



Take action

What will be different?

- What will you do differently as a result of your learning today?
 - How can you apply your learning in your workplace?
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Health Education England



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