

# Workforce development for people with intellectual disabilities: One year on

## Progress report on Kent, Surrey and Sussex Intellectual Disabilities workforce project



**Easy Read Summary**  
September 2016

**Developing people  
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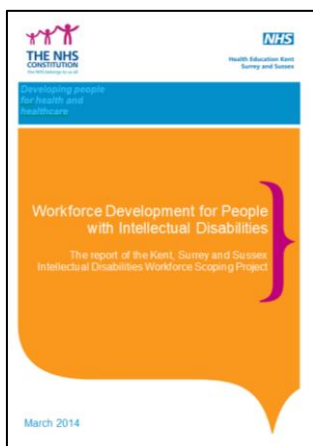
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# Workforce Development for People with Intellectual Disabilities: One year on

## Easy read summary

### Introduction



In 2015 there was a report about **Workforce Development for People with Intellectual Disabilities**. It had 10 recommendations.

A **recommendation** is a good idea to help people work better



**Workforce development for people with intellectual disabilities: One year on** report was written in 2016. This report told us what has been happening since the first report was written in 2015.



This is an easy read summary version of the report called **Workforce Development for People with Intellectual Disabilities: One year on**

## An update on the recommendations



1. We met with the staff who are involved in learning disability care to ask them how we could help them do an even better job.

They told us lots of things they would like to learn about to make people's lives even better across Kent, Surrey and Sussex



We also wanted to know what people with learning disabilities thought about the people that they work with.



We asked the **Foundation for People with Learning Disabilities** to find out what people thought their staff were good at and what they could do better.

The **Foundation for People with Learning Disabilities** is a charity who works with lots of people to make things better. You can find out more at: <http://mhf-ld.unified.co.uk/content/assets/pdf/resources/about-fpld.pdf>



2. The **Government** is changing the way it pays for students to become nurses. We do not know how this will affect learning disability care staff who want to be a nurse.

The **Government** is a group of people with permission to make choices about how our country and the people that live in it are looked after.



3. In 2015 a report called Raising the Bar was written. It made recommendations about new ways care staff and nurses should learn to make sure people get the best care and support.



Lisa Bayliss-Pratt is the **Director of Nursing** at Health Education England. She is leading a team that are looking at what care staff and nursing staff need to learn to do their jobs better.

**Director of Nursing** means a person who is in charge of the education of all nurses in England.



4. We know that those who teach nurses ask others about what they should be teaching.

We are going to meet with people who employ nurses to ask if this works well for their nurses.



5. All students that want to be nurses are now **recruited** for their **values** as well as their knowledge.



**Recruited** means that you have to be asked some questions to make sure you are the right person before you can start a nursing course.

**Values** are shared good behaviours that a group of people follow and believe in.



6. There are now new ways care staff can become nurses, one of these ways is by becoming an **apprentice**. The Government hope this will allow more people to gain experience working in care.

An **apprentice** is a person who is learning how to do a new job while they work for an agreed amount of time.



7. Health Education England working across Kent, Surrey and Sussex are supporting a number of projects that are looking at new ways learning can be given to nursing and care staff. Details of the projects are listed in the full report.

8. We met with people who employ nursing and care staff during December 2015 to find out how we could help their staff learn.



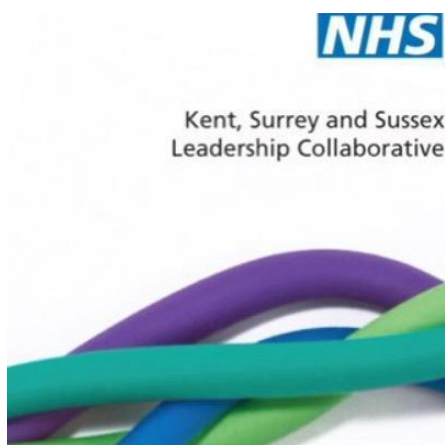
Details of what they told us can be found in the full report.



Health Education England has agreed to support this group so they can meet every year.

At the meeting they can tell us about any new education and training that they need help with.

9. We are continuing to tell people about the Kent, Surrey and Sussex Leadership Collaborative and how it can help people to become better **leaders.**



We are also letting people know about other help that is available to support their staff become better **leaders.**



A **leader** is a person that helps other people they work with think in different ways so that they can do their job even better



10. We have lots of new ways you can talk to us and ask us questions.

Rhona Westrip has now been appointed as Programme Manager Intellectual Disabilities you can contact her to at any time to find out how we can help you.

Email address: [rwestrip@kss.hee.nhs.uk](mailto:rwestrip@kss.hee.nhs.uk)

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## New work we have been supporting during 2015 and 2016

### A) Stakeholder engagement



**Skills for Care** ran a **stakeholder** meeting asking people to come and tell us what they thought nursing and care staff were good at and what they would like to do even better

**Skills for Care** help care staff do their jobs even better.

A **stakeholder** is a person or a group who are interested or concerned about the Intellectual Disability workforce.

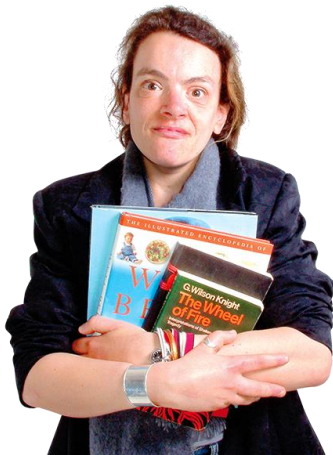
Skills for Care made 8 recommendations after the meeting:



1. To ask people who have an Intellectual Disability about what they think staff that they work with do well or need to do better at.



2. That staff that provide care need to be able to share the good work they do with others across Kent, Surrey and Sussex.



3. That care staff that are not nurses or doctors need to know more about medical conditions of people they work with.



4. That care staff need to be able to tell people who do the teaching, what they would like to learn and how.

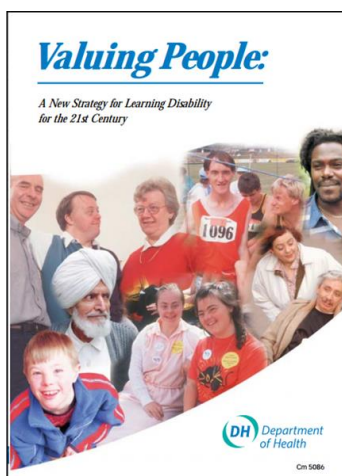


5. That learning needs to be part of a nursing and care staffs job and should happen all the time.



6. When care staff do learning their learning needs to be **accredited**.

**Accredited** means that what is taught is recognised by others that do the same job as being of good quality



7. There needs to be training that is just about Intellectual Disabilities so that staff better understand the people they are working with.



8. When staff want to learn more, there needs to be easily accessible training that is not too expensive.

## B) Sharing of good practice



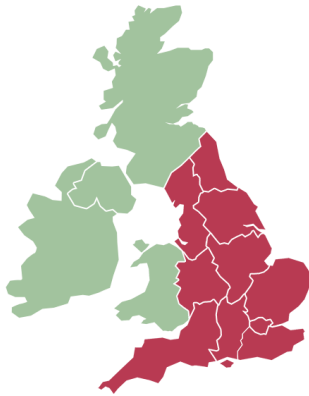
Health Education England supported the launch of the Kent, Surrey and Sussex Learning Disability Community of Practice.



Kent, Surrey and Sussex Learning Disability Community of Practice has a single aim of helping everyone who has an interest in Intellectual disabilities to meet and share good ways of working.

The community of practice uses a website to share information with its members the web address is <http://ldcop.org.uk/>

## C) Knowing what others are doing



Health Education England working across Kent Surrey and Sussex also working closely with the **National team**.

The **national team** is a group that are working across England to share good ways of working across the country



The way the national team shares what they are doing is from their website.

The web address is:

<https://hee.nhs.uk/our-work/person-centred-care/learning-disability>







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<https://hee.nhs.uk/hee-your-area/kent-surrey-sussex>

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