

Planning Together Meeting: Wednesday 10 January 2024

1. Review and update on actions

Please see slides on the [Planning Together website](#).

2. CLDS Updates

Health Update

Lynette updated that Alice Taylor and Esther Sun, Speech and Language Therapists, are leaving for new jobs. There are plans to get more people to replace them.

Psychology are starting a group about managing emotions ([Emotional Regulation](#)) in the next couple of weeks, there will be more information soon.

ACTION: Louise will send a poster for the new *Emotional Regulation* group with the minutes

Social Care Update

Catherine updated that **The Camden Society** are winding up this month and the work and reviews continue to get ready for that. We are all working hard to prepare for the floating or community support handover to **Centre 404** from 1st February 2024.

Choices day service is also closing.

To replace this Brendan Leahy from the LD Day Service is starting a new social club at based at **Kingsgate** in Kilburn for the older people who used to use Choices.

This club will also be open to other people who like places that are quieter and not so busy. Becky Mason, Occupational Therapist, is working with Brendan to make sure it is accessible, there are good resources, and they are in place in time. We hope that there will be a Sensory Room there too.

The option at Kingsgate will start from the 6th February. There will be 3 half day sessions over the week. There was a small group of people who used Choices so they think 3 is enough but they can look again as they build it. There will be someone who takes the lead across Greenwood and Kingsgate clubs. When people want to move on from Greenwood they can move to Kingsgate if they want that and that is best.

Q Is it the old Kingsgate Community Centre?

A It is Kingsgate Resource Centre. Richard went to film it when it opened and said it is really impressive, there is a lot of space. Andrew explained it is like Greenwood but was set up to support Older People, it is well equipped and newly built.

Q Katy asked is it for a particular age range?

A Catherine explained people who attend Kingsgate are from an older age group, over 55, and they want to try and build a community within that. There was some feedback Greenwood was busy, lively, noisy and a lot of activities. This service is in one room and there is one activity per session.

Catherine explained that there was some money to recruit a member of staff to develop CLDS's work with **informal carers**. This is for one year and they will see how this goes. There is low take

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up of carers reviews and referrals to the Camden Carers Centre and we want to get better. This has been one of the key points of focus for some time. We want to understand the risks faced by older carers supporting people with LD at home, and what that means for the future. We want to know who they are and why we are not reaching them. Carers are everybody's business.

3. Employment

Ellie Campbell and Leigh Grant from **Good Work Camden** gave a presentation. Please see the slides on the [Planning Together website](#).

Q Simon asked does inclusive employers mean organisations who will adapt themselves to people who want to work for them? Employers need training most of all. Many look at applications and put them straight in the bin, or include completely unnecessary essential skills. This means some people are not even looked at when they apply for a job.

A Ellie said they are looking for employers who are open to talking about supporting disabled people properly in work. The job hub have training starting this year, but it is one small step and there is a lot of work to do. They are trying to work in Camden with their own recruitment team - this is the team who employ new staff - to show people how it can be done. Work placements have been more about training employers how to support people, and show this is easily done and not to be scared about.

Lynette said the North London Mental Health service (previously called Camden & Islington Foundation Trust) and the council need to challenge ourselves and see what we can do better. What is our commitment to employing people in the services we work for?

Ellie said Good Work Camden would love to hear from anyone else who wants to be involved. They are having a conversation with the recruitment team in the council, who have asked the Job Hub to look at ways to make the application process easier for disabled and neurodiverse people. They will look but are only a team of 3 so would love to hear about any extra ideas people may have.

ACTION: Ellie from the Job Hub to speak to Eilis Woodlock and Paul Smith in CLDS about improving the Camden application process for disabled and neurodiverse people

Q Diane said there was something pre-pandemic in The Living Centre. Camden SEN team were invited, are they in touch?

A Ellie confirmed yes they work closely with Giselle and her team. Leigh is doing work in schools about what people can do to prepare.

Q Vicki said it is good things are happening with employers and getting people into work. People need long term ongoing support. Vicki explained that her son had support from Unity Works and they have been brilliant. A few years ago there was a project for getting people into work but the target was for people to stay in a job for 6 months. It is very sad for things to fail after 6 months. That project did not work.

A Ellie explained they want to provide the support but that means there will be a much smaller amount of people they can help at one time. It's a bit of a problem at the moment about how we think about staffing that e.g. having more work coaches, or trying to find another organisation that has found solutions they have not heard of before. Andrew explained as an organisation they work on helping people to stay in work and not have those problems.

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Terry suggested when speaking to employers they can put forward their idea of an ability champion. Champions for disability awareness could change every few months and pass down information and lay a foundation for meaningful change.

Q Catherine said that when they started talking about the roles they thought about how they can use all Job Hub advisors for ongoing support and spread it out across teams so everyone is thinking about reasonable adjustments. Catherine is hoping that is still a talking point in the Job Hub.

A Ellie confirmed that the other advisors do a bit already. Perhaps they need proper training and leads in the team, they can come back to that.

Q Richard said he thought the best hope of change was 'Job Carving' – try to imagine a job in two halves. One part of the job is easy, one part is more difficult. If you have several jobs like that you can split it in to easy and difficult jobs and encourage people with a learning disability to apply for the easier job.

A Ellie said they are having training in how to support employers to job carve with them and we want to talk to the Council's recruitment team about this too.

Q Petula said that she spoke to many patients in a similar position and agreed there should be continued support / a buddy system. They can't just leave people in a job after a month.

A Ellie said this means the employer is much more involved. Eilis said that they should be leading by example. When Eilis was in Haringey there were two people with LD on the team. In a recent Health & Wellbeing group 10 people all said they would like to be in work.

4. Services when people with LD reach age 25

Synergy members raised concerns that when people reach 25 they are 'thrown away and no longer exist in the world'. This is a bad thing. Next time they will do a play about what happens to someone who is in a youth club and they are no longer allowed to go. Synergy members gave examples of when young people turn 25 they are handed over from colleges and schools and say they have social work but they struggle to get help. One young person got a phone call on their birthday to say they can't come to the youth club because they are too old. This was upsetting.

Q Vicki agreed that support does fall away. A few years ago people over the age of 25 were going to education services at Westminster Kingsway but the funding was pulled. They used to have trampolining, cooking, drama, photography and support. Talacre also had 2 half days support and that kept people together who had met at college. Then the space at Talacre went to a private school. You can go to Working Mens college and City Lit if you have an LD. This is cheaper than others but it is still beyond a lot of people's reach financially. The majority of people have no activities at all that they can go to and it is discriminatory.

ACTION: We will invite someone from Camden's Adult Community Learning team to talk about the opportunities on offer and whether there is something more focussed they could do about supporting people with LD

LDN would be interested in hearing what people over 25 in Camden would like to do. If you have any ideas please contact Laurence Swan in the LDN Community Engagement Team - lswan@ldnlondon.org / 020 8206 5927 / 07715 311 399

Q Katja said that one thing people also talked about was networks. People had met in places and had made friendships but these were now not continued. In addition to courses is there something that allows for continuing friendships?

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A Ellis suggested that when there are occasions when people come together and friendship groups start forming they could speak to people individually about if they want to stay in contact. People need support to maintain this e.g. showing how to set up a WhatsApp's group or swap numbers. You can suggest they meet for a coffee. In a recent health and wellbeing group they looked at how to keep friendships and encourage them. So many carers are isolated too, loneliness is a huge thing to come out of the pandemic.

ACTION Lynette, Crina and Laura to speak about joining up adults and children's services, and think about a preparing for adulthood event

Andrew said that a few years ago they looked at the importance of friendships. They should think about how to make that work. Vicki said that social networks are established at college and they should target while the network exists. When people get to their 30/40s they no longer have friendships.

5. The Big Plan: making a new plan

Anjalene Whittier is a new Strategic Commissioner for Learning Disabilities. She is Sarah Lui's job share partner. Anjalene gave a presentation on The Big Plan. Please see the slides on the [Planning Together website](#). Meeting members shared ideas about important areas to look at:

- A home that is right for me including the right support to get home e.g. close bus routes, ongoing advice and support about repairs
- People with mild to moderate LD and people without services being able to access support
- Travel and transport support to get to places and do more
- Turning 25 and future planning
- Quality of care and support. Checking how quality is looked at and kept up to date.
- We want to know the numbers / evidence behind what commissioning say about what they have done before with the big plan e.g. how much accommodation has changed
- How is work around jobs going? The plan has not changed much in the last 10 years, though it is good news 35 people are in contact with the Job Ready Coach.
- Feeling safe and connected
- People not eligible for services get left behind. LDN find it harder to connect with people who are not eligible
- The Big Plan has lost its way a little bit. What has happened sorting things out?
- Good health
- They need detail about the short, medium and long term in the big plan
- Choices that are meaningful to individuals and are presented in a way we understand
- Cultural awareness. They know there are challenges in this borough in cultural awareness.
- Start at the earliest point to prepare for adulthood. What are peoples hopes, wishes and dreams.
- Connections and friendships.
- Planning Together is an important meeting but what happens in between. Do we need to think again about sub groups?
- We would like a bit more information about what was said about the last Big Plan and what it means
- Ongoing access to information that is clear, direct, available in easy read
- Choices where our voices are heard in decisions
- Think about health and the mind and body. Think about the 5 ways to wellbeing, peer support and education around this: connect, be active, keep learning, give back, and pay attention to the present moment.

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- When concerns are raised around housing are they seriously listened to? otherwise people feel they have no control and this impacts on Mental Health
- Housing is still a big priority, but they should start thinking at an early age, from age 14. There is a future impact on carers
- Staying connected to friendships. It is sad that people go to Breakaway and have a reunion. They should be picking up connections, how to support outside of that & do some matching. There used to be weekends focussed on different things e.g. young persons weekend, marvel comics.
- Employment links to housing and carer stress
- Planning for the future overarches everything.
- How to reduce isolation for carers
- Digital exclusion
- People living longer and healthier

Anjalene said that was very helpful and thanked everyone for sharing. As part of the stocktake they are trying to work out all of the numbers but this takes time and is only one part. The other part is talking to people about what they feel and want to say.

ACTION: Anjalene to take the feedback about the Big Plan and write something up

Sandy said that they should go out and talk as some people do not want emails.

6. Obesity and Weight Management

Lynette Kennedy gave a presentation. Please see the slides on the [Planning Together website](#).

Richard said that it is important that they all understand that people with less money are more at risk. Cheap processed food tends to be much less healthy and they need to talk about this. People can look and see if the ingredients include things you won't find in your cupboard. They need to learn more so people can recognise these.

Lynette is working with Public Health to understand why the numbers show people with LD are more likely to be overweight. We do have a group of people that we support that don't make their own choices about food and they are still overweight, this should not happen. There are lots of reasons e.g. if there are 3 staff over a day each one might give someone a treat.

Q Jacky said there should be more support for people providing support.

A Lynette said that they work with all support providers and they will give training. It can be cultural, there are lots of different things. Once they have developed the training they can come back and show what it looks like and what they are trying to achieve.

Q Mary asked why black and asian people are more likely to be obese?

A Lynette said black and asian minorities are genetically higher risk of high cholesterol so they have to be even more careful and take more exercise. They also need to think about the way things are cooked and think about the alternatives – it's not just what but how we cook.

Q Simon said it also links to employment. When you have a job you have to go out. In the big plan they can join things up e.g. going to see friends. If there are not opportunities to get out you are not burning off fat.

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A Lynette said we are only supposed to stay sat still for 20 mins and then move. Some kind of movement is so important. You don't need to go to the gym or jogging, you just need to move, and it is important not to get into the mindset that people can't.

Q Jide said some people who are epileptic find it difficult to lose weight. You don't have to go to the gym if you don't like, you can do it at home.

A Petula agreed you can do exercise at home and if someone has mobility difficulties you can help them with chair exercises. A lot of people don't like the word exercise so you can call it something different e.g. walk to shops, meet up the road, go to the park & meet a friend, walk the dog. Link it to something social.

Q Vicki asked about what training they were doing?

A Lynette said that they have developed it with support workers from all Supported Living providers and Floating Support and there is a meeting Monday to finalise it. It is for Supported Living, Floating Support and also thinking about carers and how to support people to make different life choices.

Q Vicki said that support workers are not always that challenging about the choices people make when they are shopping. Another issue is that a lot of support workers don't know how to cook

A Lynette said that is part of the training. Part of it is about staff being confident. If someone wants cakes but they know they shouldn't be having so many, what else can they have. They are also looking at cooking.

7. BBC News article

Andrew told everyone about a BBC News report about a watchdog saying some hospitals are failing people with learning disabilities, particularly if they only have one LD Liaison Nurse and that nurse is on leave. Please see summary on slides on the [Planning Together website](#).

The chair of Camden's Safeguarding Adults Partnership Board has written to hospitals to ask what they are doing. Petula Truscott, LD Liaison Nurse at the Royal Free was in the meeting if anyone wanted to talk. When we hear back from the hospital we will come back to Planning Together and say what the plans are. There is a regular LD liaison nurse coming to Planning Together, they have a valuable role and the more we support them the better.

Petula said communication and engagement is important. When people are admitted they write to the community to make them aware, it is about working together with all the information, really joining up the services, and using hospital passports.

8. Topic for the next meeting

- Mental Health - There could be presentations from a psychiatrist, psychologist, GP and commissioners for Mental Health & early intervention. The 3 Pillars video would also fit with this.
- Continue discussing The Big Plan
- Family planning, bereavement and grief.
- Adult Community Learning
- Synergy play about services when people reach age 25
- The LeDer Mortality Review report. It is important to talk about this at the next meeting and yearly. If people are dying too early what can be done differently.
- Unity Works can talk about the support they are providing to people into employment

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- Self-service tills – Sainsburys have all self-service tills and some people with LD can't shop there so they have to use local shops that are more expensive.

9. Any Other Business

MATILDA Project

Haleemah is from University College London and is working on a research project which links older people with LD in with non-LD specific local community groups. They are giving training to those groups so people with LD can be included in the community. Haleemah is happy to explain in more detail if people are interested. It is for people with an LD 45 and over. It is a really lovely project and they hope to reduce loneliness, depression and anxiety. People are also paid a £10 voucher every time someone comes to speak to Haleemah. There are some leaflets including for family carers and in easy read

ACTION: Louise to send Matilda information again. Haleemah to attend the Learning Disability Provider Forum.

Peckwater petition

Simon gave an update for anyone using the Peckwater service off Kentish Town Road. The NHS need to find somewhere to move the dialysis unit to and Peckwater is top of that list. There is a group trying to fight this as they don't want the Peckwater service to move out. If people do use the service they won't stop but they will get moved around. They have got a petition and there are already hundreds of names objecting. If people could add their name it would be helpful.

ACTION: Louise to send around the Peckwater petition and QR code (If you scan this with the camera on your smart phone it will lead to where you can put your name on the petition).

IT coffee mornings

Fatima told everyone about a IT coffee morning she is running at Greenwood. It is starting Monday 22nd January, and is every Monday at 10am. It is about supporting people with mobile phones, tablets or laptops e.g. if you want to learn to send an email attachment, download apps for Teams and Zoom.

ACTION: Louise to send out poster for the IT coffee morning at Greenwood.

Talacre Walking Football

Sandy updated that this is on Saturdays from 1pm