

# Strengthening the commitment: Interim Report



Strengthening the commitment was a report written in 2012. It was a review of learning disability nursing in the UK.



It made 17 **recommendations** about what needs to change in learning disability nursing.

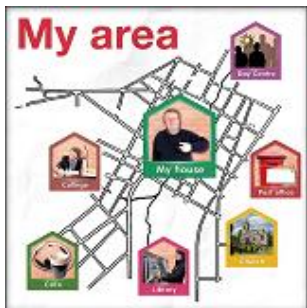
A **recommendation** is an idea about how to make things better in the future.



A **National Implementation Group** was set up to help make the recommendations happen across Scotland.



This group includes lead nurses, universities and national organisations such as the Mental Welfare Commission.



Health boards were asked to set up **Local Implementation Groups** in their area. These groups include key people and organisations at a local level.



The **Reference Group** is made up of people with learning disabilities and family carers who have lived experience of learning disability nursing.



This report is about what we have done in Scotland for each of the 17 recommendations since 'Strengthening the commitment' was written.

## Recommendation 1



Recommendation 1 said there should be a national group who plan for all learning disability services.

## What have we done?



The National Implementation Group has worked together with partners from all over the UK.



The National Implementation Group wants to build on the strong links they have made with:

- colleges
- universities
- independent organisations
- voluntary organisations



They want to work together with these organisations in planning to make learning disability nursing better.

## Recommendation 2



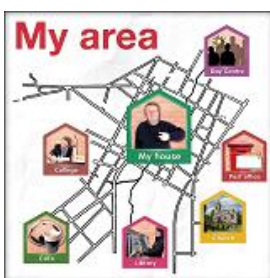
Recommendation 2 said the national group needs to get good information about where learning disability nurses work.

They also need to know how many nurses there are.

## What have we done?



The number of learning disability nursing jobs has gone up in Scotland over the last year.



We have asked all NHS boards for information about learning disability nurses in their area.



We will write another report about what this information tells us.

## Recommendation 3



Recommendation 3 said learning disability nurses should get the chance to work with lots of different people with learning disabilities. This should include:

- people who are in prison
- people with mental health issues
- people with autism
- older people
- people with dementia

## What have we done?

We have picked 2 examples where we have moved forward with this recommendation:



There are now 2 jobs for learning disability nurses who specialise in mental health in NHS Grampian.



There is now a learning disability nurse in NHS Greater Glasgow and Clyde who specialises in end of life care.

## Recommendation 4



Recommendation 4 said that each country (England, Scotland, Wales and Northern Ireland) should make a career plan for learning disability nurses.

A career plan says what nurses need to know and do well in all the places they work.

## What have we done?



In Scotland there is now a career plan for learning disability nurses.



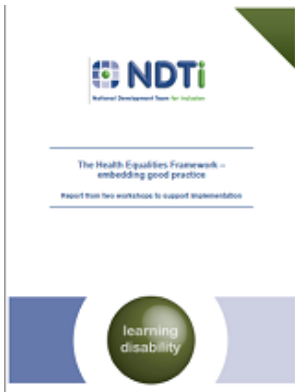
The career plan looks at the knowledge and skills needed to make the recommendations in 'Strengthening the commitment' happen.

## Recommendation 5



Recommendation 5 said that people who plan services and teach learning disability nurses need to plan how to teach new nurses.

## What have we done?



The Scottish Learning Disability Senior Nursing Group thinks the **Health Equalities Framework** should be in place across Scotland.



The Health Equalities Framework is all about making the health of people with learning disabilities more equal to the health of other people.

## Recommendation 6



Recommendation 6 said learning disability nurses need to be allowed to work with people of all ages and during all parts of a person's life.

## What have we done?



The **Scottish Learning Disabilities Observatory** was set up in 2014. They want to find out why the health of people with learning disabilities is poorer than the health of people without learning disabilities.



The NHS is looking at the different ways learning disability nurses are involved in supporting children and families with learning disabilities.



## Recommendation 7



Recommendation 7 said that learning disability nurses should support people to use all the health services they need and not just learning disability ones.

## What have we done?



SCLD have worked with the NHS to make the Easy Info Zone on the NHS Inform website. This has lots of accessible health information on it.



NHS Dumfries and Galloway have developed a network of Learning Disability Champions. The Champions run a training course to support staff to understand the needs of people with learning disabilities.



Staff from lots of different NHS services have been on the training course.

## Recommendation 8



There need to be enough learning disability nurses working in services for people with complex needs.

## What have we done?



There are 3 new resources to support learning disability nurses working with people with complex needs.



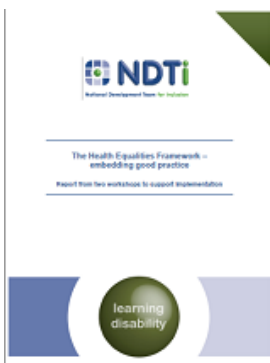
42 health professionals from across the NHS were trained in special programmes for supporting people with complex needs.

## Recommendation 9



Recommendation 9 said there needs to be a way to measure the difference learning disability nurses make to people's lives.

## What have we done?



The Scottish Learning Disability Senior Nursing Group thinks the **Health Equalities Framework** should be in place across Scotland.



There will be training in how the Framework can be used to measure the difference learning disability nurses make to people's lives.

## Recommendation 10



Learning disability nurses should work smarter and better.

## What have we done?

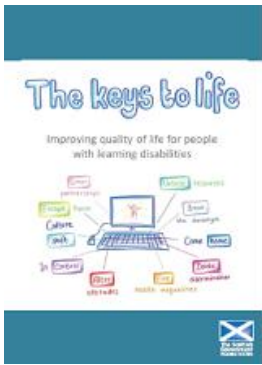


We are working together to find out what is happening across Scotland to make learning disability nursing better.



1 example of this is happening in NHS Lanarkshire.

They have a nursing job in the mental health and learning disability service. They are working to develop a number of recommendations in 'Strengthening the commitment'.



‘The keys to life’ was written by the Scottish Government. It is the big plan for making the lives of people with learning disabilities better.



The Scottish Government are writing a new plan around ‘The keys to life’ at the moment. It will have recommendations to make learning disability nursing in Scotland better.

## Recommendation 11

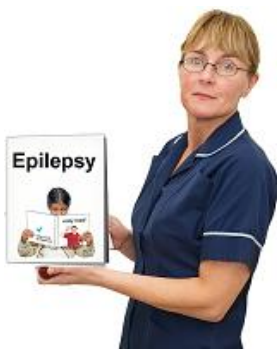


Recommendation 11 said that trainers must teach learning disability nurses about what the 'Strengthening the commitment' report says.

## What have we done?



There was an event to think about ways of helping universities make sure students have the right knowledge and skills to support people with learning disabilities.



Learning disability nurses who specialise in epilepsy are working with universities. They are making information and resources on epilepsy care.

## Recommendation 12



Recommendation 12 said there needs to be a good plan about teaching learning disability nurses. This is to make sure there are enough nurses in the right places with the right skills.

## What have we done?



The number of learning disability nursing students has gone up each year since 2012.



Scotland's colleges are looking at the ways into learning disability nurse training.



They want to make sure people know what the different routes into learning disability nursing are and what is best for them.

## Recommendation 13



Recommendation 13 said that places that teach learning disability nurses and other services need to work together better.

## What have we done?



There is a new resource for support workers who work with people whose behaviour may be seen as challenging.



We are working to make sure healthcare support workers know what resources are out there to support them.



We are also making it easier for support staff to find out about training and qualifications they may be interested in.



## Recommendation 14



Learning disabilities nurses need chances to learn about ideas that make people's health better. They need good support from their managers to do this.

## What have we done?



The Scottish Learning Disability Senior Nurse Group has collected information and numbers about the support nurses are getting from their managers.



The Group will write a report about this. It will have advice about what should be done in the future.

## Recommendation 15



Learning disability nursing needs to have strong leaders all over the UK.

### What have we done?



42 third year nursing students from across the UK went on a leadership training course.



The students are also being **mentored** by a learning disability nurse leader for 18 months.

**Mentoring** happens when a person with more experience shares their skills and experience with you.



The Scottish Learning Disability Senior Nurse Group is now taking a bigger role in leadership. They are supporting the recommendations in 'Strengthening the commitment' across Scotland.

## Recommendation 16



Learning disability nurses need to share good ways of working with people with learning disabilities.

## What have we done?



A group of 400 people in the UK have come together to tell people all about learning disability nursing education and research.



This group will also share good ways of working in learning disability nursing.



The Scottish Community Learning Disability Network has changed its role to include learning disability nurses working in all settings.

## Recommendation 17



Recommendation 17 said there needs to be research done to find out which parts of learning disability nursing really help people.

## What have we done?



We found out that learning disability nurses across Scotland make a difference to research. We want to find out more about this in the future.



There is now a learning disability nursing research page on Facebook.

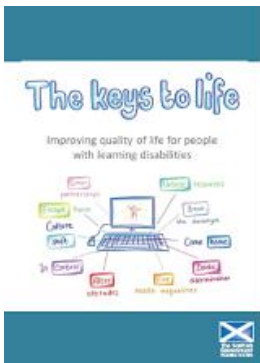
## What are the next steps?



We know there is still a lot of work to do around the 'Strengthening the commitment' report.



Learning disability nursing in Scotland needs to build on 'Strengthening the commitment' in the future.



We need to make sure our work in the future looks at 'The keys to life' too.



The Reference Group will have an important role in putting 'Strengthening the commitment' into practice. Their work will look at where people with learning disabilities can make their voices heard.