






The Learning Disability Partnership Board is a champion for all people with learning disabilities in the city.

The Partnership Board follows the principles of Valuing People and Valuing People Now and uses its influence to make Valuing People Now happen in our city.

The Learning Disability Partnership Board has five functions. We want to include everyone, especially all people with learning disabilities, in all of our functions.

The five functions are:

 <p>Content: What we talk about and work on</p>	 <p>Information: How we share information</p>	 <p>Meetings: How, when and where our meetings are</p>	 <p>Members: Are we a diverse group of people?</p>	 <p>Outcomes: Our achievements, activities, projects</p>
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In 2010/11 we thought about and talked about how we do things now and how we could do them better to help people be included. We call this 'thinking about Including Everyone'. Some people call this an 'Equalities Impact Assessment'.

We thought about how the way we do things might cause some groups of people to not get included. We thought about what we could do to include them better. Here is a list of the groups of people we thought about and the ideas we had about including them.



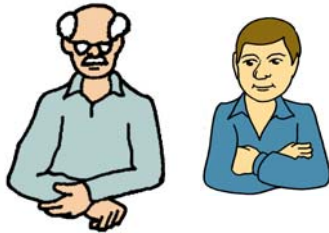
People of other races and ethnic backgrounds

What we need to think about in order to include this group
English might not be someone's first language so they might need communication in different languages or at least in plain English
What we know
<p>None of our projects past and present are especially meant to help people from black or minority ethnic groups</p> <p>Our Total Communication campaign promotes the use of different forms of communication and the use of plain language, which can be helpful to people who are not fluent in English</p> <p>From January of 2009 to January of 2011 we mentioned race and ethnicity only once in our meeting notes</p> <p>None of our members are from a BME background</p> <p>Only one of the actions in our Make It Happen Plan is about people from BME backgrounds (it is in the workforce development sub group's plan)</p>
What we still need to know
What we could do to make it better
<p>Make sure the Link Group & Big Meeting are including and representing wider groups (e.g. people from black & minority ethnic groups, people with complex needs, etc.) Speak Out did some work with BILD identifying people with learning disabilities from BME groups – looking at needs & issues</p> <p>Encourage / recruit / attract members from BME communities</p> <p>LDPB actively make links with existing diversity forums</p>



People of other religious beliefs and faiths

What we need to think about in order to include this group
If our meeting dates or times clash with someone's religious holidays, events or activities
What we know
None of our projects past and present are especially meant to help people of different religious beliefs or faiths and none of the actions in our Make It Happen Plan mention belief, religion or faith. From January of 2009 to January of 2011 we have never mentioned Faith and belief in our meeting notes 19 of our members report having no religion or faith 5 of our members are Christian
What we still need to know
What we could do to make it better
LDPB actively making links with existing diversity forums Think about religion and belief when we talk about helping people with learning disabilities go out and meet people



People of all ages

What we need to think about in order to include this group

Young people might be in school during the day and not be able to come to our meetings

Older people might not have access to the internet to get emails and see things on our website

What we know

We did a project especially to help older carers

We have a sub group (the Transition Forum) especially to work on helping young people transition to adulthood and two parents of young people (age 16-19) are members of our Partnership Board

From January 2009 through January 2011 we have mentioned age and aging 6 times in our meeting notes and we have also mentioned Transition 5 times.

There is an entire section of our Make It Happen Plan devoted to young people in Transition but no actions about older people.

Our members are fairly diverse ,except for a lack of young people under age 25: (one chose not to tell their age)

4 = age 25 – 34

4 = age 35 – 44

9 = age 45 – 54

3 = age 55 – 64

3 = age 65+

What we still need to know

What we could do to make it better

Identify ways of including people by using existing networks e.g. older people's groups – get LDPB reps onto membership of other groups

Use post as well as email to get information to people, especially carers and families



Men and women and people who are transgender

What we need to think about in order to include this group
What we know
All of our projects have been equally accessible to men and women but we have not actually counted if one gender benefitted more than the other We have never mentioned people who are transgender in our meetings or our plans. From January of 2009 to January of 2011 we have never mentioned gender, men or women in our meeting notes. 9 of our members are men and 15 are women None of the actions in our Make It Happen plan specifically mention gender
What we still need to know
Do our projects and sub group work affect or involve one gender more than another
What we could do to make it better



People of all sexual orientations

What we need to think about in order to include this group
What we know
<p>None of our projects past and present are especially meant to help LGBT people.</p> <p>None of the actions in our make it happen plan are especially aimed at helping LGBT people</p> <p>From January 2009 to January 2011 we have mentioned relationships and sexuality three times in our meeting notes, although we have never mentioned sexual orientation</p> <p>17 of our members are heterosexual, 5 are LGBT and two chose not to answer</p>
What we still need to know
What we could do to make it better
<p>LDPB actively making links with existing diversity forums</p> <p>Consider sexual orientation when talking about people with learning disabilities going out and meeting people</p>



People with disabilities

What we need to think about in order to include this group

Physical access to our meetings. Information that is easy to read and available in different formats. People with learning disabilities might need support to understand and participate. Go slow and speak clearly.

What we know

All of our projects past and present are especially meant to help people with learning disabilities. We sponsored Intensive Interaction, which is particularly helpful to people with more profound learning disabilities.

We have a Healthy Lives sub group that does work to help people with learning disabilities stay healthy and get the best possible support from local health services.

Our Make It Happen Plan mentions mental health twice.

Our Make It Happen Plan does not specifically mention disabilities (other than learning disabilities)

From January of 2009 to January of 2011 we mentioned other types of disabilities 8 times in our meeting notes.

9 of our members reported having a disability or long-term illness. The types they report are (in some cases one member has more than one disability or illness):

- 3 = sensory impairment
- 5 = physical disabilities
- 2 = mental health issues
- 5 = learning disabilities
- 2 = long-term illness

What we still need to know



Brighton & Hove
Learning Disability Partnership Board
www.brightpart.org

Including Everyone
Learning Disability Partnership Board
February 2011

What we could do to make it better

Follow the Link Group guidelines at meetings. Support the Advocacy Groups Network and the Big Meeting as ways for people with learning disabilities to be included in our work.

Make sure the Link Group & Big Meeting are including and representing wider groups (e.g. people with complex physical needs, etc.)

Identify ways of including people by using existing networks e.g. Federation of Disabled People – get LDPB reps onto membership of other groups

More audio on website – text hearing



People with learning disabilities who have complex needs or behaviour that challenges

What we need to think about in order to include this group
They might not be able to participate in meetings so we need other ways of including them.
What we know
<p>We sponsored Intensive Interaction which is particularly helpful to people with more profound learning disabilities and people with challenging behaviour</p> <p>Our Total Communication forum promote the use of different forms of communication which can often be helpful to people with challenging behaviour</p> <p>From January 2009 to January 2011 we mentioned challenging behaviour and complex needs 7 times in our meeting notes. This includes a special agenda item we had about the Mansell report.</p> <p>Our Make It Happen Plan mentions complex needs twice but does not mention challenging behaviours</p> <p>Some of our members manage services for people with complex needs or challenging behaviours</p>
What we still need to know
What we could do to make it better
<p>Perhaps we could have a champion for people with challenging behaviour</p> <p>Make sure the Link Group are including and representing wider groups (e.g. people with complex needs, etc.)</p>



People with learning disabilities who are in prison or have been in prison

<p>What we need to think about in order to include this group</p>
<p>Prisoners won't be able to attend our meetings or have access to information while in prison. People in contact with the criminal justice system and the people who work in the criminal justice system might not understand learning disabilities. People in prison are not likely to be in contact with social services.</p>
<p>What we know</p>
<p>Some of our members helped with the court diversion pilot and with the learning disability awareness training offered to staff in the criminal justice system</p> <p>None of our projects, past or present, or actions in our Make It Happen plan are specifically aimed at helping people involved with the criminal justice system.</p> <p>From January of 2009 to January of 2011 we mentioned the criminal justice system twice in our meeting notes.</p>
<p>What we still need to know</p>
<p></p>
<p>What we could do to make it better</p>
<p>Keep supporting the court diversion project. Have training days like the one on 9th February.</p> <p>Perhaps we could have a champion who especially thinks about people in the criminal justice system</p> <p>Find out what East & West Sussex Partnership Boards are doing since they have prisons in their areas and we don't</p>



People with learning disabilities who have autism spectrum conditions

What we need to think about in order to include this group
They might not be comfortable in meetings or with groups of people
What we know
<p>We sponsored Intensive Interaction which is particularly helpful to people who have trouble communicating and that might include people with autism</p> <p>Our Total Communication campaign promotes the use of different forms of communication which can often be helpful to people with autism spectrum conditions</p> <p>One of our members (the Lead Commissioner) is working on the local Autism strategy and gives us updates about the progress</p> <p>From January 2009 to January 2011 we have mentioned autism 14 times in our meeting notes.</p> <p>Our Make It Happen Plan mentions the autism plan/strategy three times</p>
What we still need to know
What we could do to make it better
<p>Keep supporting the Autism Strategy work – keep getting updates</p> <p>Make sure the Link Group & Big Meeting are including and representing wider groups (e.g. people with autism, people with complex needs, etc.)</p> <p>Identify ways of including people by using existing networks – get LDPB reps onto membership of other groups</p>

Ideas we had to make it better for everyone

Make sure that at least half our membership is people with learning disabilities and family carers. To do that we can:

- Continue the Advocacy Groups Network and the Big Meetings
- Continue the Link Group and continue to give them time to feedback at each Partnership Board meeting
- Continue Carers Link Group and Listening Lunches – this is a function that allows a broad range of carers to get their voices heard and carers reps to be truly representative at meetings
- Make sure the Link Group are representing wider groups (e.g. people from black & minority ethnic groups, people with complex needs, etc.)

Other things we can do:

- Continue the www.brightpart.org website and improve the information on the website. Interactivity - people choosing options – responding to questionnaires, blogs, etc. Information & signposting for groups on website
- Continue to promote Total Communication
- Continue sharing information on what works well and where we need to improve
- Start having champions for directly under-represented groups
- Pro-actively reach out to minority groups / fora
- Identify people with learning disabilities through benefit system – Learning disability - disability employment advisor
- Improve dissemination of information
- Invite GP forum – feedback issues raised
- Maintain / keep equalities eye on topics – what the implications are for...?
- Review agenda / membership of sub-groups to consider how people are included
- Start publicising Link Groups & Partnership Board meetings in a more diverse selection of publications e.g. city news, prisoners newsletters, local BME / LGBT community forums / magazines, etc. Mosaic? This would allow

wider range of people from more diverse backgrounds to potentially become involved.

- Start to involve the police and criminal justice system in Partnership Board
- Start to target representation of people with complex needs and behaviour that challenges services through provider organisations and carers who support them, plus through creative ways of self-representation e.g. film
- Themed meetings talking about the Big Questions and thinking about how those big questions affect everyone
- Visit and learn from other Partnership Boards
- Check the work and membership of our sub groups to see how inclusive they are

People who had input into this assessment	Date	Methods Used	Findings
We asked the carers at the Listening Lunch	September 2010	Questionnaire	What they told us is included in the report
We had including everyone as the Big Question at one of our meetings	September 2010	Questions & discussions & feedback	What we think is in the report
The Link Group talked about this at their meeting	October 2010 & August 2011	Recorded discussion	What they told us is included in this report
The Make It Happen Group talked about this at several of their meetings	September 2010 & February 2011	Recorded discussion	What they said is included in this report
Partnership Board members completed Equalities monitoring forms	May 2011	Anonymous questionnaire	What they said is in this report

We have an Including Everyone Plan that gives the details of the actions we are taking to include everyone in our work. The plan is in a separate document.