

ANGUS COUNCIL

STRATEGIC POLICY COMMITTEE - 3 MAY 2011  
SOCIAL WORK AND HEALTH COMMITTEE - 19 MAY 2011  
EDUCATION COMMITTEE - 2 JUNE 2011

SOCIAL WORK INSPECTION AGENCY – MULTI AGENCY INSPECTION OF SERVICES  
FOR PEOPLE WITH A LEARNING DISABILITY IN ANGUS

JOINT REPORT BY THE DIRECTOR OF SOCIAL WORK AND HEALTH  
AND THE DIRECTOR OF EDUCATION

**ABSTRACT**

This report informs elected members of the multi agency inspection of Learning Disability services in Angus undertaken during October 2009. It informs elected members of the service areas for evaluation, the gradings received and recommendations contained within the report. A multi agency action plan on how these recommendations will be progressed in Angus is appended to this committee report ([Appendix 1](#)).

**1 RECOMMENDATIONS**

It is recommended that the Strategic Policy Committee:-

- (i) notes the content of this report and the multi agency inspection report – <http://www.scotland.gov.uk/Resource/Doc/332444/0108175.pdf>
- (ii) instructs the Director of Social Work and Health and the Director of Education to bring an updated joint report on the action plan following SWIA's follow up report in December 2011.

**2 BACKGROUND**

This is the second multi agency learning disability inspection in Scotland. In June 2009 SWIA wrote to Angus Council informing them that they had been asked by the Minister for Public Health and Sport to lead a second multi agency learning disability inspection. This inspection focused on Angus Council's relationship with partner agencies and better transitions for young people with a learning disability. The inspection had three themes:-

- transition;
- lifelong learning;
- employment.

These themes were chosen because they had emerged as priority matters for people with a learning disability and their carers. This inspection therefore focussed on what councils and their health partnerships were doing to improve the experiences of people with a learning disability. The councils involved in this inspection were Angus, Dumfries and Galloway, East and West Lothian.

The inspection was undertaken in 2009, shortly after NHS Quality Improvement Scotland completed its review of each NHS Board area. It reported on the

performance across Scotland against the learning disability quality indicators and helped to inform the work of this multi agency inspection.

### 3 THE INSPECTION PROCESS

The inspection team consisted of representatives from NHS, QIS, The Care Commission, HMle, service users and carers.

50 Social Work and Health learning disability files were subject to a file reading in September 2009. 10 Education files were also selected and read along with the Social Work and Health files. Partners were also asked to complete by September 2009, a graded self assessment questionnaire. A field work inspection then took place from 16 – 18 November 2009. This included a variety of focus groups including service users, staff, managers, employers, partner organisations and elected members. Site visits were also undertaken.

### 4 FINDINGS

Angus Council and NHS Tayside were evaluated in the following service areas and received the following grades:

1. outcomes for people who used services and their carers – good
2. experience of people who used our services and their carers – good
3. impact on stakeholders – good
4. access to services – good
5. strategic planning – good
6. vision, values and aims – good
7. capacity for improvement – very good

The model adopted by SWIA has a six point scale:

Level	Definition	Description
Level 6	Excellent	Excellent or outstanding
Level 5	Very good	Major strengths
Level 4	Good	Important strengths with some area for improvement
Level 3	Adequate	Strengths just outweigh weaknesses
Level 2	Weak	Important weaknesses
Level 1	Unsatisfactory	Major weaknesses

Angus received very positive feedback from SWIA following the inspection process and many areas of good practice were highlighted. For example, the excellence award for transport improvement achieved in 2009 was identified as a good practice example. SWIA were impressed by the accessibility of buses, changes to signs and bus routes and improved outcomes for individuals.

The report also identified the pilot of 'working interviews' as good practice. Allowing people to demonstrate their skills by working as opposed to passing a formal interview was highlighted as a good example of a reasonable adjustment to the recruitment process.

SWIA commented that Angus had an inclusive vision for children and young people who were educated within a mainstream setting and that transition planning was undertaken in a multi disciplinary way which evidenced effective working to ease transitions between services.

In relation to the other local authorities inspected, Angus scored favourably. Angus was the only local authority inspected to achieve a 'very good' grading for 'Capacity for Improvement' demonstrating major strengths in this area. SWIA were impressed by the way that service users and carers had been kept informed, involved and positive during a period of quite radical change. SWIA felt that this was a result of

careful and considered consultation which was attributable to good leadership and strong strategic partnerships in recognising the need for change and delivering it through clearly laid out plans. SWIA also commented that the inclusive approach demonstrated in the learning disability service to achieve outcomes was impressive.

The report concluded with eight recommendations for the local authority partnerships. Six of these eight recommendations related to Angus and are detailed below:

Recommendation 1 – The partnership should improve the identification and tracking of the changing needs of young people with a learning disability in order to project future service and support requirements. This should include cost projections.

Recommendation 2 - Statutory agencies should liaise with further education colleges to set up a 'Partnership Matters' or similar forum to better plan operational and strategic service solutions. These should be aimed at improving the options, experience and outcomes for people with a learning disability attending colleges of further education.

Recommendation 4 - Councils should be pro-active in advice and information given to carers and people with a learning disability about how their benefits would be affected by working for more than 16 hours. This advice should be offered to people before they engage with employment services, and should include 'better off in work' calculations.

Recommendation 5 - The council and NHS should work in partnership to help more people with a learning disability to enter paid employment.

Recommendation 7 - Councils should revise their review forms, to ensure all leisure, learning and employment options are considered. Review minutes should refer to any person centred plans.

Recommendation 8 - Councils should establish more detailed costs and data for its learning disability services to allow benchmarking and better planning processes including around direct payments and possible options for personalised budgets.

## **5 PROPOSALS**

A multi agency action plan has been developed to progress the recommendations relating to Angus (Appendix 1). It is proposed that an update report on the action plan is brought to Strategic Policy Committee following SWIA's follow up report in December 2011.

## **6 FINANCIAL IMPLICATIONS**

There are no direct financial implications as a result of this report. It is anticipated that that costs from implementing the various recommendations can be met from existing budgets.

## **7 HUMAN RIGHTS IMPLICATIONS**

There are no Human Rights implications as a result of this report.

## **8 EQUALITIES IMPLICATIONS**

The issues dealt with in this report have been the subject of consideration from an equalities perspective. An [equalities impact assessment](#) is not required.

## **9 SINGLE OUTCOME AGREEMENT**

This report contributes to the following local outcomes contained within the Single Outcome Agreement for Angus.

- Angus residents are well equipped for employment;
- Young people and adults in Angus maximise their potential through learning opportunities;
- People using health and community care services are enabled to remain active and independent within their communities.

## **10 CONSULTATION**

The Chief Executive, the Director of Corporate Services, the Head of Finance and the Head of Law and Administration have been consulted in the preparation of this report.

## **11 CONCLUSION**

This report informs elected members of the multi agency inspection of Learning Disability services in Angus undertaken in October 2009 along with the findings and proposed actions as a result of the inspection. The outcome of the inspection is positive for Angus and gives the opportunity for work to be undertaken which will build on the good practice identified by SWIA.

**R PEAT**  
**DIRECTOR OF SOCIAL WORK**  
**AND HEALTH**

**N LOGUE**  
**DIRECTOR OF EDUCATION**

**NOTE:** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

**SW&H/RP/FR**