

What needs to happen for learning disability training to make a difference? Easy read summary

What did we do?



NDTi are doing some work about training hospital staff to support people with learning disabilities better.



This work was paid for by the South Regional Health Education England Intellectual Disabilities programme.



This report is a summary of what we found out when we ran a workshop. People from different NHS Trusts came to the workshop.



We asked their opinion about how learning disability awareness training can be put into practice.

In this report we will just call this “training”.

What do we already know?



We started the workshop by telling the participants what we had found in our work so far.



We have found that the best training involves experts by experience. This could be people with learning disabilities or family carers.



We have found that the best training is face-to-face and gets everyone in the room involved.



Training should share people's real-life experiences.

It is good to give examples of when things go well for people with a learning disability.



It is important that training leads to better care for people.

We found that after training staff may still need advice when they are supporting people with learning disabilities in their job.

Why is learning disability awareness training important?



This training can help staff provide better care for other people who find communication difficult. This might be people with dementia. This might be autistic people who might struggle to understand new words.



This training can help staff working in hospitals to think about what supports are needed to help people with learning disabilities. This can help everyone who comes into a hospital.



If people with learning disabilities get better care, they may need to go to hospital less often or for less time.



The training can help hospital staff learn how to listen to and work well with families and support staff. This can lead to better care for people with learning disabilities.



The Care Quality Commission checks services like hospitals, doctors' surgeries and care homes to make sure they are giving good health and social care to people.

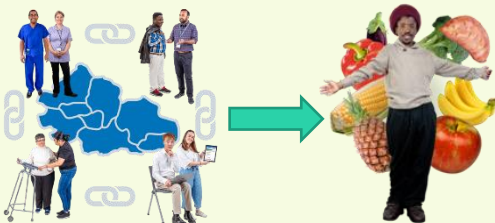


They give hospitals scores about how well they are doing.

Good training for their staff can help hospitals get better scores.



Integrated care systems are partnerships of local organisations that come together to plan and deliver joined up health and social care services.

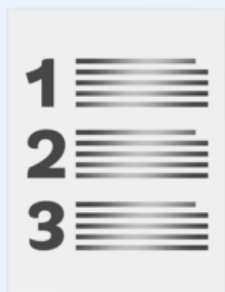


Integrated care systems should be working to reduce health inequalities. This training could help with this for the future.



The NHS Long Term plan says that staff need to understand people with learning disabilities and their needs better. This training can help with this.

Making change happen



In order to make change happen there must be action at three different levels.



1. Hospital staff need to be supported by their managers.



2. Hospital Trusts need to make changes across their structures.

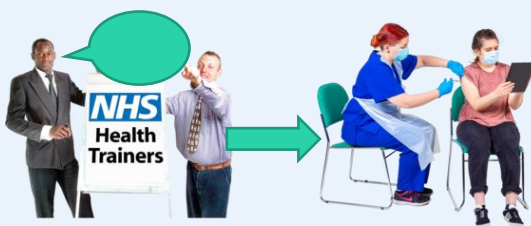


3. There need to be changes made to the wider system. This means all the people and organisations that need to work together to provide good care and support.



Below we give some examples of the changes that could be made at each level.

What can staff teams do to make change happen?



Make sure that staff are using what they learned in their training.



Staff should be able to talk to each other about how they work with people with learning disabilities. Teams can problem solve together.



Make sure staff know who to contact for advice and more information.

What can Hospital Trusts do to make change happen?



Have a Learning Disability Liaison nurse.

This role is important for giving ongoing support and advice for other hospital staff.



Hospitals should provide the equipment for staff to give good support. This might include tablets.



Hospitals should ask people with learning disabilities and families if they have had better care and treatment after staff have had their disability awareness training.

What can be done across the country to make change happen?



The Care Quality Commission could help make change happen. They could share examples of good practice.



Integrated care systems should build on the new mandatory learning disability and autism training.

There needs to be partnership working between health and social care.



National learning disability leads from different Trusts should share what works well.

Final thoughts



In July 2022 there was a new law. This said health and social care staff must have training about learning disability and autism.



It is important that this training makes a difference to the lives of people with learning disabilities, autistic people and their families and supporters.



We hope what we have learned in this project will help lead to better care for people.

The pictures in this report are from PhotoSymbols: www.photosymbols.co.uk

