Green Light for Mental Health Services 2017-2021

A plan of action to make sure that our mental health services meet the needs of people with a learning disability and / or autism spectrum conditions.
A few words from Diane Hull

I am proud of the Green Light team and want to thank them for the work they undertake to drive the Green Light Strategy which challenges stigma and promotes equality. I am fully committed to this strategy, and it is because of this work, that awareness of the needs of people with a learning disability and / or autism has become part of all of our thinking.

I am proud of the dedication, commitment, kindness and compassion shown by Green Light Champions every day, to meet individuals needs and make a real difference to people’s lives. We want to continue to build on the excellent work being done but are mindful that there is still more to do. People with a learning disability still face discrimination, inequality and as a Trust we will work tirelessly to stop this.

The work of Green Light provides a platform to continually learn, improve and work in true partnership with service users, parents, carers and our partner agencies. Co-production is an essential part of making improvements to our services, this is embedded within the ethos of Green Light. Working together ensures that people with a learning disability and / or autism can reach their potential, and our services are accessible and equitable for all.

Diane Hull, Chief Nurse
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A Learning Disability is…

Finding it hard to understand new and difficult information, or finding it difficult to learn and remember new things.

Some people have difficulties coping on their own and finding answers to everyday problems.

These difficulties start when a person is a child and will affect them their whole life.

Sometimes people shorten Learning Disability to LD.

This definition is from, *Valuing People* (Department of Health 2001)
Autism Spectrum Condition (ASC)

Everyone who has autism is different, so it is sometimes called a spectrum. Sometimes ASC is called Autism Spectrum Disorder (ASD).

A person has autism all their life.

People with autism may have difficulties with:

- Social Interaction
- Social communication
- Social Imagination
Why do we need a plan?

Norfolk and Suffolk NHS Foundation Trust (NSFT) believe that people with a learning disability and / or autism must have the same treatment as everyone else.

These government papers say that NSFT must help people with autism and / or learning disabilities who also have mental health issues:

- Valuing People Now (2009)
- Equality Act (2010)

The Green Light Toolkit is a way of checking what mental health services do to help people with a learning disability and / or autism to use services.

The Green Light Toolkit has 27 standards

All BLUE words are explained on page 23
How was this plan developed?

This plan was made by asking other people what they thought about our services. We had six meetings. The meetings lasted all day.

People from lots of different groups came. Some people who came use our service. Other people know people who use the service. Some people who work for us.

People said what they thought about the services and what we could do to make things better.

This is the plan we made.
This plan explains what NSFT is going to do to make mental health services better.

This will mean that people with a learning disability and/or autism get the help they need when they use mental health services.

Staff, service users and carers will meet together four times a year to check how the plan is going.

This meeting will be called the **Making It Happen Strategy Oversight Group (MIHSOG)**.
The **Green Light for Mental Health Services** is a plan of action and has five **pathways** based upon the **standards** in the green light toolkit.

Each pathway outlines how NSFT is going to improve mental health services for people.
Pathway 1: **Accessibility of services**
This pathway makes sure when people come to mental health services we can meet their needs.

**Access**
**Goal:** People with a learning disability and / or autism get access to Mental Health service like everyone else does.

**Accessible Information**
**Goal:** Information is given to the person in a way they understand.

**Health care records**
**Goal:** People have a care plan that they helped to write and that they can understand.

All **BLUE** words are explained on page 23
Staff attitudes / values
Goal: Staff are trained to understand the needs of people with a learning disability and / or autism.

Assessment
Goal: An assessment finds out about what a person needs and then helps to plan what happens next.

Environments
Goal: To make sure that buildings used by people with a learning disability and / or autism meet their needs.
Pathway 2: Better health and wellbeing
This pathway is to support peoples wellbeing and help to keep them healthy.

Physical health
Goal: To help people with a learning disability and / or autism to stay healthy and use the health services to meet their needs.

Equalities and reasonable adjustments
Goal: Mental Health services make changes so people with a learning disability and / or autism find it easier to use them.
Psychological talking therapies

Goal: Therapy is available to people with a learning disability and / or autism.

Employment with NSFT

Goal: We employ people with a learning disability and / or autism. We can help people get paid work.
Pathway 3: Working in partnership
This pathway is about how we can all work together to make services better.

Local provision
Goal: Learning disability and / or autism services help people with their mental health.

User involvement
Goal: People with a learning disability and / or autism, their family and friends are involved in making services better.

Working together
Goal: People from different services work together to support people with a learning disability and / or autism.
**Advocacy**

**Goal:** Advocacy services work with people with a learning disability and / or autism who use mental health services.

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**Friends and family**

**Goal:** Family and friends of people with a learning disability and / or autism get good support from mental health services.

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All **BLUE** words are explained on page 23
Pathway 4: Keeping safe
This pathway is to help people get the right support to keep safe.

Secure settings
**Goal:** People with a learning disability and / or autism who are in locked services get the right support to help them.

Safeguarding
**Goal:** People who use our services are kept safe

Challenging behaviour
**Goal:** People with a learning disability and / or autism who display challenging behaviour have behaviour support plans.

All **BLUE** words are explained on page 23
Pathway 5: Strategic direction
This pathway looks at what the Trust and commissioners need to do to meet people’s needs.

Research
Goal: Mental health staff are taking part in research.

Skilled workforce
Goal: Mental health staff have training about learning disabilities and autism.

Leadership
Goal: Champions for people with a learning disability and / or autism are in place to help make services better.
**Commissioning**

**Goal:** Mental health staff will tell commissioners where new services are needed to offer better support to people with a learning disability and / or autism.

**Checking services**

**Goal:** The changes that are made to services are reported to the Trust Board and other people who check services.

**Data monitoring**

**Goal:** Information is collected and used to make services for people with a learning disability and / or autism better.
Making it happen

This is a summary document. There is also an action plan which explains what we are going to do to make it happen. This will include:

What is going to be done.

How it is going to be done.

Who is going to do it.

When will it happen.

All BLUE words are explained on page 23
### Autism Spectrum
This means that people with autism have lots of different abilities and needs, that vary depending on the person.

### Social interaction
How people take part in activities with other people.

### Social communication
How and what people speak with other people.

### Social imagination
How people talk to other people and what people say to others.

### Green Light Toolkit
The National Development Team for Inclusion wrote an “Audit” to find out how good mental health services are for people with learning disabilities or autism. An audit is a way to check that services are good and meet people’s needs.

### Standard
An agreed level.

### Accessibility of services
Services that everyone can use.

### Better health and wellbeing
Improving how people feel in their mind and body.

### Keeping safe
Not being harmed.

### Working in partnership
Everyone doing everything together.
<table>
<thead>
<tr>
<th><strong>Strategic direction</strong></th>
<th>The Trust’s plan of action.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NSFT</strong></td>
<td>Norfolk and Suffolk NHS Foundation Trust.</td>
</tr>
<tr>
<td><strong>Mental health</strong></td>
<td>Mental health is our emotions and how we think. It affects how we act, cope with things in our lives, be around other people, and how we make choices.</td>
</tr>
<tr>
<td><strong>Valuing People Now (2009)</strong></td>
<td>A Government Policy that helps people with a learning disability live good and full lives.</td>
</tr>
<tr>
<td><strong>Autism Act (2009)</strong></td>
<td>A law which makes sure that the Government and councils improve services for people with autism.</td>
</tr>
<tr>
<td><strong>Equality Act (2010)</strong></td>
<td>Is a law which means people with disabilities must be treated the same as everyone else.</td>
</tr>
<tr>
<td><strong>Action plan</strong></td>
<td>A plan of how something is going to be done.</td>
</tr>
<tr>
<td><strong>Advocacy</strong></td>
<td>Speaking up and being heard.</td>
</tr>
<tr>
<td><strong>Commissioning</strong></td>
<td>This is how services are paid for.</td>
</tr>
<tr>
<td><strong>Safeguarding</strong></td>
<td>There is a way to keep people safe and make sure that if any harm comes to you it is stopped.</td>
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Working together for better mental health

Positively…  Respectfully…  Together…
Norfolk and Suffolk NHS Foundation Trust values and celebrates the diversity of all the communities we serve. We are fully committed to ensuring that all people have equality of opportunity to access our service, irrespective of their age, gender, ethnicity, race, disability, religion or belief, sexual orientation, marital or civil partnership or social and economic status.

Patient Advice and Liaison Service (PALS)

NSFT PALS provides confidential advice, information and support, helping you to answer any questions you have about our services or about any health matters.

If you would like this leaflet in large print, audio, Braille, alternative format or a different language, please contact PALS and we will do our best to help.

Email: PALS@nsft.nhs.uk
or call PALS Freephone 0800 279 7257