

My Day My Life Service Review Recommendations (Practice Solutions March 2023)

1. The council will need to take steps to restore and develop the positive aspects of the My Day My Life service.

This will require a commitment to making timely plans and decisions, implementing practical changes, and providing positive leadership. The programme of reform should be developed in full partnership with participants, their families, staff and stakeholders. It must fit within a wider strategy and offer for people with learning disabilities in Monmouthshire, one which focuses upon supporting people to take part in community activities and helping services to become genuinely more person-centred.

2. The My Day My Life service should return to the principles it set out at the start.

The council needs to work with people to put in place and maintain a clear process for person-centred planning. It will be important that My Day My Life staff, social workers and colleagues from other organisations work more closely together. A joint training programme would help to produce a more unified approach.

The process should include having tools that will help people to communicate what they want and need (including easy read, sign language, creative activities, using computers and photo symbols). Families should be involved in these 'what matters to me' conversations but the focus should be on the individual, their goals and strengths.

3. The council should consider the range of opportunities and activities that will be made available to participants in the service.

All staff should be involved in this enterprise but the council may want to consider appointing a full-time, dedicated activities coordinator(s). Their responsibilities would include providing support for ongoing engagement with communities in the work of scoping new opportunities and in preparing regular communications and updates on available activities and events. This will help to support individuals in making choices based on their interests and goals, as well as identifying any gaps where new services may need to be commissioned.

Activities might include:

- Finding paid work
- Volunteering
- Social events and seeing friends
- Sports
- Healthy living

- Community events
- Entertainment
- Travelling out of area for events when needed.
- Being as independent as possible by learning new skills

The activities coordinator could also support staff to develop and maintain relationships with community partners and to explore new ideas creatively with participants. Staff should be supported in making available a wide range of activities.

4. The service should adopt more flexible working hours

The service should be offered in the evenings and on weekends, rather than a traditional 9-5 daytime model. It is essential that staff are involved from the start in considering the implications, especially as it is likely to involve adjustments to employee terms and conditions.

5. The service needs to have stable, compassionate and person-centred leadership.

To make the service as successful as possible, the council should focus on making sure that employees feel supported and productive through:

- Effective communication and regular team meetings in both the Monmouth and Abergavenny areas.
- Regular supervision.
- Training and development opportunities, including person-centred care planning training.
- Creating an environment where staff can get understanding, respect and recognition that they are valued, so that they can reach their full potential and do their best at work.

Refreshed job descriptions and terms and conditions may be needed to reflect this commitment by the council and to protect time for development and support.

6. The programme will have a clear process to document what is happening.

This means that:

- All staff have access to and know how to use a computer.
- Records of each contact are kept and made accessible.
- Risk assessments take place, based on individual needs.
- Employees have immediate access to care plans and can see important information like health conditions and allergies.
- Regular reviews take place with the individual, their family, their social

7. The service should have safe and accessible buildings.

Everyone said that the people using the My Day My Life service need to have available to them safe and accessible buildings. While many potential buildings were identified, we heard differing views on

whether there should be one fixed building or an option of using rooms in several buildings throughout the week – for example, having a Tuesday cookery workshop and running a café on weekends.

There was concern that, without proper oversight, having spaces could result in a drift back towards more outdated 'day centre' models. It is essential, therefore, that the council engages closely with individual participants and their families in setting up and maintaining the new service model.

The council should seek also to increase the number of public buildings and changing places that are appropriate for individuals who have physical health needs, so that anyone with a physical disability feels able to spend more time out in their communities.

8. People and families should be meaningfully involved in making changes.

Now that we know more about the service and how it is running, the council will need to work very closely with people and families to co-design the new service. Using a co-production approach means people with a learning disability from the wider community should be involved too. The council should engage and consult regularly with everyone who might have a view to understand what they think, and to share ideas and suggestions. The most important voices need to be individuals who have learning disabilities and their families, as they are the ones who will receive the support. This also includes young people who may use the service in future. It means working together with people across the rest of the local authority to understand their views and to put in place a consistent service offer across the county.

9. Monmouthshire should think about all learning disability services

The council should consider how all their different services can work better together. This means thinking about

- Whether the Individual Support Service and My Day My Life should be combined because they are very similar and there are not enough participants in the My Day My Life service.
- How support is offered to people of different ages.
- How people can access different types of support without barriers - for example, attending a My Mates activity, or joining in a special celebration event, or accessing activities from supported accommodation. Many of these options will not have any costs but will increase the range of things people can do.

10. There should be a map of all the services in Monmouthshire

Most people we spoke to said they were unsure about the full range of services and support that the council offers. It would be great to have a map of these and a regular activities calendar, so people know what opportunities are available and how they can access them. This will help the public to understand what is happening and it will improve communication.