

## Ethnicity

**This newsletter is about people with learning disabilities and their families from minority ethnic groups. People from ethnic minorities are still not getting as good a service as other people.**

This newsletter tells you:

- what *Valuing People Now* says about ethnicity
- what Chris Hatton found out in his second survey of Partnership Boards across the country
- what is happening nationally and regionally to make things better

It is very important that we learn from each other about how to make things better. There are lots of new groups of people coming into the country and a lot more people with learning disabilities from minority ethnic groups.

**The message of this newsletter is that people from minority ethnic groups need to be included in all work to improve the lives of people with learning disabilities and their families.**



**Sue Turner**  
Valuing People Support Team

### Some History – what we know

- Valuing People said that services and support for people from minority ethnic communities was not good.
- It said that organisations need to do better and Learning Disability Partnership Boards should make sure this happens.
- The government published *Learning Difficulties and Ethnicity* by Ghazala Mir at the same time as Valuing People. The report had lots of detail about how people from minority ethnic groups were being disadvantaged and gave ideas about how to improve things.
- In order to find out what was going on The Valuing People Support Team and the National Advisory Group for Learning Disabilities and Ethnicity asked Chris Hatton from Lancaster University to do a survey of Learning Disability Partnership Boards in February 2005. The survey was to find out what was happening.
- Eighty-two Partnership Boards, about half (51%) responded. The survey showed that a lot more needed to be done. It was also difficult to get a good idea of what was going on because only half of all Partnership Boards responded. This survey is on the Valuing People website at:



<http://valuingpeople.gov.uk/dynamic/valuingpeople90.jsp>



- *The Story So Far* also showed that progress for people from minority ethnic groups was worse than for other people.

## The second national survey

- The second national survey of Partnership Boards was completed in March 2007. Eighty-six Partnership Boards, just over half (54%) responded.
- There is an easy read version of the report that also has information from three events held in 2006. The events were called 'Making Things Better' for people with learning disabilities from minority ethnic communities. Both reports are on the website. Here are the main points:
- The second national survey showed that Partnership Boards had been working hard to get better information about adults with learning disabilities from minority ethnic communities. Information on children was less easy for Partnership Boards to get.
- Many more Partnership boards were using some Learning Disability Development Fund (LDDF) money to make things better for people from minority ethnic communities.
- Many partnership boards were also making sure that general projects funded by LDDF money included people from minority ethnic communities.



Partnership Boards were asked if they had done Equality Impact Assessments as set out in the Race Relations Amendment Act (2000). This is a way of making sure that you include people properly in all the work you do.

## Valuing People SUPPORT TEAM *Newsletter*

# Ethnicity

- 19 Partnership Boards (22%) had done an equality impact assessment
- 11 Partnership Boards (13%) said that they had been part of a bigger equality impact assessment done by one of the organizations represented on the board
- 15 Partnership Boards (17%) said they were planning an equality impact assessment in the near future

Almost half of Partnership Boards (41 Boards= 48%) said they had done nothing about equality impact assessments.

There were more reports of good practice across a wider range of activity than in 2004/5.

However as a lot of Partnership Boards did not respond to the survey, it is difficult to get a good picture of what is happening in England. This is not good enough.

Ivan Lewis the Minister for Care Services says about the second survey:



'I am pleased to note the number of good practice examples contained in this survey. However, it is clear that much more needs to be done. Only 40% of Partnership Boards had information on children from minority ethnic communities and half of all Partnership Boards showed no action on Equality Impact Assessments.

It is also difficult to tell what is really happening as the survey response rate was so low. All initiatives and actions described in Valuing People Now will need to be assessed for their impact on minority ethnic communities. The survey will be repeated in 2008 and I expect to see many more partnership boards responding positively.'

### What Valuing People Now says

- Valuing People will only be successful if it is working for everyone.
- A big effort needs to be made so that people at risk of exclusion – like people from minority ethnic groups – have good things happening in their lives.
- All services must do what the Race Relations Amendment Act says.
- This means that all the things in Valuing People Now will need to be checked for their impact on minority ethnic communities.
- Local agencies will need to have information on the ethnicity of people with learning disabilities. They will need to check how people from minority ethnic communities use public services to see if this is different from the rest of the population.
- They can then develop services that people from minority ethnic communities want to use. They need to do this so that people from minority ethnic groups have opportunities and can achieve outcomes that suit them, in the same way as others.
- Valuing People Now says that there will be more developments of the learning disability ethnicity leadership programme. There will also be more developments of the regional networks.
- The survey of Partnership Board progress on ethnicity will be repeated in 2008.



Valuing People Now is out for consultation until the 28th March 2008. There is a form you can fill in which is on the back of the document. It is important we have your views.

You can download the form from the Valuing People website at:

<http://valuingpeople.gov.uk/dynamic/valuingpeople2.jsp>

or fill it in online at:

<http://www.dh.gov.uk/en/Policyandguidance/SocialCare/DeliveringaduItsocialcare/Learningdisabilities/index.htm>



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

### What is happening nationally to try to make things better



The Foundation of People with Learning Disabilities, The Ethnicity Training Network and the National Ethnicity Network are working together to make things happen. They are all part of the National Advisory Group for Learning Disabilities and Ethnicity.



### What the National Advisory Group does -

People from the regions and from National groups meet four times a year. The group:

- Supports what is happening in the regions
- Gives advice on government plans that affect the lives of people with learning disabilities from minority communities
- Carries out surveys and projects that will influence government plans
- Raises issues that are important to people from minority ethnic communities on the Government's Learning Disability Task Force

The group did a PATH. A PATH is a way of thinking about what you want to do and uses pictures rather than lots of written papers.

Some of the things the group is going to do to help make things happen are:

- To write an induction pack for regional representatives
- To get more people with learning disabilities and carers from ethnic minority groups to come to the national meetings
- Tell all Partnership Boards and regional leads about what the group is doing so that we share information and good practice
- Put more information on the Valuing People website and the Foundation for people with learning disabilities website.

# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

Richard West and Zenobia Nadirshaw chair the group. Richard and Zenobia say:

'All people with learning disabilities from black and minority ethnic communities including people with severe learning disabilities still don't get equal fair treatment The National Advisory Group is working to make this better.'

### **The Foundation for People with Learning Disabilities**

- Christine Burke from The Foundation supports the National Advisory Group. The Foundation organises the meetings and helps us all to work together.
- The Foundation supports the National Advisory Group website which has all the minutes of the National Advisory Group on it.
- The website address is [www.learningdisabilities.org.uk](http://www.learningdisabilities.org.uk)



### **The Ethnicity Training Network**

The Network is run by Ghazala Mir and includes 45 trainers and over 1000 organisations and individuals. It was set up with money from the Department of Health and is supported by the Valuing People Support Team. It is based in the Institute for Health Sciences at the University of Leeds.

The Network aims to:

- Make it easier for health and support services to get training on ethnicity and health.
- Help to improve the quality of training courses.
- Help people find out about the needs and legal rights of minority ethnic and faith groups.
- Create links and share information between trainers, service providers and service users.
- Encourage people who provide services to involve people from minority ethnic communities in decision-making

# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

The network ran a good practice showcase on cultural competence in November. Six different service providers came and shared what they had done to improve services for minority ethnic communities. Some of the key things they discussed were:

- The importance of making sure that black and minority ethnic staff are not given all the responsibility – their skills and knowledge need to be developed by all staff across a service
- The need to make sure that any projects are part of a wider strategy and not just short-term/one-off activities
- Where work is being done to improve services for minority ethnic communities, it is important not to be complacent about the successes achieved and recognise that further developments are needed



You can see the presentations and audio files from the day on the Network website: [www.etn.leeds.ac.uk](http://www.etn.leeds.ac.uk)

Membership of the Ethnicity Training Network is open and free of charge to everybody. Members need to have an interest in ethnicity and health and must want to improve services. For further information, please contact the Ethnicity Training Network:

General enquiries - [etn@leeds.ac.uk](mailto:etn@leeds.ac.uk)



Ethnicity Training Network  
Institute of Health Sciences  
University of Leeds  
101 Clarendon Road  
Leeds LS2 9LJ

Telephone: (0113) 343 4832



# Valuing People SUPPORT TEAM *Newsletter* Ethnicity



## The National Ethnicity Network



The Black and Minority Ethnic Unit at the Association for Real Change runs a National Ethnicity Network.

- The network is run by Bridget Fisher.
- The network sends out three newsletters a year for all people on their list and holds a conference every year with the National Advisory Group.
- They also provide advice and information to people with learning disabilities, family carers and professionals.
- Membership of the network is free and there are currently over 1,400 people on the network.

- You can join the network by e-mailing [pam.smith@arcuk.org.uk](mailto:pam.smith@arcuk.org.uk)



- or by ringing 01246 555043

- The website address is [www.lden.org.uk](http://www.lden.org.uk)



The Black and Minority Ethnic Unit have also developed a project called Moving On Up

- There is a Moving On Up website about transition – the move from children's to adult services. It has information about education, health, finances benefits and fun things too!



- There is a workbook for young people and families from black and minority ethnic groups. It was written because people often don't get the right support to help them with transition and this can be very stressful. The workbook is available in different languages.

# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity



The work book can be downloaded from the Moving On Up website at:  
<http://www.movingonup.info>

- There is a guide for professionals
- People can get a monthly e-mail newsletter if they sign up to Moving On Up

### The Task Force

Christine Burke currently represents the National Advisory Group on the Task Force. The Task Force has asked for someone from the Commission for Equality and Human Rights to sit on the Task Force. This person will be the ethnicity champion.



Kauser Ahmed also sits on the task force. She has a role in making sure people from minority ethnic backgrounds and people with complex needs have a voice. She will work with the person from the Commission for Equality and Human Rights to make sure that issues for people from black and minority ethnic groups keep being important.

### What is happening in the regions



#### Yorkshire and Humber and the North East

- The Network meets four times a year and has met in York, Gateshead, Wakefield and Leeds.
- The members decided to host the network to make sure their authorities knew it was important. Membership are from the voluntary community and faith sectors, the Primary Care Trust, Lead Officers and individuals with learning disabilities.



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

- The Network has talked about things such as advocacy, In Control, Family Liaison Officers, Ethnicity Training Network, Investors in Diversity and Use of the Development Fund by Leeds Partnership Board to create a Diversity Director's role.
- The network is planning to review and develop a Network Priorities Plan to make sure it is a good resource for the Partnership Boards and meets their requirements to make services better for people from black and minority ethnic groups and their carers.

Aqila Choudhry represents Yorkshire and Humber and the North East on the National Advisory Group and says ;

“The network has a key role to play in the region and to contribute to the work of the other VPST networks.”



For further information please contact Aqila:  
[aqila.choudhry@peopleinaction.org.uk](mailto:aqila.choudhry@peopleinaction.org.uk)

### East Midlands Learning Disability and Race Equality Network

- This network had three meetings in 2007 in Leicester and Derby, the next will take place on 14 January 2007.
- The group has talked about what is working well and why in different parts of the region. Also about meeting the needs and hopes of people with learning disabilities from minority ethnic groups.
- It aims to develop a regional action plan based on local priorities for people with learning disabilities and families from minority ethnic groups.
- An important theme so far has been making links with mainstream race equality work in local authorities and other agencies.



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

Richard Poxton (associate with the Foundation for People with Learning Disabilities), who represents the area on the National Advisory Group, and who organises the network on behalf of the Valuing People Support Team, says:

"We've heard about some important progress in getting the needs of people with learning disabilities from minority ethnic groups on to mainstream agenda whilst also having close links with local community groups — this combination seems to have promise for making some real progress."

For more information please contact Richard: [rjpoxton@aol.com](mailto:rjpoxton@aol.com)



### Eastern Region



- There is no network in the Eastern Region at the moment.
- The Valuing People Support Team and the Foundation of People with Learning Disabilities is working to set up a network there.
- We are hoping the network will be able to try out the 'Induction Pack' that the National Advisory Group is writing for regional representatives. We will then be able to use the pack in all regions.

### London

The London ethnicity network decided that all networks should make sure that their work is inclusive. So it works through all other networks.



Here are some examples:

### **Greenwich**

Advocacy and representation

- There is a Black and Minority Ethnic sub-group of the Greenwich Learning Disability Partnership Board, which meets to talk about and feedback their views to the Partnership board.
- The group aims to involve people in making services better for people with learning disabilities and their carers from minority communities.
- The group aims to make services better for people with learning disabilities and their carers from minority communities and to make sure that minority communities are involved in all services.

### **Camden**

Advocacy for people from Black and Minority Ethnic Communities

- As a result of a report, a part-time advocacy worker based at Hopscotch Asian Women's Centre is funded through Learning Disability Development Fund monies and their work is linked in with Camden People First. This is for the local Bangladeshi and South Asian Community.
- Hopscotch is very much a part of the local community and is well placed to identify the issues for people such as improved access to local learning disability services and advice about housing, especially for families for who english is not their main spoken language.

### **Redbridge and Waltham Forest**

Inclusion

- Funding an inclusion worker with a learning disability to support more people from black and minority ethnic communities to have a voice and get involved in service planning.

For more information contact [Linda.jordan@dh.gsi.gov.uk](mailto:Linda.jordan@dh.gsi.gov.uk)



### South East

- The south east diversity network has been running for two years. It meets four times a year. The people who come to the network.
- mainly work in services and in advocacy, although family carers sometimes come.
- The network has talked about engaging and involving people with learning disabilities and family carers from black and minority ethnic communities in service planning and on Partnership Boards, as well as in the network itself.
- It has looked at Partnership Boards' awareness and knowledge of their local black and minority ethnic communities.
- It has looked at issues around diversity in faiths and beliefs.
- It has also had a presentation from the mother of a young man with learning disabilities from the Asian community who is using direct payments.
- The south east region covers a very wide area and it can be difficult for people to travel from places like Milton Keynes to Southampton or from Kent to Berkshire for a meeting.
- We have tried holding the meetings in London, and holding them in different places within the region, but the long distances make it difficult for members to come. It can be very difficult for people with learning disabilities and family carers to travel a long way.
- Because of this the network is thinking about working on a more local basis with a series of smaller networks meeting fairly frequently, and the regional network coming together just once or twice a year.



For more information contact [jean.collins@dh.gsi.gov.uk](mailto:jean.collins@dh.gsi.gov.uk)

### South West Region Ethnicity network

- The network started this year. We have had two meetings and there is another one in December.
- We have found out what is happening in the South West and have started to share good practice.
- We have also written to Partnership Boards and have asked them what they are doing about Equality Impact Assessments.



Sue Turner currently runs the network. Sue says:

“It has been great to get something going in the South West and to have such an enthusiastic group. We have lots of rural areas in the region. Some people think that there are no people from minority ethnic groups living in these areas. This is not true so we are thinking about how to make sure that people in these areas get their needs met.”

For more information please contact Sue at [sue.turner@dh.gsi.gov.uk](mailto:sue.turner@dh.gsi.gov.uk)



### West Midlands Ethnicity Network (WMEN)

- The Network was relaunched in Birmingham in July 2007, and its members have agreed to meet four times a year.
- It hopes to have good attendance as the West Midlands have the second largest ethnic minority population after London.
- During its meetings it has got to learn about the Government's plans to update the Carers Strategy, and the work of the 'We Care Too' group, which is doing a national survey of ethnic minority carers. The findings of the survey should inform the new Carers Strategy.
- The Network will look at a work plan in 2008.



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity



Ali Mohammed, who chairs the Network on behalf of the Valuing People Support Team, says:

“We want the Network to involve people with learning disabilities and family carers from minority communities as they are often overlooked. It was moving to see a young person who came to the meeting feeling comfortable to express his views.”

For more information please contact Ali on email [ali.mohammed@dudley.gov.uk](mailto:ali.mohammed@dudley.gov.uk)



Mobile: 07894 541597

### North West

- Nabela Rahim runs the north west regional ethnicity and cultural diversity network, on behalf of the valuing people support team and North West Training and Development Team.
- The network runs twice a year and is well attended. The meeting is an opportunity to share information across districts and look at national developments. There are presentations and discussions on developing a local strategy.
- The networks aims are to ensure that Learning Disability and Ethnicity issues are shared discussed and acted upon to ensure fair, appropriate services for everyone.



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

The network will:

- encourage sharing of good practice and concerns
  - Provide information
  - Provide opportunity for discussion
  - Share training resources
  - Keep people informed in order to make change happen
  - To be able to identify regional priorities to work upon during and in between meetings
- 
- Membership of this network is open to all who have an interest in improving services for people with Learning Disabilities from minority ethnic communities.
  - People who have attended the network meetings have said it is encouraging to see the amount of work that is going on and there is so much to learn from, sharing of good practice has provided them with information, also has given them the opportunities for discussion and share training resources. The network has been a good way of keeping people informed in order for change to happen.

Nabela represents the region on the NAG and can be contacted at [nabela.rahim@nwtdt.com](mailto:nabela.rahim@nwtdt.com)



### **Work done by Home Farm Trust's Family Carer Support Service**

Recently the Family Carer Support Service has run workshops specifically for families and workers from South Asian communities in different parts of the country.

These are some of the things they found out:

### Messages from families:

- Families are fed up with information sessions that leave them with the same difficulties.
- They want information on and practical help with issues they identify, for example how to better communicate with their relatives with learning disabilities and help to manage challenging behaviour.
- Only when practical difficulties have been addressed are they interested in knowing about national legislation.
- Families often lack a diagnosis and knowledge of conditions.
- People didn't know about medication and side effects, and were often not in contact with community teams.
- There are worries about the future. Families want their relatives to lead full lives, and be included in their communities and in some cases to have employment.



### Messages from workers:

- There is a need to raise awareness about what a learning disability is.
- Although providing most of the day to day support, many women lack the confidence and language skills to engage with services and advocate for their families outside the family setting. This may not be a role they are accustomed to especially if this is seen as something that the head of household might do.
- There are unrealistic expectations of what staff can do.



- Some families have low expectations about what their relative can do.

### **Other issues identified:**



- Generic carers groups that are culturally specific can still fail to address the very specific needs and experiences of caring for a relative with a learning disability.
- A lack of knowledge of services, and a fear of engaging with them may lead many families to rely on familiar dedicated workers rather than local authority staff.
- South Asian communities can be seen as one group with the same needs by services. Particular communities who do not speak up are in danger of being left out.
- Groups are not always willing to work together, especially where they find themselves in competition for funding. In one area the Carers' Lead worked to bring together different ethnic groups, encouraging them to work in partnership with each other and services.
- Should there be special services for people from minority ethnic groups or should all services meet their needs? There is distrust about day services and short breaks because of concerns about food and respect for customs and concerns about men and women being together.
- Local authorities find it hard to get clear messages about what is needed, they get told what people do not want. Families need to be given more examples of innovative working so they know what is possible and can say what they would like.
- There are difficulties in providing good quality information to people, there can be a reluctance (amongst staff and families) to experiment with a range of formats.

# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

- Different cultures have different expectations about what happens when people grow up. Moving away from home is not what all people want. There is a need to think about housing options within the family group.
- The need for men and women to have separate space is not always recognised. This has led to the Disabled Facilities Grant being refused in some cases because it is assumed people haven't made best use of available space.
- Home Farm Trust's (HFT) Family Carer Support Service recommends that there is a national standard for local authorities providing information on their websites. Information for black and minority ethnic communities needs to be accessible and should be provided as a matter of course in languages that are used in the locality. There is no point in signposting in English. Information should include how to ask and arrange for interpreters. Links to other black and minority ethnic groups, details of Equality and Diversity officers and any dedicated workers should be given. Language Line should be available, with details of how to use the system.



- Home Farm Trust's (HFT) Family Carer Support Service is committed to doing at least one of the four series of workshops they run for family carers each year specifically for people from a black or ethnic community. They would welcome any enquiries about this, as well as ideas on how to develop this work.



You can contact the team by phone on:  
0117 9302608

or by

E mail: [familycarersupport@hft.org.uk](mailto:familycarersupport@hft.org.uk)



# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

### What can Partnership Boards do?

- Partnership Boards can make sure they are linked into their regional networks so that they can share and develop good practice.



- There is a framework for Action that was produced for Partnership Boards 2004. It can help Partnership Boards and services make things better for people from black and minority ethnic communities.

It is on the Valuing People website:

<http://valuingpeople.gov.uk/dynamic/valuingpeople87.jsp>



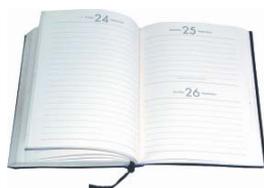
- Getting Your Acts Together is a toolkit and guidance for Partnership Boards to check how well they are doing about working to the Disability Discrimination Act, the Race Relations Act and Valuing People. It has been sent to all Partnership Boards and is available on the Valuing People website:

<http://valuingpeople.gov.uk/dynamic/valuingpeople88.jsp>



- There are lots of other resources on the Valuing People website that can help: [www.valuingpeople.gov.uk](http://www.valuingpeople.gov.uk)

### Other news and information



#### **Conference – forward notice.**

The Ethnicity network is running a conference with the National Advisory Group on the 16<sup>th</sup> April at the Park Crescent Conference Centre in London.

- **Valuing People Now Consultation**

All documents about the consultation on Valuing People Now can be downloaded from the Department of Health website at:

[http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH\\_081014](http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_081014)

# Valuing People SUPPORT TEAM *Newsletter*

## Ethnicity

- Centres for Independent Living (CILs)  
A paper written by Jenny Morris on CILs and people with learning disabilities is attached to this newsletter.

### **Finally**

A big thank you to everyone who put together information for this newsletter.

There are lots of other things going on and there isn't space to tell you about them all. I hope you have found this helpful. If you want any further information please contact me at:

[Sue.Turner@dh.gsi.gov.uk](mailto:Sue.Turner@dh.gsi.gov.uk)



The newsletter finishes with a poem by Leon Jordan who lives in Bristol.

### **We are Equal**

Caves are sometimes covered by Waterfalls  
We are created equal  
A product of Jamaica is Bun  
We are one

Gateways are called Portals  
We are equal and importantly NORMAL  
A talent is an ability  
We are created EQUALLY

The month before June is May  
THE LEARNING DIFFICULTY COMMUNITY  
IS HERE TO STAY

Luck comes in threes  
WE WANT EQUALITY

Snakes hiss  
Look under the surface

# Valuing People SUPPORT TEAM *Newsletter* Ethnicity

Our next newsletter will be out at in February and will be about families of people with learning disabilities.

With best wishes



Sue Carmichael and Debra Moore  
Joint Programme Managers  
Valuing People Support Team

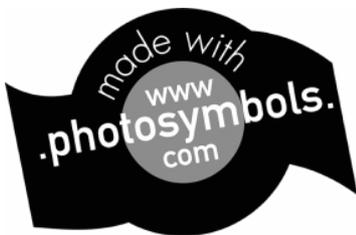


Photo images are from Photosymbols  
[www.photosymbols.co.uk](http://www.photosymbols.co.uk)