

June 2022

Learning Disabilities Managed Care Network, East Region Learning and Development Event Report

1. Purpose of the Paper

The purpose of this paper is to report on the delivery, attendance and impact of the range of seminars, workshops and training programmes delivered by the LD MCN across the region. The learning and development (L&D) programme in 2021/2022 has been driven by the priorities identified by The Learning/Intellectual Disability and Autism Transformation Plan (Scottish Government, March 2021) and The Learning Disabilities Mortality Review (LeDeR) report on “Deaths of People with Learning Disabilities from Covid-19” (LeDeR, November 2020). The L&D programme is also informed by the priority areas identified by service users from the LD MCN’s “Expert Training Group”, which are: Service users working together with staff and professionals; having choices; having fun things to do; having friendships. The programme is overseen by the LD MCN Learning and Development Group. Events in 2021-2022 were:

- Introduction to Learning Disability course (6 sessions)
- Involvement people in services and in care and support (2 webinars)
- Anticipatory Care: ReSPECT and the National Digital Platform
- Demonstration of The LD MCN Mind Ed Pathway
- Neurodevelopmental Series (7 webinars)

All events in 2021-2022 have been run online to enable re-establishment of the LD MCN L&D programme, following limited events in 2020-2021 due to the Covid 19 pandemic. All these events have provided an opportunity for staff from the NHS, local authorities and the third sector to come together, learn together and share best practice.

In addition the LD MCN has also:

- Funded seven of places on the Glasgow University Positive Behaviour Support (PBS) post graduate course and collaborated with Scottish Social Services Council (SSSC) and NES on foundation level training in PBS
- Supported and promoted Napier University’s symposium on Cancer and Cancer Screening for People with Intellectual Disabilities
- Promoted learning events and resources from the NHS Education Scotland (NES) Learning Disabilities Team on Trauma; Dementia; Downs Syndrome and from the Scottish Learning Disability Observatory on Respiratory Mortality.

2. Attendance Numbers

Between 1st July 2021 and 30th June 2022 LD MCN learning and development events have been provided for a capacity of 505 participants, with 476 places being booked (94% fill rate) and 277 (58%) attending and a DNA rate of 42%. Please see Appendix 1 for more detailed breakdown of the attendance numbers across each event.

Online learning allows a greater capacity for participant numbers, reduced demand on travel costs and staff time, but seems to have higher non-attendance rates than face to face events. In addition health and social care staff faced ongoing and significant staffing pressures in 2021-2022 which required prioritisation of direct clinical time, short notice changes in availability and therefore impacted on availability for non-mandatory training.

3. Analysis of Attendees:

Attendee representation is shown in the table in Appendix 2 and is broadly representative of the learning disability workforce population across the region. 85% participants were from Health and Social Care Partnerships. The remaining 15% of participants were from staff from voluntary and 3rd sector organisations, university students and service users.

4. Feedback and Evaluation

The LD MCN use Jisc online surveys, an online evaluation system, to collect and collate the responses from each event. During the online events, participants are given a link to complete a short e-form. The overall return rate for 2021/22 is 49%.

Feedback data is summarised in Appendix 3. Satisfaction levels are extremely high, with 99% of responding participants feeling that their objectives for attending were completely or partially met and 99% feeling the sessions were of benefit to them and supported their practice. 97% of all responding attendees also felt that the delivery via Microsoft Teams platform was satisfactory.

Appendix 4 shows that most participants reported having gained knowledge on the topics presented.

Participants were asked “*What will you do differently within your own practice as a result of your learning from the seminar?*” Responses were reviewed to identify themes and can be summarised as three main changes:

- Reflecting on practice with more understanding of the people they work with.
- Using the presented strategies, tools, advice and resources in their practice.
- Sharing and discussing the information presented with colleagues, students, people with learning disabilities and their carers.

A small number of participants reported that the event provided revision of their existing knowledge and skills, which they were already using in practice.

5. Training Needs Analysis:

Online training needs surveys were conducted in December 2021 and again in June 2022, to bring this survey in line with the timing for this L&D report for future years. L&D group representatives shared this with learning disability service colleagues within their boards. Respondents were asked about their awareness of the LD MCN L&D programme, online resources and feedback on this and preferences for future learning events.

Whereas the event evaluation form provides feedback from participants about the events they have attended events, the training needs survey aims to gather feedback from the wider learning disability workforce on the 2021/22 LD MCN L&D programme as a whole, as well as identifying preferences and priorities for the L&D programme for 2022/23.

23 people responded in December 2021 and 26 in June 2022. Responses were received from across the LD MCN East region, with the majority of responses from nurses, allied health professionals and psychologists (Appendix 5.1 and 5.2)

Respondents on both indicated that the LD MCN learning and development programme is valued, well received and meets the needs of the learning disability workforce (75% in December 2021 and 67% in June 2022). It is possible that satisfaction ratings with the L&D programme, were impacted by awareness of the programme as only around a half to two thirds of respondents (66% in December 2021 and 52% in June 2022) indicated that they could easily find out about the LD MCN L&D programme and resources. 65% of respondents in December 21 and 62% in June 2022 agreed that they could access these easily (Appendix 6). Suggestions were made by respondents on improving communication about LD MCN L&D events, including updating contact lists for learning disability teams and health board communications teams; promotion using Twitter account and return of the LD MCN newsletter.

Respondents indicated that online webinars or face to face events were the preferred modes for future learning events. There was moderate interest in online resources for self-directed study and limited interest in communities of practice. Suggestions for topics for future events were made and will be considered by the L&D group. Most requested topics for the next year's learning and development programme, in order of popularity, were:

- Physical health needs, health equality and health needs assessment.
- Positive Behaviour Support at introductory/ skilled level
- Autism and Learning Disability
- Trauma Informed Care
- Mental Health
- Dementia

See appendix 7 for the full reports and summary of future topic requests.

6. Consideration & Next Steps

The Learning and Development Group is asked to:

- Consider the above report and note:
 - The high levels of interest in LD MCN events
 - Good levels of attendance, given service pressures and available data on average webinar attendance.
 - The mix of organisations represented
 - The high levels of satisfaction of attendees and reported impact on practice.
- Discuss and consider actions for 2022/2023 including:
 - Reviewing communication approaches to publicising events and resources to ensure equal awareness and access across the East Region.
 - Identifying and delivering on priority topics identified by national drivers; regional feedback and service user views
- Consider future reporting on the L&D programme:
 - Review questions in training needs analysis and consider the proposal to repeat this training needs survey on an annual basis in June, so responses can be included in the annual L&D report.
 - Consider the format of the L&D report and the proposal to continue to generate the report on an annual basis.

A summary of this report is available as a "Sway":

<https://sway.office.com/ffyXY4TITxFJdugY?ref=Link>

Susan Gowland
LD MCN Learning and Development Co-ordinator
24th June 2022

Appendix 1

LD MCN Event Programme 2021-2022

Event Title	Max Delegates	Expected to Attend	Actually Attended
Introduction to LD & Health Equality Aug-Oct 2021	32	30	16 (53%)
Involving people in their services 17 th Sept 2021	30	21	17 (81%)
Involving people in their care and support 24 th Sept 2021	30	24	13 (54%)
ReSPECT 4 th November 2021	30	35	28 (75%)
Sharing the Mind Ed Pathway 4 th March 2022	40	37	20 (54%)
Neurodevelopmental Webinar Series 7 sessions between March-May 2022	300 (over 7 sessions: 2x 50 5x 40)	327	183 (56%)

TOTAL Delegates 505 476 277

Fill Rate : 94%

Attendance : 58%

DNA: 42%

Appendix2:

Organisations Represented :

Area	No of Attendees	SUB TOTAL	Percentage*	Total Percentages
NHS Borders	15	153	5	55
NHS Fife	34		12	
NHS Forth Valley	45		16	
NHS Lothian	53		19	
NHS Tayside	5		2	
NHS Board outside of EAST region	1		0	
MCN	8	8	2.9	3
Borders Council	2	74	1	27
Fife Council	13		5	
Clackmannanshire Council	0		0	
Falkirk Council	4		1	
Stirling Council	0		0	
Edinburgh Council	13		5	
Mid-Lothian Council	41		15	
East Lothian Council	0		0	
West Lothian Council	0		0	
H&SCP outside of EAST region	1		0	
Service Users	2	2	0.7	0.7
University Students	17	17	6.1	6
Others (inc. Care Providers, third Sector & Voluntary Organisations)	23	23	8.3	8.3

Appendix 3

Participant Response to Evaluation (figures rounded to nearest whole number)

Are you a :	Number	Percentage
NHS Employee	72	53
Social Care Employee	43	32
3 rd /Voluntary Sector	4	3
Client / Carer	4	3
Student	8	6
Other	4	3
Prefer not to say	1	1
TOTAL	136	

Total Attendance :	Return Rate
277	49%

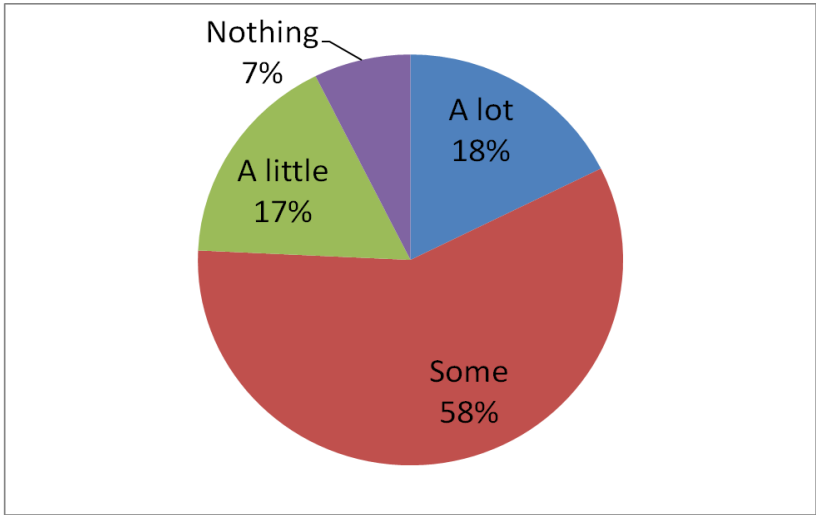
Question Asked		Yes, Completely	Yes, Partially	No, not really	No, not at all	No response
Was the objective of this Seminar met?	Number	123	12	0	0	1
	%	90%	9%			1%

Question Asked		Yes, Completely	Yes, Partially	No, not really	No, not at all	No response
Was this Seminar of benefit to / supported your work?	Number	112	23	1	0	0
	%	82%	17%	1%		

Question Asked		Yes, Completely	Yes, Partially	No, not really	No, not at all	No response
Were you satisfied with the mode of delivery (MS Teams video call)?	Number	104	28	2	0	2
	%	76%	21%	1.5%		1.5%

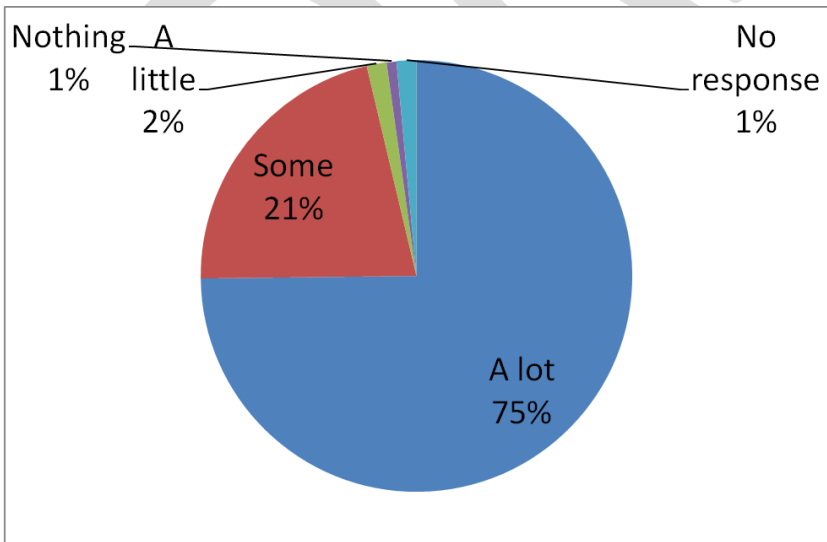
Appendix 4: Participant response to evaluation of knowledge gained.

Question Asked		A lot	Some	A little	Nothing
How much did you know about this topic before the webinar/course?	Number	24	79	23	10
	%	18%	58%	17%	7%



Participants' self reported knowledge of topic before the course/ webinar.

Question Asked		A lot	Some	A little	Nothing	No response
How much did you know about this topic after the webinar/course?	Number	101	29	2	1	2
	%	75%	21%	1%	1%	1%

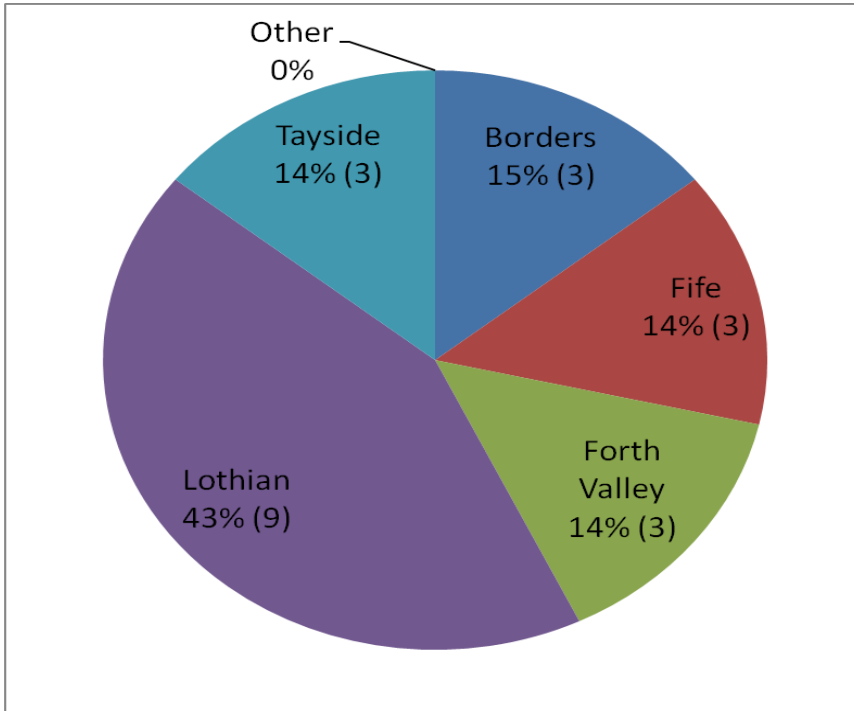


Participants' self reported knowledge of topic after the course/ webinar.

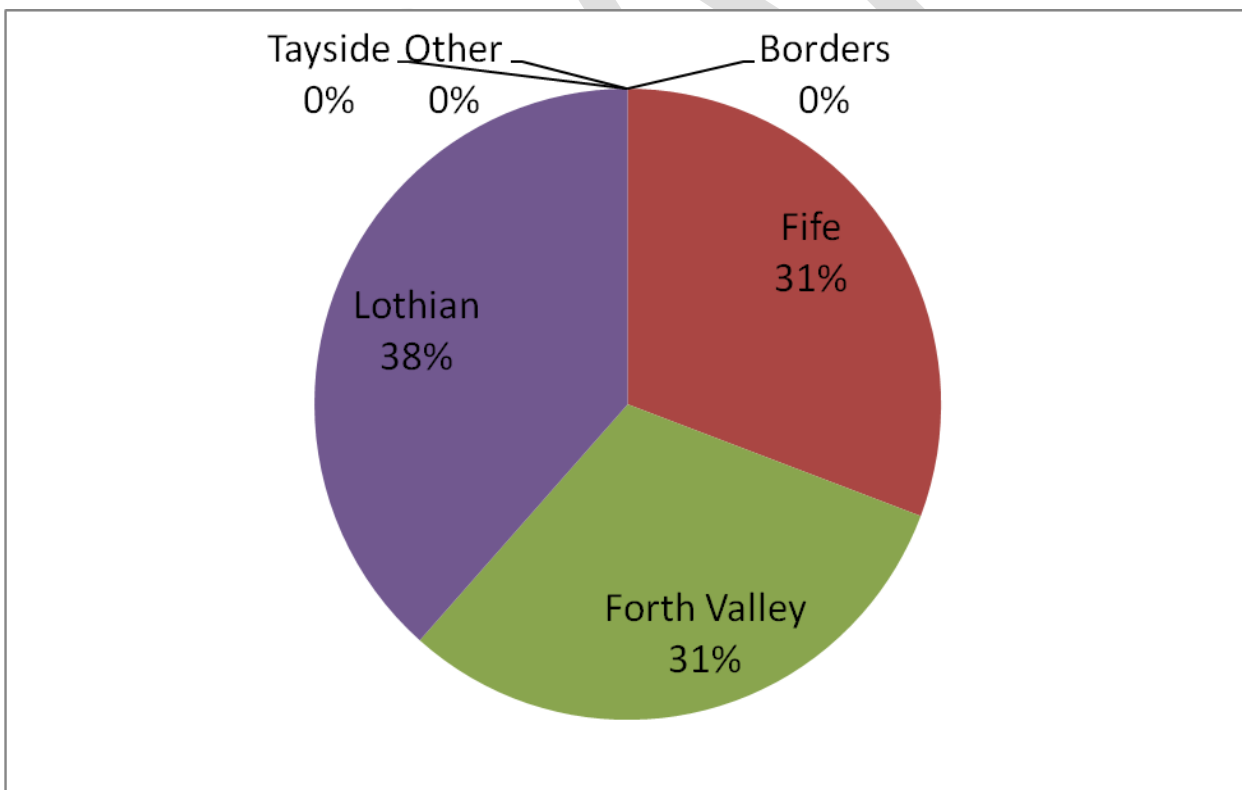
Appendix 5.1

Location of respondents to the LD MCN Training Needs Analysis Surveys in December 2021 and June 2022:

December 2021:



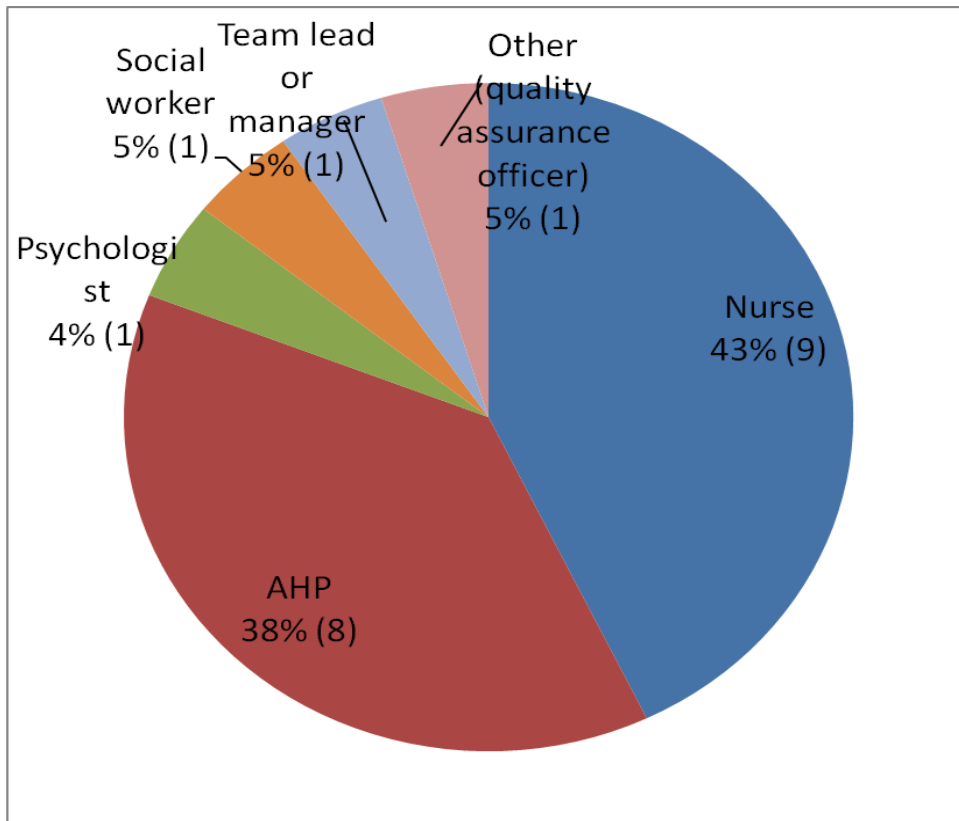
June 2022



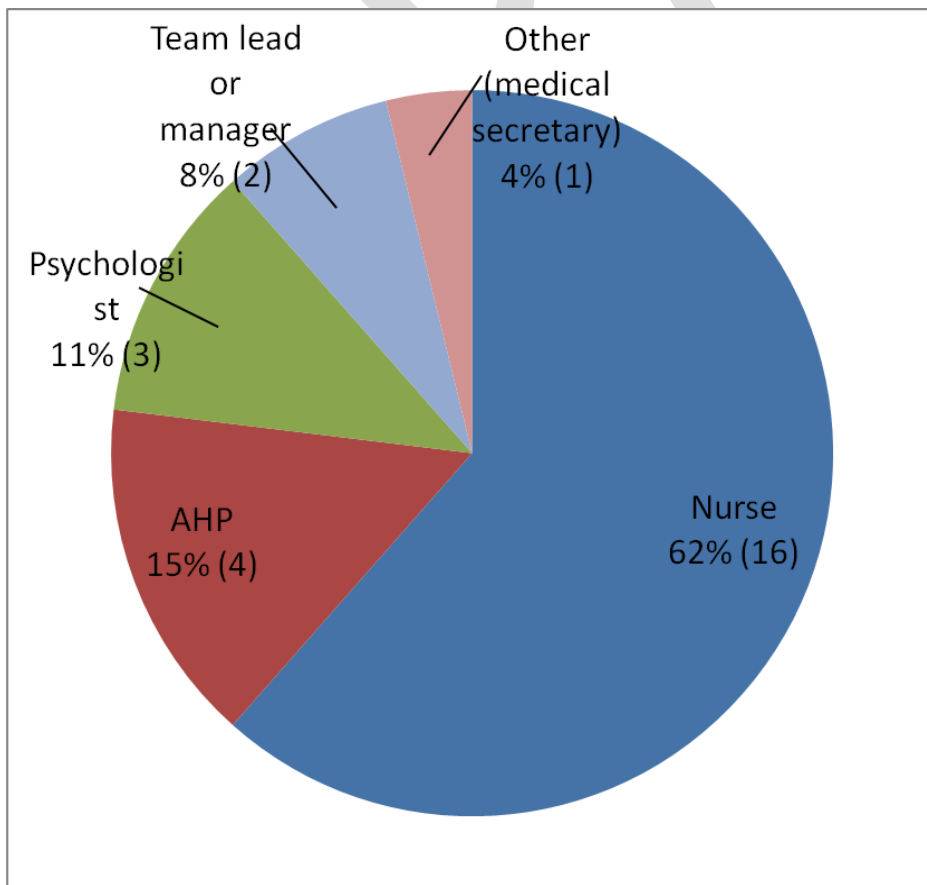
Appendix 5.2

Profession of respondents to the LD MCN Training Needs Analysis Surveys in December 2021 and June 2022:

December 2021:



June 2022



Appendix: 6

Question: The aim of our Seminar Programme is to ensure that the MCN are adequately meeting the learning needs of the learning disability workforce population and to ensure that the seminars are valued and well-received. Do you agree that these aims were met in 2021?

Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
December 2021	Number	3	13	5		
	%	14.3%	61.9%	23.8%		

Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
June 2022	Number	4	14	8		
	%	15.4%	53.8%	30.8%		

Question: Do you agree with this statement?: It is easy to find out about LD MCN events and resources?

Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
December 2021	Number	2	12	2	4	1
	%	9.5%	57.1%	9.5%	19%	4.8%

Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
June 2022	Number	2	13	6	4	1
	%	7.7%	50%	23.1%	15.4%	3.8%

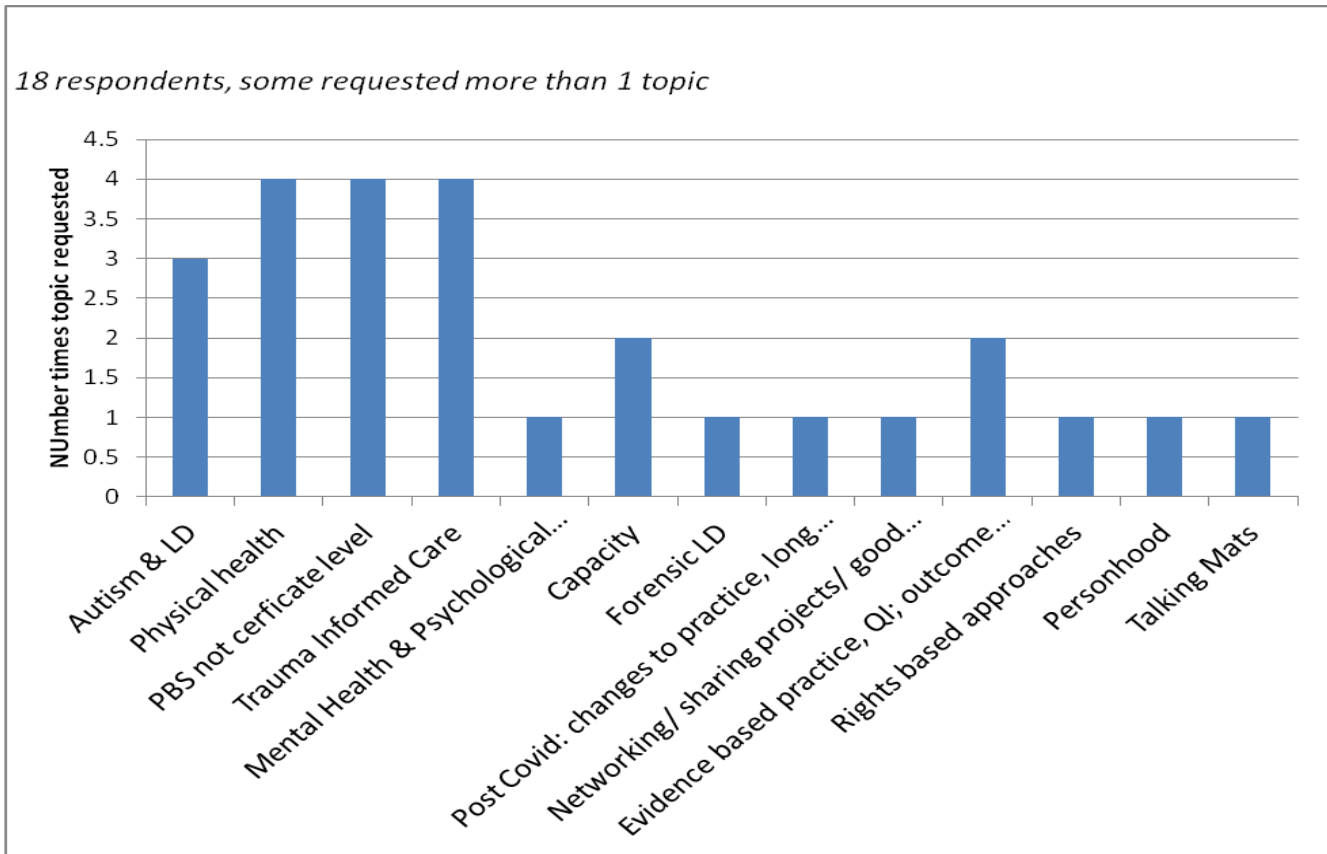
Question: Do you agree with this statement?: It is easy to access LD MCN events and resources.

Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
December 2021	Number	3	13	2	3	
	%	14.3%	61.9%	9.5%	14.3%	

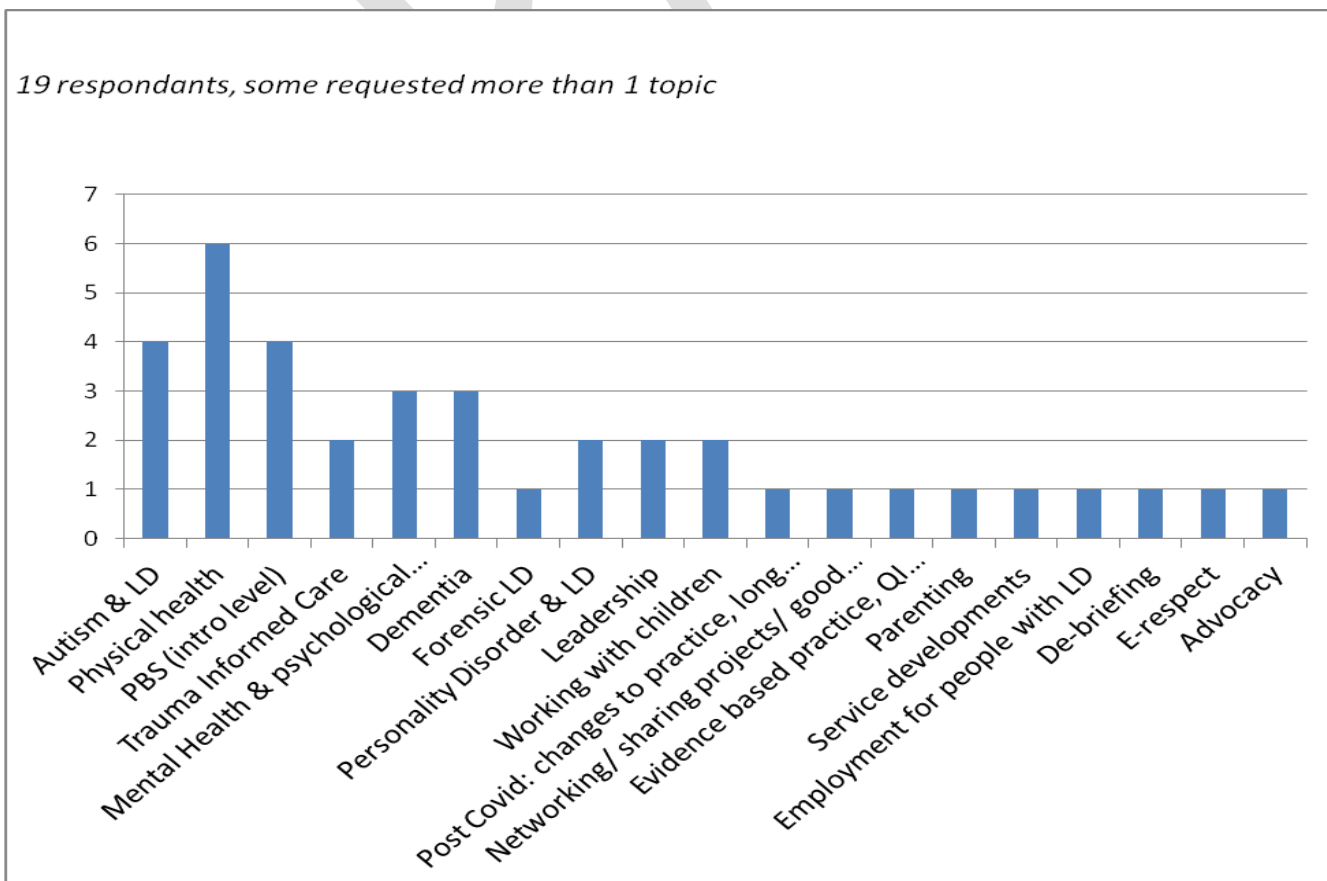
Date of Survey		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
June 2022	Number	3	12	7	2	
	%	12.5%	50%	29.2%	8.3%	

Appendix 7:

Summary of topics requested for future learning and development programme (December 2021)



Summary of topics requested for future learning and development programme (June 2022)



*Indicates more than 1 topic within broader heading:

Topic	Including
Autism and Learning Disability	Communication; sensory needs; dietary needs; stress and distress; differential diagnosis
Physical health & health assessment	Continence; sleep; sexual health; postural care; physical activity; menopause; respiratory health; medication & side effects; new health assessment; health inequalities
Positive Behaviour Support (PBS)	Non-certificate level; Challenging behaviour; introductory level
Trauma Informed Care	Trauma, resilience
Mental Health	Anger management & anxiety management, evidence for these & implications for practice; psychological interventions

Additional requests:

- Funding for masters level study (1 request)
- Re-starting seminar programme (1 request)
- More for qualified staff, not just support worker level (1 request)
- More nurse led presentations (1 request)
- More involvement of people with lived experience (1 request)

Full Report of Training Needs Analysis and Survey December 2021:



L&D TNA and review
survey Dec21.pdf

Full report of Training Needs Analysis and Survey June 2022:



L&D TNA and review
survey June 22.pdf