

Reasonable adjustments digital flag

Stakeholder update event

14th July 2023

This document is an overview of the event held on 14th July 2023 and key points.

Contributors are:



DR Hannah Brown. Northumbria Primary Care, NHSE Reasonable adjustments flag subject matter expert.

Julie Tucker. Reasonable adjustments flag project lead, North East and Cumbria Learning Disability Network

Darren McKenna. System Chief Information Officer for Mental Health Learning Disability and Autism, North East and North Cumbria Integrated Care System

Karen Parry. Chief Officer, Inclusion North

Kirsty Greenwell. Programme Facilitator, North East and Cumbria Learning Disability Network

 <p>The Equality Act 2010</p> <p>The Equality Act 2010</p> <p>The Equality Act 2010</p>	<p>The Equality Act 2010 says we must do everything we can to help make sure that people with disabilities or big difficulties can access care more fairly.</p> <p>We need to ask about and share reasonable adjustments before people access care.</p>
 <p>NHS</p> <p>Long Term Plan</p> <p>2019 2029</p>	<p>The governments Long Term Plan says how we should provide care more fairly.</p> <p>It says health and social care must have a flag on all patient records to indicate if they have a learning disability.</p>

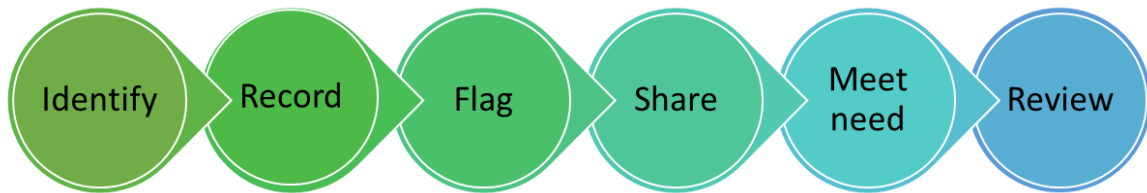
	<p>There are lots of reports that tell us of the inequalities people with disabilities face. The 2021 LeDeR (learning from lives and deaths review) report said the deaths of 49% of people with a learning disability were avoidable, compared to 22% of the general population.</p>
	<p>What have the National team done so far Since 2018 a national project have been working with teams across the country to test ways of gathering this information and sharing it. This is called the reasonable adjustments digital flag project.</p>
	<p>To start they are working out how the reasonable adjustments flag will work for people with a learning disability and autistic people, but the flag will support all people who require adjustments. This is about 28% of people in England.</p>
	<p>What are we doing in the North East and North Cumbria? We are: Working with experts with lived experience through Inclusion North to ensure the work is guided by experts with experience. We are raising awareness of reasonable adjustments for the public and health and social care staff. We are looking for local digital solutions We are looking at the processes we will need to identify, record, flag, share, meet and review information.</p>



What do health and social care organisations need to do?

We are asking organisations to start with 6 steps. This is called **Phase 1**.

Phase 1 looks at starting to gather information at a local level and sharing it where possible.



Step 1

Identify those who have disability or impairment and require reasonable adjustments (NB NEED not WANT).





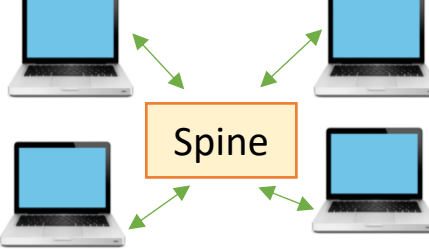
Ask people and their carers “what Reasonable Adjustments would help you?”

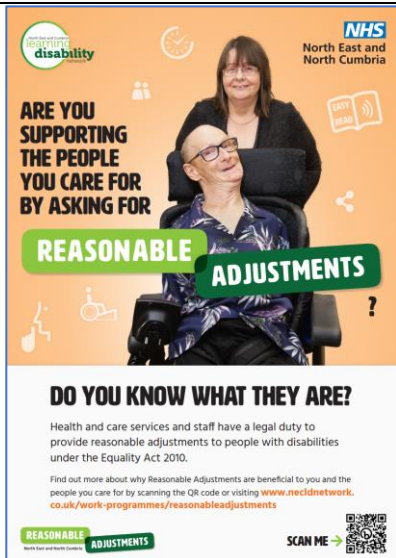


Step 2

Record. Write it in the notes, and record.

1. Record information in the same way so it can be shared and understood by different computer systems. To do this use [SNOWMED codes](#).
2. Gain consent from the person that they are happy to have reasonable adjustments information shared. There is a SNOWMED code for this.

	<p>Step 3 Flag. Put a clear marker on records that is easy to see.</p>
	<p>Step 4 Share with everyone who needs to know. At the moment this might be using referral forms, patient notes or other inhouse information sharing.</p>
	<p>Step 5 Meet the needs. Think about the changes needed to meet the reasonable adjustments.</p>
	<p>Step 6 Review what is written/coded in notes, people change so their needs might change too. Check that the adjustments on the Flag are what are needed at this time, in this place.</p>
	<p>Phase 2 This will link computer systems to enable information to be passed between systems automatically from a central point called the Spine.</p>



Reasonable adjustments awareness campaign

This campaign is the start of raising awareness of reasonable adjustments and the reasonable adjustments flag.

The campaign is aimed at health and social care professionals, people with a learning disability and families.

The campaign currently has 4 flyers. The flyers link to web pages with additional information for each group.

They can be found at: [Reasonable Adjustment Campaign « Learning Disability Network \(necdnetwork.co.uk\)](http://www.necdnetwork.co.uk/Reasonable-Adjustment-Campaign)



Training and education

The national team currently have a group developing an education package to support staff.

Working with our experts we will look to develop local education for the public.



Reasonable adjustments Digital Flag Information Standard

This is a national document expected in the autumn. It will tell health and social care what they have to do.

As soon as we have the document we will share.



What can you do?

You can become a Reasonable adjustments digital champion.

Champions will help to promote reasonable adjustments and the digital flag within your organisation.

To become a reasonable adjustments digital Champion email Julie.tucker11@nhs.net

You will receive regular updates, promotional materials and training.



Our next face to face meeting

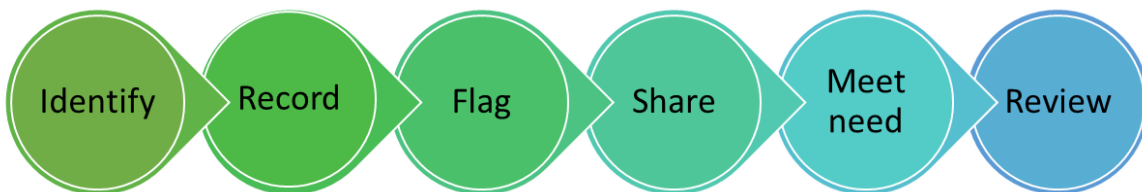
We have agreed to have a meeting in 6 months to update people on the progress of the project. Our next meeting will be 26th January 2024.

What do health and social care organisations need to do?

Phase One

Working in local organisations with the patients we know.

Six step Reasonable Adjustment Process



Identify those who have disability or impairment (NB NEED not WANT). Ask people and their carers “what Reasonable Adjustments would help you?”

Record record in the notes, and use computer codes

1. Record information in a standard way so it can be shared and understood by different computer systems. To do this use [SNOWMED codes](#).
2. Gain consent from the person that they are happy to have reasonable adjustments information shared. There is a SNOWMED code for this.

Flag: Put a clear marker on records that is easy to see, so that everyone who might need to know understands and can try to make adjustments.

Share with everyone who needs to know.

At the moment this might be using referral forms, patient notes or other inhouse methods.

Meet the needs. Think about the changes needed to meet the Reasonable Adjustments.

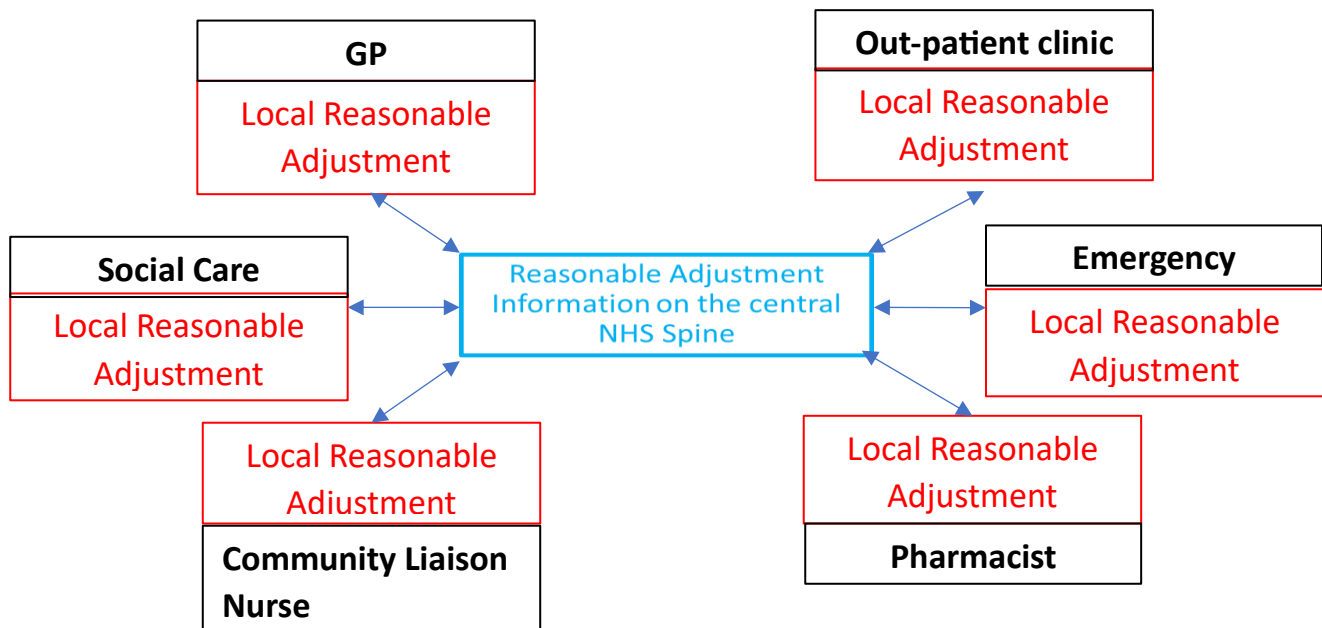
Review what is written/coded in notes, people change so what they need might change too. Check that the adjustments on the Flag are what are needed at this time, in this place.

We need to make sure we do this each and every time.

Phase 2

Phase two. Sharing the information using the computer systems is not yet rolled out.

To do this properly, information will be shared in an automatic way. On all the computers systems health and social organisations use.



The people working in each organisation will need to read it, check it and act on it.

It is important to remember that it may need to be updated, new things added or maybe removed.

We need to make sure we do this each and every time, just like we check dates of birth and allergies.