All-England Plan for Learning Disability Nursing

‘Resetting the Profession’

Updated August 2020
NHS Health Education England has been working together with other organisations to write this plan.

It is about how we can get more Learning Disability Nurses in the NHS.

The NHS wants to improve the quality of care for people with Learning Disabilities or Autism.

But fewer people are becoming Learning Disability Nurses.

This plan explains what we are going to do to make sure we have enough Learning Disability Nurses in the future.

We have updated the plan with things we have done so far and the things we still need to do.
Learning Disability Nurses

Learning Disability Nurses have had training to work with people with Learning Disabilities or Autism.

They help people with Learning Disabilities by:

- Improving their health
- Helping people to be independent
- Supporting people to make the most of their lives.

Learning Disability Nurses work in specialist services in a range of places like:

- Hospitals
Community teams, schools and day centres

Health centres, local doctor’s surgeries and clinics

Residential and care homes and prisons.

The number of people who are starting to be trained as a Learning Disability Nurse has halved in the last two years.

About 1 in every 5 Learning Disability Nurse jobs is vacant. This means that the NHS is looking for more people to do the job.
In 2019 Learning/Intellectual Disability Nursing Academic Network (LIDNAN) and the UK Learning Disability Nurse Consultant network wrote a plan.

In 2019 LIDNAN and UK Learning Disability Nurse Consultant network worked with the NHS and others to write a plan which said we need to:

- Get more people to start to be Learning Disability Nurses
- Keep more of the Learning Disability Nurses that we have
- Have better ways for Learning Disability Nurses to get more skills so they can develop and do more in their roles
- Let people know how important Learning Disability Nurses are to people with Learning Disabilities and their families.
This plan explains what we have done so far and the things we are going to do to make the NHS plan work.

**Getting more Learning Disability Nurses to start**

Our plans:

- We have set up a group who explain more about what Learning Disability Nurses do and we will share information from their meetings.

- We are improving the leaflets, posters and online videos that explain what Learning Disability Nurses do.

- We have a new programme for Trainee Nurse Associates so they can go on to become Learning Disability Nurses.
There is now a section on the NHS careers website where people can keep up to date about becoming a Learning Disability Nurse.

Together with Skills for Care, we have set up a group of people with Learning Disabilities and carers who can explain more about working with people with Learning Disabilities.

40 new people have started Learning Disability Nursing apprenticeships this year and we want to increase this next year.

Keep more of the Learning Disability Nurses that we have

Our plans:

- Continue our work with the organisations that train people with Learning Disabilities to make sure that all training is the same high standard.
We want to give student nurses better, more interesting opportunities while they are training. We are working on some placements in prisons and other places.

We want to make sure more student nurses finish their training. We are working with organisations to make their training more positive.

We are setting up ways that Learning Disability Nurses can support each other.

We are setting up ways that nurses can get promotions and take on more interesting work. They will be able to access this online.

We are writing some new information which explains how Learning Disability Nurses can learn new skills as they work, and move up to more interesting work.
Have better ways for Learning Disability Nurses to get more skills

Our plans:

- Look at the skills and experience that is needed in all the different types of places where Learning Disability Nurses work

- Help staff to look after themselves as well as the people with Learning Disabilities that they work with

- Write a new statement about Learning Disability Nurses that explains more about the work that they do

- Write new information about the work that Learning Disability Nurses do in:
  - Hospitals
In the community, helping people to stay healthy and get better health checks

In the community, helping support people who need more complicated support

In local doctor’s surgeries, health centres and clinics

We are setting up a new National Nursing Award for Community Learning Disability Nurses

Have 1 in every 10 Learning Disability Nurses being qualified as an Advanced Worker
Set up more ways that nurses can get more training and improve their skills.

Let people know how well Learning Disability Nurses work

Our plans:

- Tell more people about how we are going get more Learning Disability Nurses
- Hold meetings to explain more about the plan
- Explain more about Learning Disability Nurses at conferences
Set up a yearly event called a Learning Disability Nursing Harvest, for Learning Disability Nurses across the UK to share and celebrate the great work they do.

Make it clear how a Learning Disability Nurse can move up to more interesting jobs.

We have set up free training for people who want to become leaders of Learning Disability Nurses.

We will continue to update our plan with any changes.

And we will continue to listen to people about what more we can do.
For more information

If you need more information please contact us by:

Our website: www.hee.nhs.uk

Post:
Health Education England
1st Floor
Blenheim House
Duncombe Street
Leeds
LS1 4PL

Easy Read by easy-read-online.co.uk
Some of the organisations that have been involved with this plan include:

- Council of Deans of Health
- FoNS
- Skills for Health
- skillsforcare
- LIDNAN
- Positive Commitment
- Florence Nightingale Foundation
- UNITE
- The UNION in HEALTH
- The Queen’s Nursing Institute
- NHS Health Education England
- Royal College of Nursing
- University of Cumbria

NHS England and NHS Improvement