

Members working together

Learning Disability England is a membership organisation where people with learning disabilities, families, friends and people that work in services come together on an equal basis to share knowledge and create a movement for change together.

As a membership organisation, members work together to build a world where people with learning disabilities have good lives with equal choices and opportunities as others.

1. What we can expect of each other as a member

Learning Disability England members sign up to share the same aims and standards.

There is the same for all individual, group or organisation members.

The actions members take are important in showing the beliefs and values they signed up to are real.

This is why what members do and how they do it matters for everyone.

We understand that it is sometimes difficult to do everything in the ways that we would want.

We do not expect Learning Disability England members to be perfect.

But we do ask all Learning Disability England members to:

- Share the beliefs and values they signed up to
- Act in ways that support those beliefs
- Always be trying to get better at what they do
- Be honest.
- Listen to other people's opinions.
- Put things right when they go wrong.

If a member provides a service we think it is most important that they are open, honest and accountable to the people they support and their families.

Learning Disability England will act when we know a member is doing things that do not fit with the members' aims and values.

We will do this because we want all members to be working towards a world where people with learning disabilities have good lives with equal choices and opportunities as others.

2. The shared aims and values in action

All Learning Disability England members must do things to help make our shared aims happen:

- Rights
- Choice
- Inclusion
- Independence

Learning Disability England service or support organisation members must always involve people and families in decision making about their lives – ‘nothing about us without us’.

Learning Disability England members who provide or commission services should follow good national policies, like:

- REACH standards
- The Real Tenancy Test
- Building the Right Support
- Right care, right support, right culture
- Evidence on helping people into paid work

If members have not been following these aims and policies and things have gone wrong, then we would expect them to be able to show that they have learnt from what happened and changed their behaviour. In doing that learning when things go wrong, we would expect members to do things like:

- Be open with people and not try to hide what has happened
- Engage and involve the people who suffered as a result of things going wrong
- Directly involve people with learning disabilities and families in looking at why things went wrong and deciding what to do differently
- Looking outside themselves to learn from other people in other parts of the country about how to do things differently.

3. Learning Disability England's role

The job of Learning Disability England is to bring together people and groups to make change together.

Learning Disability England does not exist to check on members but it does not want to stand by if any members are not acting in line with the aims and values.

Learning Disability England wants to help all members act in line with the aims and values.

The most important thing is that any people affected by a problem or service failing are listened to and treated fairly.

We want to help create a culture where mistakes or problems can be shared, and changes made.

If someone tells us about a problem that we think is a safeguarding or legal issue we will follow the Safeguarding policy straight away.

The steps we say here and in the attendant Operational Procedures are not for urgent issues where someone might be at risk.

If we hear concerns about what a member has done or is doing

We will act when we hear about a member doing something wrong through one or more of:

- (i) it being publicly known
- (ii) a whistle blower telling us
- (ii) several LDE members saying they are unhappy.

The things we will want to check out are:

- Is this a one off problem or a pattern of failings or problems?
- Is what the LDE member is doing in line with our shared aims? We will check out lots of things the member does, not just the thing that someone has complained about.
- Is the member working fairly and with respect with any people involved in the problem?
- Has the member learnt something from what went wrong and changed how they do things?
- What can LDE and its members learn from what happened?

There are a series of stages we will usually follow to find out about what is happening.

These are detailed in the Members Working to Shared Aims Operational Procedures. The Operational Procedures are available to members on request.

4. Remembering What is Important

In doing all this, we will always remember that:

- LDE's membership has people who share the same aims but might do things in different ways.
- We do not expect any LDE member to be perfect. We do, expect them to be trying to do things better and learn from mistakes
- Members must agree with our four aims and act in line with them and the values
- The Operational Procedures should be followed in a positive way – not like an investigation.
- But, LDE cannot accept having members who do things against the shared aims. So, if there is a big problem that we cannot sort out, the member might have to leave LDE.