



Our commitment to the Learning Disability Charter for Sutton

Background

The Learning Disability Charter for Sutton sets out a series of rules and wishes which organisations are asked to sign up to. As a leading provider of services for people with a learning disability and autism, Sutton Mencap is delighted to demonstrate support for the Charter and to set out how we meet its aims.

For more information on the Learning Disability Charter, visit <https://suttoninformationhub.org.uk/pages/suttons-learning-disability-charter>

The rules and wishes in the Charter

1. Charter Members believe that everyone living in Sutton should be able to be involved in the community.

Sutton Mencap's strategic plan is based around the vision that adults and children with a learning disability or autism and other disabled people should be able to lead fulfilling lives and achieve their aspirations and potential. We are committed to enabling social inclusion and community participation for people with a learning disability.

A copy of our strategic plan, including an easy read version, is available at <https://www.suttonmencap.org.uk/about-us/strategic-plan/>

2. Charter Members believe it is important to make their services accessible to all people.

Sutton Mencap provides services for people with a learning disability and autism. We provide services for children and adults, and we support people with a wide range of needs.

Information about Sutton Mencap's services is available at <https://www.suttonmencap.org.uk/what-we-do/>

3. Charter members will try to remove things that stop people from being included:

- **physical barriers** like not having a wheelchair ramp or
- **non-physical barriers** like not having information in Easy Read.

Sutton Mencap services are provided from our building in Wallington. Our building has been adapted to support people with a wide range of needs. We provide a safe and secure base for children and adults who use our services. We have wheelchair access to all ground floor service areas, hoist and tracking in key service areas, accessible toilets and use of accessible minibuses for trips out. When organising trips to community venues, we plan carefully to ensure that venues and activities are suitable for the people being supported.

We use a range of communication tools to help people understand about us and our services. These include easy read documents, films and specialist communication methods (sign language, visual tools, etc.) depending on the needs of each individual.

4. The Council and Charter Members will write a Statement of Inclusion to show how they will be accessible to everyone.

Our Service User Involvement Policy sets out how we ensure that the people who use our services are at the heart of shaping and planning what we do. This document is available at <https://www.suttonmencap.org.uk/what-we-do/safeguarding/>

5. All building used by Charter Members must have an accessible toilet with space for changing and good light.

Our premises have accessible toilets and dedicated spaces for the provision of personal care.

6. All information given by Charter Members must be accessible, such as using Easy Read.

We use a range of methods for providing information, including easy read documents, films and specialist communication methods for people who are non-verbal. Our films can be viewed at <https://www.suttonmencap.org.uk/mediahub/>

7. Charter Members will make sure they have enough staff and volunteers to make sure all people are included.

We are committed to providing safe, responsive services and will always maintain appropriate staff and volunteer ratios.

8. All staff will be given good training to work with people with additional needs.

All staff at Sutton Mencap undertake a mandatory training programme made up of around 20 courses, including safeguarding, equality and diversity, person-centred delivery, learning disability awareness, autism awareness, epilepsy awareness, meeting communication needs, administration of medication, health and safety and moving and handling. Some staff also do specialist training in first aid, Team Teach behaviour management and MiDAS driver training.

9. All Charter Members will check their work regularly to see if there are people who are unable to access their services. If there is a group of people who cannot access the service, the Charter Members will work out how to change this and make it better.

All our services are designed to support people with a learning disability and/ or autism. Services are able to support people with a wide range of needs. If we become aware of gaps in service delivery we will work with partners to develop services that fill them.

10. Charter Members will be shown on Sutton's Information Hub.

Information about Sutton Mencap can be found on the Sutton Information Hub at <https://suttoninformationhub.org.uk/organisations/sutton-mencap>

11. Charter Members will work with the Council to help people with a Learning Disability have more opportunities to find work.

Sutton Mencap employs people with a learning disability and autism. Our standard recruitment processes can be adapted to allow people with a learning disability to apply for roles at Sutton Mencap and we will work with specialist employment agencies who provide support to candidates with a learning disability. We also signpost people with a learning disability to organisations that can support them to find work.

12. When we share information with you, we will show you which services and companies follow the Charter rules, to help you decide who you want to contact.

Sutton Mencap is happy to demonstrate its commitment to the Charter and is very keen to be identified as supporting the Charter.

We are happy for other agencies to see how we demonstrate our commitment to the principles of the Charter and to use this document to benchmark their own performance in this area.