



# Learning Disability Plan 2025-2028



# Who the Learning Disability plan is for



This plan is for Oxford University Hospitals NHS Foundation Trust.

In this plan we will call it the Trust.

The plan is for everyone working in the Trust.



There are 4 hospitals:

John Radcliffe Hospital

Churchill Hospital

Nuffield Orthopaedic Centre

Horton General Hospital

and some teams who work in other places such as health centres or in patients' homes.



This plan is about people with a learning disability and their healthcare.

A learning disability and a learning difficulty are not the same.

Sometimes a learning disability is called a Global Developmental Delay.



This plan is for 3 years.

We will follow it until 2028.

## Why we have a plan



High quality care is very important to the Trust.

We want our care to be compassionate and as good as it can be.

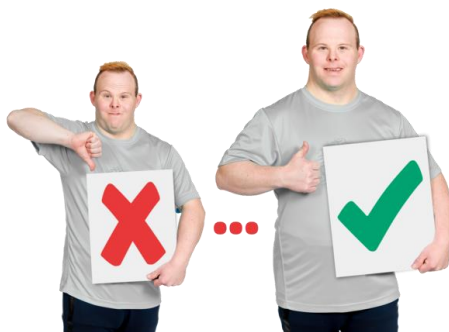
We want to work with patients, families and carers.

We want to make sure we are working with other local services and organisations.



We want to help our staff better understand the needs of people with learning disabilities and how to give good care.

We want to improve the health and wellbeing of people with learning disabilities.



We have a plan because we want to say how we will improve our care for patients with learning disabilities.

## How we made this plan



To make this plan we looked at the care we give, and what people tell us about it.

We have also looked at local and national guidance.

We have checked we are working towards 2 local plans:

1. Oxfordshire Learning Disability Plan with Oxfordshire County Council
2. Physical Health Strategy with Oxford Health NHS Foundation Trust.



We now have a list of areas we want to make better.

## What is in our plan



Learning Disability  
Improvement Standards

We have written this plan using the 3 standards from the [Learning Disability Improvement Standards for NHS trusts](#)

### Standard 1: Giving people their rights

We want to understand what help people need, and to give that help to them.

We will do this by:

- ✓ increasing the number of people who have a healthcare passport in their hospital notes and helping staff use them
- ✓ improving the use of reasonable adjustments in our outpatient appointments and in the Emergency Department
- ✓ having a plan so paid carers can support the individual if needed
- ✓ increasing the number of people who have Easy Read appointment letters
- ✓ increasing accessible information about what to expect when coming to hospital.





We want to reduce delays and help people get the care they need when they need it.

We will do this by:

- ✓ reducing time on waiting lists
- ✓ helping people get investigations in a way they can cope with.

We want to make sure that care given to patients with learning disabilities is not worse than other patients' care.



We will do this by:

- ✓ looking at problems with medication and making the giving of medications safer
- ✓ looking at problems with skin (pressure ulcers) and making our care of people's skin safer.

## **Standard 2: Involving people and listening to them**

We want people with learning disabilities and carers to be involved in our improvement work.



We will do this by:

- ✓ supporting people with learning disabilities and carers to be part of

the Learning Disability Steering Group.



We want to ask people for feedback and use it to keep making things better.

We will do this by:

- ✓ phoning people to ask for their feedback and sharing feedback with Trust staff.



We want to make sure people with learning disabilities and carers are involved in their care.

We will do this by:

- ✓ involving patients and carers more in hospital discharges.

### **Standard 3: Making sure we have the right staff with the right training**

We want to make sure staff are trained in how to care for people with learning disabilities.

We will do this by:

- ✓ Supporting all staff to do the Oliver McGowan Mandatory Training on Learning Disability and Autism.



## Doing what we have said we will do



We have started a Learning Disability Steering Group.  
This group will help make sure changes are made.  
The Steering Group will tell senior staff how we are improving care.



We know it is important that we measure the right things. This will show us how we are improving.



We will share updates on our website once a year.

<https://www.ouh.nhs.uk/patient-guide/leaflets/easyread/>

The Trust has a Learning Disability Liaison Nurse Team.

If you have any concerns or questions, please contact the team:



Telephone: 01865 743 324



Email: [learning.disability@ouh.nhs.uk](mailto:learning.disability@ouh.nhs.uk)

