

Cabinet

27 January 2026

Oxfordshire Learning Disability Plan 2025 - 2035

Report by the Director of Adult Social Services

RECOMMENDATION

1. The Cabinet is RECOMMENDED to

- Acknowledge the development of the new co-designed Oxfordshire Learning Disability Plan 2025 – 2035 for adults, the co-produced Dynamic Work Plans and progress on work so far.

Executive Summary

2. The Oxfordshire Learning Disability Plan is a 10-year strategy for adults, including the transition into adulthood. The Plan focuses on four key themes and four cross-cutting areas. Planned reviews at regular intervals will ensure its effectiveness and adaptability, with any necessary revisions applied based on needs and demands at that time.
3. Developed through extensive engagement and consultation with people with a learning disability, families, carers and strategic partners, the Plan aims to reduce inequalities, prioritise people's health and wellbeing, and embed the principles of the Oxfordshire Way across integrated health and social care systems.
4. The Oxfordshire Learning Disability Plan 2025 – 2035 (Annex 1) has been co-designed with people with lived experience, their families and carers, and strategic partners. The dynamic work plans (Annex 2) have been co-produced.
5. The Learning Disability Improvement Board has oversight of the Plan and will monitor the on-going progress of the dynamic work plans. Sub-groups for the key themes and dynamic work plans report into the Board.
6. The Health and Wellbeing Board endorsed the Oxfordshire Learning Disability Plan on the 26 June 2025, with acknowledgement that further amendments may be made following public consultation.

Context

7. The Oxfordshire Learning Disability Plan is a 10-year strategy for adults, including the transition into adulthood. The plan will undergo comprehensive reviews to ensure its effectiveness and adaptability at years 3, 5, and 7, applying any revisions required based on needs and demands at that time.

8. The Oxfordshire Learning Disability Plan encompasses topics identified by individuals with learning disabilities as most important to their lives across four key themes:

- Having a life: Focuses on people living a good life with daytime and evening opportunities, work and employment, and advocacy.
- Health and wellbeing: Focuses on people being able to live well, maintaining health and wellbeing, health inequalities, and links to the Learning Disability Physical Health Strategy.
- Having a place to live: Focuses on housing options, support providers, and people knowing their rights and having choices related to this theme.
- Homes not hospitals: Focuses on support in the community and having systems in place to help avoid admissions to hospital under the Mental Health Act or with discharge planning.

There are four cross-cutting areas incorporated throughout the key themes: life changes and transitions, workforce, assistive technology / technology enabled care, and equality, diversity, and inclusion (EDI)

9. Each key theme has a sub-group which is linked with the Learning Disability Improvement Board. The sub-groups have been instrumental in developing the key themes within the Plan and shaping the evolving dynamic work plans which sit alongside it. Membership includes experts by experience, organisations, and professionals. Theme Two Health and Wellbeing is also linked to the Physical Health Strategy, overseen by Oxford Health.
10. The Oxfordshire Learning Disability Plan is structured to be an easier to read documents. It has been co-designed with people with lived experience, their families and carers, voluntary sector organisations, support providers, health, and social care. The dynamic work plans have been co-produced.

Engagement and consultation for the Oxfordshire Learning Disability Plan 2025 - 2035

11. The Oxfordshire Learning Disability Plan has been developed with extensive engagement with people with lived experience as well as their families, carers and voluntary sector organisations supporting them.
12. A variety of methods were used for engagement (Annex 3), including the Sharing Your Story form, open focus groups, and a 'World Café' style engagement event.
- Sharing Your Story forms were developed asking people to share their stories, experiences, and views of living with a learning disability in Oxfordshire, and what good looked like to them.
 - Key topics to be discussed in more detail at the Open Focus Groups and the Learning Disability Plan World Café Event were identified by people with a learning disability:

- My support,
 - My home,
 - My health and wellbeing,
 - My activities and having fun, and
 - My relationships.
- Oxfordshire Family Support Network (OxFSN) hosted the Learning Disability Plan World Café Event in Didcot on the 26 November 2024. The event brought together families, professionals, and people with learning disabilities to discuss priorities and share experiences. Feedback indicated the event was 'good' or 'very good,' and people felt they had been heard.
 - The Live Well Commissioning Team visited Community Support Services for Open Focus Groups and met with people with a learning disability and staff.
 - My Life My Choice Self-Advocacy groups provided feedback and views of what was important to them and what they felt needed to change.
13. Consultation on the draft Oxfordshire Learning Disability Plan took place in June and July 2025 (Annex 3). Feedback received during the consultation period was shared with the sub-groups, and the content of the Plan and dynamic work plans were reviewed and revised where agreed.

The Oxfordshire Learning Disability Plan 2025 – 2035

14. The overarching vision for delivering Adult Social Care in Oxfordshire, known as the Oxfordshire Way, underpins the development of the Plan and supporting people through approaches that focus on individuals' strengths and community resources.
15. The views, experiences, and stories from people with a learning disability, their families and carers shared during the engagement phase have shaped the development of the Oxfordshire Learning Disability Plan. This ensures that people's voices are included and heard throughout.
16. The topics discussed during the varied and comprehensive engagement activities influenced the development and areas of focus for each of the four key themes within the Oxfordshire Learning Disability Plan, ensuring there was a focus of what people felt was good now, what good looks like, and what needs to change.
17. The Oxfordshire Learning Disability Plan is organised into clear sections to make it easier to use and more accessible. In addition to the key themes, the Plan contains details about the overall strategy, the vision, the Oxfordshire Way, and information on learning disabilities. The last section focuses on the Oxfordshire population, presents key data areas, and provides a dedicated resources section.

18. The Plan has links to other key initiatives within the council. Theme One Having a Good Life incorporates work and employment which links to the Connect to Work initiative. Key aspects within Theme 2 Health and Wellbeing, and Theme 4 Homes not Hospital align with the 10-year NHS Plan and Neighbourhood Health. The Plan supports integrated care pathways and community-based initiatives. Some elements are also incorporated within the two other themes where areas interlink.

Dynamic Work Plans for Year 1 and 2

19. The Dynamic Work Plans for Year 1 and 2, have been co-produced. They are designed to continuously evolve as actions are completed and new steps are identified.
20. Sub-groups for the key themes have reviewed the actions identified in the dynamic work plans alongside the outcome measures and target completion dates. Work has commenced on the key actions, with three of these already reaching their target completion date and next steps identified. Update reports detailing progress and next steps are delivered to the Learning Disability Improvement Board.
21. Current and upcoming work includes delivery of £5.9 million capital programme which has been allocated to current projects that are now being delivered, these include:
- Upgrading the council's adult short breaks commissioned properties.
 - Delivery of an additional 8 to 10 self-contained units with low stimulus robust design to meet complex needs and reduce the number of people being placed out of county or admitted to hospital.
 - Delivery of accommodation for three 18- to 25-year-olds moving into adulthood requiring supported living.
22. My Life My Choice Campaign Champions have produced a Councillor Deal document which aligns with the Oxfordshire Learning Disability Plan and key actions within the dynamic work plans. The Councillor Deal focuses on three pledges:
- **Pledge 1:** Social Care – Workforce and Support
 - **Pledge 2:** Education and Employment
 - **Pledge 3:** Good Places to Live.

Corporate Policies and Priorities

23. The Oxfordshire Learning Disability Plan will help Oxfordshire County Council achieve priorities of the council's Strategic Plan:
- Tackling inequalities in Oxfordshire
 - Prioritise the health and wellbeing of residents
 - Support carers and the social care system.

Financial Implications

24. There is £5.9m included within the capital programme to deliver the projects mentioned within paragraph 21 of this paper. The on-going cost of care for the people placed within these units will be met from within the council's core budget.

Comments checked by:

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Legal Implications

25. Oxfordshire County Council has a general responsibility when exercising its functions under the Care Act 2014 in respect of an individual, to promote that individual's 'well-being', as defined by Section 1 of the Act.
26. In doing so the local authority must have regard to a number of general principles set out in S1(3) of the Act which includes for example, the importance of beginning with the assumption that the individual is best placed to judge his or her well-being. By encouraging engagement in its consultation and the development of its Learning Disability Plan, Oxfordshire County Council is endeavouring to ensure that the recipients of services are able to contribute to decision making in a meaningful way.
27. The Act further requires that the authority meets the assessed eligible needs of those with care and support needs in its area, in the way that best promotes that individual's well-being and prevents or reduces the need for care and support. It is anticipated that the development of this strategy will ensure that the Council meets those statutory responsibilities an effective, person-centred way.

Comments checked by:

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Equality & Inclusion Implications

28. An Equality Impact Assessment (EIA) has been completed for the Oxfordshire Learning Disability Plan 2025 – 2035 and approved by the Deputy Director for Joint Commissioning HESC. Annual review of the EIA has been set as a minimum, to be carried out to ensure that the Plan continues to promote inclusivity and ensures equality is considered in all parts of life for people with a learning disability.

Risk Management

29. Sub-groups established for the key themes in the Oxfordshire Learning Disability Plan representing experts by experience, organisations, service

30. The Oxfordshire Learning Disability Plan will be a standing agenda item for the Learning Disability Improvement Board. Risk management will be covered as part of the updates provided to the Learning Disability Improvement Board and escalations will be made as appropriate where needed.

31. A Data Protection Impact Assessment was carried out prior to the engagement stage of the Oxfordshire Learning Disability Plan and was reviewed in December 2025.
32. The council's Engagement and Consultation Team have been involved with the planning of the engagement and consultation phases of the Plan.

33. A report and presentation, jointly delivered with My Life My Choice, were presented to the Health and Wellbeing Board on 26 June 2025. The Oxfordshire Learning Disability Plan 2025 – 2035 was endorsed, with acknowledgement that amendments may be made following further consultation.

Annex List:

Annex 1 - Oxfordshire Learning Disability Plan

Annex 2 – Dynamic Work Plans – Years 1 and 2

Annex 3 – Engagement and Consultation

Background papers:

Nil.

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