**DISMANTLING THE BLOCKS**

**(ones in blue the ones we talked about at BILD)**

**Risk**

**The blocks:**

* Providers fear of scrutiny (safe-guarding)
* Risk assessments
* Risk averse attitudes
* Best interest process
* Fear of litigation
* Blame culture – services and organisatons
* People will always think you can’t do things even when you know you can
* Risk assessments can never entirely disappear
* Assessments and eligibility process
* No fear
* People always want someone to blame
* Fear
* Safety issues
* Too risky
* Too much legislation
* Everything has to be over justified/purposed!!

**Ways to change this**

* Be positive about risk
* What is the risk of not having a great life?

**Attitudes and societal issues**

**The blocks:**

* Learning disability is not a political priority
* Education system
* Media
* General attitudes in society to learning disability
* People not respected as human beings by people with power
* Discrimination
* Lack of understanding in wider community
* Fear of anti-social behavior and bullying
* People with learning disabilities not politicized – not aware of social model
* Inflexible venues
* Prejudice has always existed – can it ever disappear?
* Perceptions - of self and by society
* Hate and mate crime
* Looking at what people can’t do rather than what they can do.
* Not understanding cultures
* Lack of interest
* Too many people campaigning for people with learning difficulties and not enough people leading their own campaigns.
* Lack of advocacy services
* The medical model
* Negative attitudes
* Everybody needs support of some description
* You’ll never like everyone
* “No learning disability is no different than anybody else. We should be treated the same!”
* Adults not children
* Ignorance and lack of education

**Ways to change this**

* Let people be angry
* Continuous advocacy support
* Peer/self-advocacy
* Campaigning training
* Campaigning mentoring (from other successful campaigning group)
* Lead by example
* Being valued in the community
* People with learning disabilities as teachers
* Have a high expectation of the local community
* Changing/removing labels
* Creating positive role models

**Work cultures**

**The blocks:**

* ‘Not my job’
* Not enough flexible support
* Lack of creativity
* Imposing own (staff values)
* Unwieldy systems
* “I finish at 9pm”
* Excuses
* Policies and procedures
* Tick-box mentality
* It’s too difficult
* This is how we do it
* Values (of the lack of)
* “Computer says no”
* Cultures in organizations
* Shift patterns
* All talk and no action
* Inflexible rotas
* Bad carers
* Staff attitudes and lack of appropriate training
* Staff

**Ways to change this**

* Training
* Sharing best practice
* Finding solutions to problems
* Being committed to making change
* Quality control

**Staff**

**The blocks:**

**Ways to change this**

* Involving staff in your life and teaching them to be more interested
* Recruiting the right staff
* Lose the blame culture
* Let me choose my staff
* People with learning disabilities in charge of everything around staff
* Training/recruitment etc
* Upping the value of carers

**Money/Cuts/Poor Pay – support provision**

**The blocks:**

* Lack of suitable housing available
* Always looking for solutions in services
* Constant reorganization and reshuffling of services
* Can care be totally flexible?
* Services find it hard to survive
* Smaller services
* Dependancy on paid staff
* Having the tight support
* Lack of funding
* It’s hard to get funding
* Zero hours contracts
* Pay for support staff
* No money/cuts
* Not using the best of resources, both free and paid for
* Money and resources in general
* Lack of funding
* Short staffed every weekend
* Limited resources

**Ways to change this**

* Creating community
* Not building dependency
* Being flexible
* Give people with learning disabilities information about how money is and could be spent

**Blocks for individuals]**

**The blocks:**

* Mental capacity
* Vulnerability
* Lack of choice
* Hate/mate crime

**Information and making choices**

**The blocks:**

* Lack of information – people don’t know what their options are
* Recognizing what “having a great life” really means
* Mental capacity

**Personal budgets**

**The blocks:**

* Not enough support for people who want to take control of their own budgets.

**Employment**

**The blocks:**

* Access to Work excluding people on certain benefits
* Not enough jobs