

LEARNING DISABILITY AND AUTISM

STRATEGY 2026 - 2029

OUR VISION

At the Royal Orthopaedic Hospital, we are committed to delivering safe, high-quality, compassionate and inclusive care for people with a learning disability and/or autism. We will ensure equitable access to healthcare, reduce barriers, and empower patients and carers through person-centred care and meaningful reasonable adjustments.

OUR VALUES IN ACTION

Person-Centred Care

Empowering patients through choice, advocacy and personalised support, ensuring every voice is heard.

Compassion & Respect

Providing accessible, respectful and inclusive care while reducing barriers and tackling health inequalities.

Excellence & Safety

Embedding best practice through governance, audits, benchmarking, learning from incidents and LeDeR reviews.

Learning & Improvement

Supporting continuous learning, mandatory staff training, reflection and service development informed by patient experience.

OUR GOAL

To embed learning disability and autism principles across governance, workforce development, clinical practice and partnership working, ensuring equitable, accessible and high-quality care for every patient.

OUR COMMITMENTS

- Deliver person-centred care with patients at the heart of decision-making.
- Equip staff with the skills and awareness to provide appropriate support and reasonable adjustments.
- Listen to patients, families and carers, ensuring feedback drives improvement.
- Co-produce and develop services alongside people with lived experience.
- Work collaboratively across healthcare systems to share learning and best practice

THREE-YEAR DELIVERY PLAN

Year 1: Foundations & Workforce (2026/27)

- Strengthen and sustain the Learning Disability and Autism Service.
- Embed robust pathways and resources across the Trust.
- Identify improvement priorities through audits and benchmarking.
- Improve reporting and escalation processes.
- Increase visibility and engagement across departments.

Year 2: Training & Implementation (2027/28)

- Deliver bespoke Learning Disability and Autism training programmes.
- Support implementation of Oliver McGowan Mandatory Training.
- Evaluate staff confidence, competence and compliance.
- Strengthen cross-service collaboration and external partnerships.

Year 3: Evaluation & Governance (2028/29)

- Evaluate progress against strategic commitments and outcomes.
- Review learning from audits, incidents, complaints and LeDeR reviews.
- Refresh the strategy and future workplan.
- Sustain a culture of continuous learning and staff engagement.



The Royal
Orthopaedic Hospital
NHS Foundation Trust