

# Scottish Learning Disability Week 2023

Monday 1 – Sunday 7 May

**GET  
INVOLVED  
PACK**

**#Leadtochange**

**#ScotLDWeek23**

Scottish Learning Disability Week celebrates the rich contribution that people with learning disabilities make to society. This year's theme is '**Lead to Change**'.

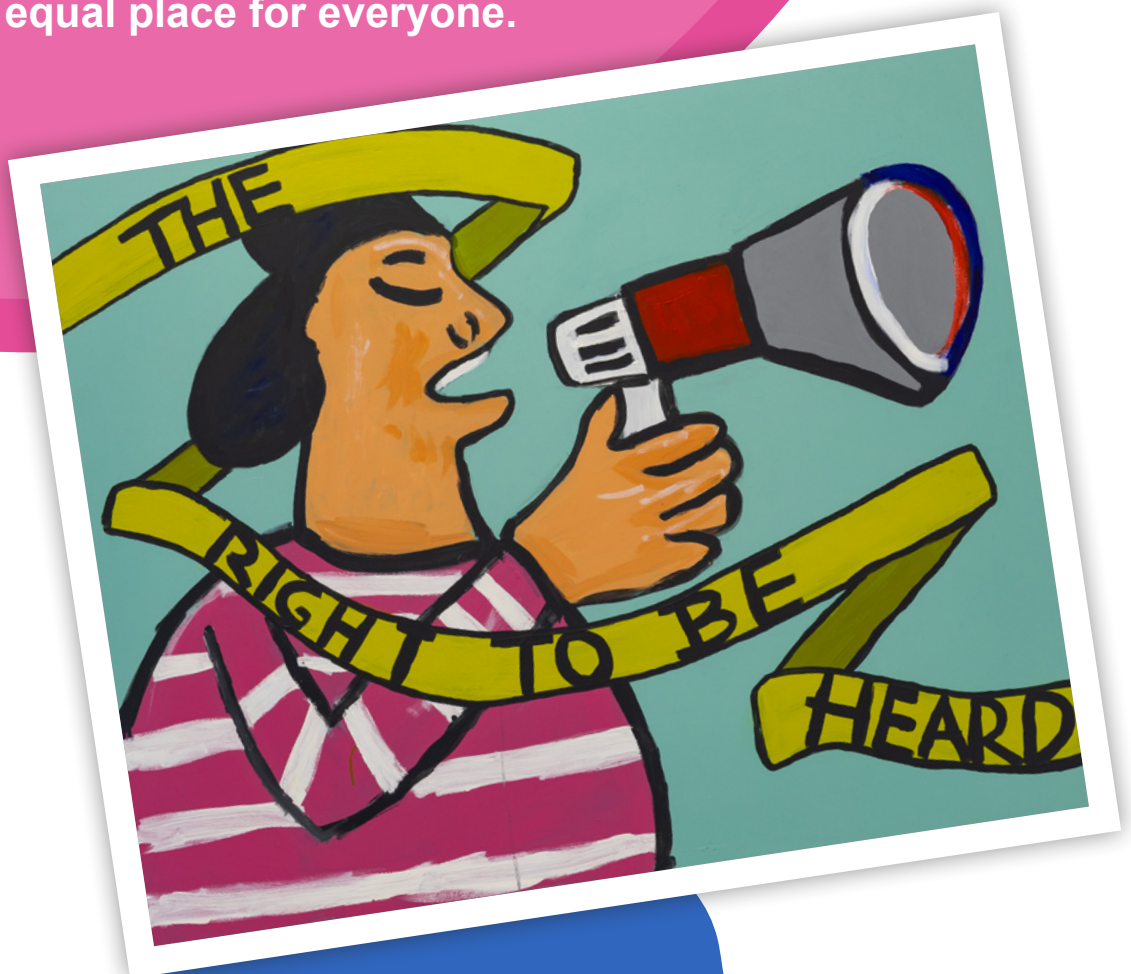
Discover how you can get involved with Scottish Learning Disability Week. There are opportunities for individuals, not-for-profits and companies to take part, have fun and make a difference.



# What is Scottish Learning Disability Week and why does it matter?

Scottish Learning Disability Week celebrates the rich contribution that people with learning disabilities make to society, as well as working to ensure people receive full and fair access to all of their rights.

The week matters because there are over 125,000 people with learning disabilities living in Scotland, and raising awareness provides an opportunity to change attitudes, making Scotland a better, fairer and more equal place for everyone.



# What is leadership?

- ★ Leaders are people who challenge the way things have always been done
- ★ Leaders are people who motivate others to do things
- ★ Leaders are people who help others succeed
- ★ Leaders work with others to guide them to achieve
- ★ Leadership is a skill you can learn

## Lead to Change

*This year's Learning Disability Week focuses on all aspects of Leadership with the theme 'Lead to Change'.*

## Take part in this year's Scottish Learning Disability Week

- ★ Why not organise an event? There are lots of ideas in the pack
- ★ Tell us about leaders for change that you know
- ★ Take part in the online workshops and roundtables hosted by SCLD and partners during Scottish Learning Disability Week. Sign up to SCLD's eFocus newsletter for updates. There is a link on the SCLD home page: [www.sclld.org.uk](http://www.sclld.org.uk). Visit [www.sclld.org.uk/learning-disability-week](http://www.sclld.org.uk/learning-disability-week) for the latest news and events
- ★ Post and share on social media during the week using [#ScotLDWeek23](https://twitter.com/ScotLDWeek23) and [#Leadtochange](https://twitter.com/Leadtochange)
- ★ Download the Scottish Learning Disability Week branding at [www.sclld.org.uk/learning-disability-week](http://www.sclld.org.uk/learning-disability-week)
- ★ Learn, ask questions and have fun

**#ScotLDWeek23**  
**#Leadtochange**

# About Scottish Learning Disability Week 2023



Scottish Learning Disability Week is a week that celebrates the lives and talents of people with learning disabilities in Scotland



During Scottish Learning Disability Week people do activities and have events as a way of celebrating



Scottish Learning Disability Week will happen from Monday 1 to Sunday 7 May 2023

## What is the theme?



The Scottish Learning Disability Week 2023 theme is Lead to Change

Made with the help of  
**PHOTO SYMBOLS**





We want to use Scottish Learning Disability Week 2023 to raise awareness about how people with learning disabilities are leaders



There are lots of way that you can be a leader  
You can be a leader in your own life



You can be a leader of a group



You can be a leader of an organisation



You can be a leader in your community



You can be a leader in your support



You can be a leader in sports



You can lead to change

## What do leaders do?



Leaders are people who challenge the way things have always been done



Leaders are people who motivate others to do things



Leaders are people who help others succeed



Leaders help other people who are trying to become a leader



Leadership is a skill you can learn

## How can you get involved in Scottish Learning Disability Week?



Take the lead and organise a Leadership Conversation Cafe. There is more information on page 17



Talk about your leadership journey



Tell us about the leaders for change that you know



Take part in the online workshops using the internet during Scottish Learning Disability Week



Learn, ask questions and have fun



## Where can I find more information?



You can find more information on our website at [www.sclد.org.uk/learning-disability-week](http://www.sclد.org.uk/learning-disability-week)



You can use our social media channels

Facebook – @ScotCommission

Twitter – @SCLDNews

Instagram – @sclدnews

Vimeo – <https://vimeo.com/sclدnews>



You can email us with any questions

[admin@sclد.co.uk](mailto:admin@sclد.co.uk)



You can phone us on 0141 248 3733

# Who does leadership look like?

## **National leadership: Fiona Dawson**

Fiona Dawson uses her leadership skills to help protect the UK Human Rights Act and defend the human rights of people with learning disabilities in Scotland.

Fiona has written a blog outlining why the Human Rights Act is important to people with Learning Disabilities in Scotland, and has also served on the Scottish Government Human Rights Lived Experience Board. Fiona appeared on BBC Scotland's The NINE to promote the Human Rights App. With her colleagues on the Human Rights Town App Development Group, she presented about the App as part of The Alliance 'Being Human Lecture Series' alongside Rosemary Kayess who is chair of the United Nations Committee on the Rights of Persons with Disabilities.

Fiona is also an Include for Good Rapporteur and has met with Minister Mr Kevin Stewart to speak out about issues facing people with learning disabilities and offer solutions.

In 2022 Fiona was also appointed as the Co-Chairperson of the National Involvement Network for Scotland and took part in the 'This is me: valuing the lives of people with learning disabilities' campaign. Fiona has also led locally by working with her Health and Social Care Partnership to develop the new learning disability strategy for South Ayrshire.

Fiona said, "Being a leader is important because it's given us opportunities, opening doors and having a purpose to life. Having that passion to help people with learning disabilities makes me feel very good inside, it gives me happiness. I've always wanted to help people with disabilities and to help people to change their lives right around. I would like to make a difference and to make change happen for everyone. I want to encourage others to follow their ambitions and for them to become more involved in everything they do. We are all leaders in our own right."





## **National leadership: Aaron Hume**

Aaron Hume is a Human Rights Defender for People with Learning Disabilities in Scotland. Aaron has served on the Scottish Government Human Rights Bill Lived Experience Board.



In this role Aaron and his fellow board members presented to the Minister of Equalities and Older People a new Human Rights Law for Scotland for people with Learning Disabilities. He has also represented the Human Rights Bill Lived Experience Board and SCLD at the UK Civil Society Championing High Standards Conference. Aaron has also led several training workshops on using the Human Rights App for people with learning disabilities, has participated in the 'This is me: valuing the lives of people with learning disabilities' campaign by the Scottish Learning Disabilities Observatory. He is also a published co-researcher with Edinburgh Napier University in partnership with get2gether.

Aaron is an 'office bearer' of the Values Into Action Scotland board, and a health and social care student at West Lothian College and an Ambassador with his Student Association.

Aaron said, "Being a leader is important to me because it's a great chance to put across my views from experience. I believe everyone is a natural born leader no matter who you are! We have all got a part to play in our lives. Being a good leader is not about being at the top of the table, you must work with everyone and treat everyone as equal. You have to work together as there is no 'I' in team. I strongly encourage other people with learning disabilities to stand up and do not be scared to explore opportunities. Own it!"

**"You  
can't be  
what you  
can't  
see"**

## Individual, local and national leadership: Kate and Louis

Louis is my son, I am his mother, we have journeyed together for nearly thirty seven years. In Louis I recognise qualities of Leadership that are grounded in Being rather than in worldly markers. Louis has a huge capacity for Love: love of people, of places, celebrations. He expresses this existential love for Life in the word 'Eeeeeeeee'.

Louis has great energy and creative insights. I share those with him, people tell me. As leaders we embody radical forgiveness, moving on from past hurts to new futures. We share a sense of Justice and seeking to create afresh. Our leadership is about keeping on going.

Through Louis, I recognise I Lead because I Love, because I am Loved. I envision and have faith in a community of care where all take responsibility for each other's well-being: noticing, listening, being curious, trying out, sharing, comforting, encouraging, getting things wrong, inviting people alongside ...

Leadership is costly. How do we top up our reserves, deal with disappointments? Louis and I enjoy the moment together, tell stories, find nourishment with and through others .. we love and we hope and we share.



**"You  
can't be  
what you  
can't  
see"**

### Local leadership: Leeanne Clark

I did not think I was Leader until I began to think about what a Leader undertakes. I knew I wanted to share my experiences in the hope I could help people in the best way and maybe do things a little bit differently. This gave me insight into the control I have over my story, and I feel good about myself for helping others. I have been working with SCLD as a member of the Human Rights Lived Experience Board to help Politicians make the best decisions for Scotland's new Human Rights Law in Scotland. During the Covid Pandemic, I thought it was important for people to get their voices heard about the





## Local leadership: Brian Boardman

I have been the Chair of the Citizens Panels in the Borders for nearly five years. There are five Panels across five areas of the Borders.

We write a report about how good services are for people with learning disabilities and present it to the Health and Social Care Partnership Board. I go to the meetings and answer questions if they have any. Then I go back to the Citizens Panels and tell them what the Partnership Board said. So it's a lot of responsibility.

I'm also an assistant coach of the local boccia team. The team has won the league for the last four years, so we must be not too bad!

I have been trying to get my local authority to develop a service that would allow my brother to come back home. At the moment he is living in a service in Stoke-on-Trent, but that is too far away. The local authority has said that they will be doing that – I think something will be happening in 2024. That will be good when he comes home.

Brian is a graduate of the Our Future Leaders programme.



experiences of people with Learning Disabilities. I took part in a huge piece of research about people's experiences with Learning Disabilities. I had my voice heard through the COV Explorers Group and made sure the researchers were asking the right questions about the lives of people with Learning Disabilities. This was important so that if this ever happens again, we make sure we learned what could have been done better for people with Learning Disabilities. Being a leader can change things for the better!





## Individual leadership: John Kearney

John is a leader in his own life and provides leadership every day to his team of support workers and other professionals through recruitment and training. He directs his team about what he wants to do each day and where he wants to go. John also ensures that his house is kept the way that he likes and most importantly he makes sure that all staff know exactly how he wants to be supported.

Directing the recruitment of his team is one way he shows leadership. John has worked with his support provider SOL to create a Staff Matching Tool which identifies the type of person that John is looking for in his team. Training is another way. John trains all new staff in how best to support him using the support plan which he wrote with his provider. John also delivers training to professionals as he finds it important to show leadership in this way. He has delivered training to all staff at SOL, to Nurses at Edinburgh University and social workers in Dumfries.

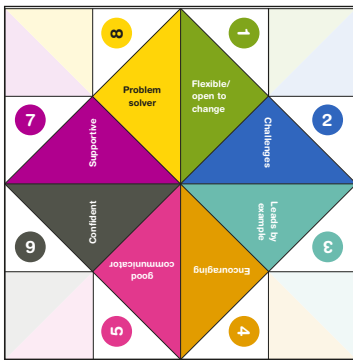
John is also a leader at a local level through his role as a Quality Checker for his support provider and nationally through his role as an Include for Good Rapporteur. He is supported by his team to perform the work of both roles and they recently won an SSSA award for their work in supporting John to be a Rapporteur. It is John's leadership that guides them to provide the support that he needs and wants.



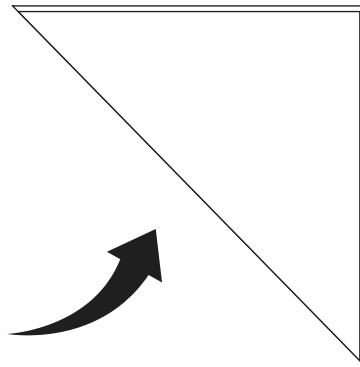
**“You  
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# Make a leadership fortune teller!

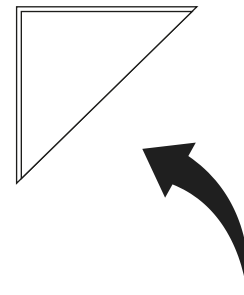
Follow the steps below to make a leadership fortune teller using the printed template in the pull-out section of this pack. On page 16 we've included some ideas and suggestions for how to use the fortune teller. Have fun!



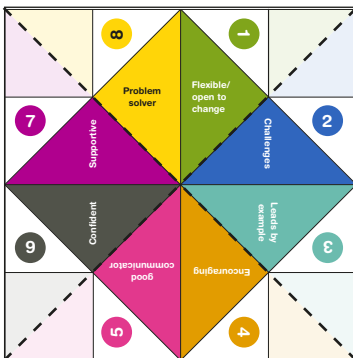
1. Cut out the printed template.



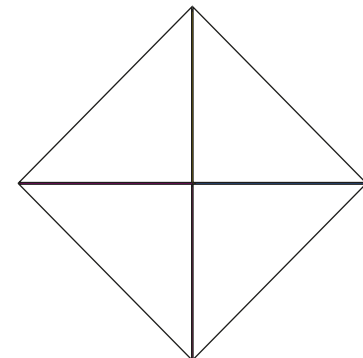
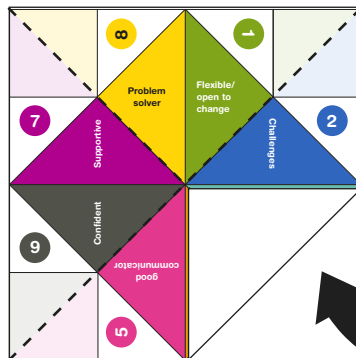
2. Fold the fortune teller in half diagonally.



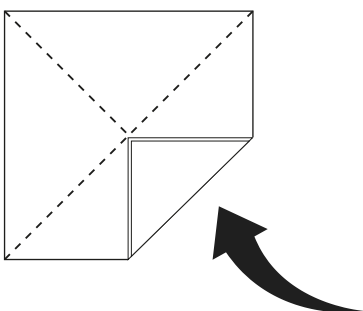
3. Then fold it in half again.



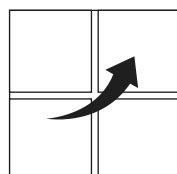
4. Unfold the fortune teller and fold each corner so the points meet in the middle.



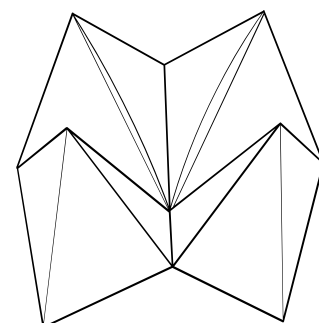
5. It should look like this now.



6. Turn it over and again fold each corner so the points meet in the middle.



7. Turn it over and work your fingers into the flaps. You're now ready to play!



## How to use the fortune teller

- 1 What is your favourite number?
- 2 Count out your favourite number
- 3 Choose a number on the fortune teller
- 4 Show what is under the number
- 5 The words or phrases will have something to do with leadership
- 6 Talk about what they mean ... get the leadership conversation started

Once you have talked about what the word or phrase means you may also want to think about:

- ★ Examples of how you use this leadership skill now
- ★ How you might use this skill to help you to make a positive change in your life
- ★ How you might use this skill to help someone else make a positive change in their life



# Could you organise a Leadership Conversation Café?

Why not host a coffee morning, a lunch, a meeting or a get-together to talk and learn about leadership?

- ★ If you are someone with a learning disability you might want to organise an event
- ★ If you are an organisation you might want to support people with learning disabilities that you work with to organise their own event
- ★ If you are a business or an employer, you might want to promote the leadership of people with learning disabilities that you employ by hosting an event

## Start the conversation

Invite people with learning disabilities to present and talk about their experiences of being leaders.

You might want to invite other leaders that you know to share their own leadership experiences. These could include people from other organisations, faith groups or businesses, as well as family carers, politicians and employers.

There might be opportunities to work together to create leadership opportunities for people with learning disabilities.

- ★ To help you start the conversation, play the leadership bingo game
- ★ Make your leadership fortune teller and chat about the leadership words
- ★ Encourage people to write or draw on the social media card 'I am a leader because I ...'. Share on social media with the hashtags #ScotLDWeek23 and #Leadtochange
- ★ If you are a leader in your life wear the 'I am a leader' sticker so that people can talk to you



Think about what leadership looks like for people with learning disabilities in your organisation.



Maybe people with learning disabilities haven't thought of themselves as leaders before.



Maybe you've not thought about people with learning disabilities as leaders before.

Think about people with learning disabilities who are or could be leaders and could make changes in their lives or in the lives of others

## Outcomes

Scottish Learning Disability Week 2023 aims to 'Lead to Change' by creating positive change for people with learning disabilities in Scotland.

### From the Conversation Café:

- ★ Gather examples of the things people with learning disabilities want and need so they can 'Lead to Change'
- ★ Recognise that people with learning disabilities know what qualities a leader can have
- ★ Recognise that people with learning disabilities can be leaders in their own lives
- ★ Ask yourself 'If I want to 'Lead to Change' how can I join others to make this happen?'
- ★ Ask yourself whether your organisation can create new leadership roles for people with learning disabilities

**Have fun, enjoy and learn!**



# Leadership Workbook

Scottish Learning Disability Week 2023



This workbook has been written by SCLD as part of Scottish Learning Disability Week 2023



The workbook is about people with learning disabilities and **leadership**



It contains lots of information about **leadership**

Made with the help of  
**PHOTO SYMBOLS**



You might want to talk to a friend, or advocate, or support worker about the information in this workbook



SCLD works with lots of people with learning disabilities who are **leaders** in their own lives and in the lives of other people



SCLD's role is to support people with learning disabilities in their **leadership** roles

## What is leadership?



Anyone can become a **leader** if they want to.

Here are some examples:



You can help other people to think or act differently



You can tell other people about your experiences.

This can make other people think about things in a different way



You can encourage someone to join a new group or activity



You might become more involved in planning your own support



You become a **leader** when you help other people solve a problem



You become a **leader** when you help someone to say they are unhappy about something



You become a **leader** when you help someone tell their story to bring about change



You become a **leader** when you talk to someone and really listen to their problem and suggest some ideas about how they can change things



There are some activity sheets at the end of this document – have you seen them?

Try **Activity sheet 1: How do I show leadership at the moment?**

## Why become a leader?



Becoming a **leader** helps you feel good about yourself



Becoming a **leader** helps other people feel good about themselves



Becoming a **leader** can help change things for individuals and groups of people



You might help change your support if it isn't working for you



You might help get people to change the way they do things in your local community



You might want to join a charity's Board and make sure it does a good job





You might help politicians write better laws



Can you think of other ways that being a **leader** might help you or other people?

You could try **Activity sheet 2: Where else in my life can I show leadership?**

## How do I become a leader



If you want to become a **leader**, you can join a group or network like:



National Involvement Network (the NIN)

<https://arcscotland.org.uk/involvement/national-involvement-network/>



The Assembly

<https://viascotland.org.uk/project/the-assembly/>



You can speak to someone and get some ideas about how to become a **leader**



You can apply to do the Our Future Leaders Course and learn **leadership** skills

[www.sclld.org.uk/what-we-do/our-future-leaders](http://www.sclld.org.uk/what-we-do/our-future-leaders)



If you have an advocate or support worker, you can ask them to support you to become a **leader**



You can join a club or sports group and ask them to help you become a **leader**



You could try **Activity sheet 3: What issues are facing me or others in the world that I want to change?**

## Making it happen!



If you want to become a **leader**, the important thing is to tell people that is what you want



Look for opportunities that are interesting to you



Join something new!



LEAD to CHANGE!

You could try **Activity sheet 4:**  
**My lead to change plan**

Check out SCLD's website for more information:

[www.sclld.org.uk/learning-disability-week](http://www.sclld.org.uk/learning-disability-week)

## Activity sheet 1: How do I show leadership at the moment?



Write or draw  
to show us  
how you lead



## Activity sheet 2: Where else in my life can I show leadership?

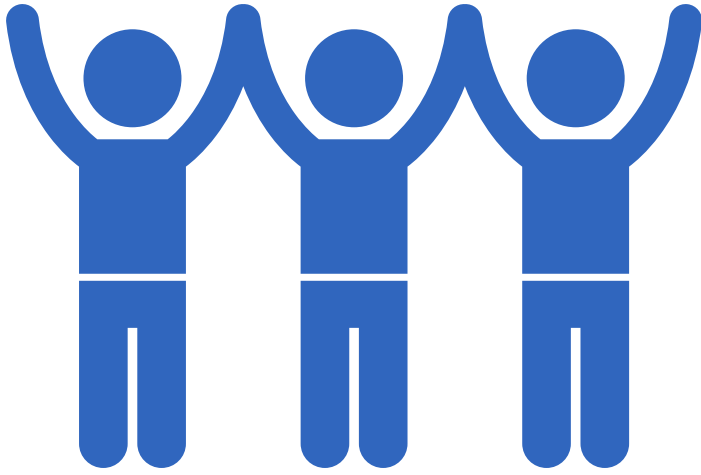


Write or draw  
to show us  
your ideas





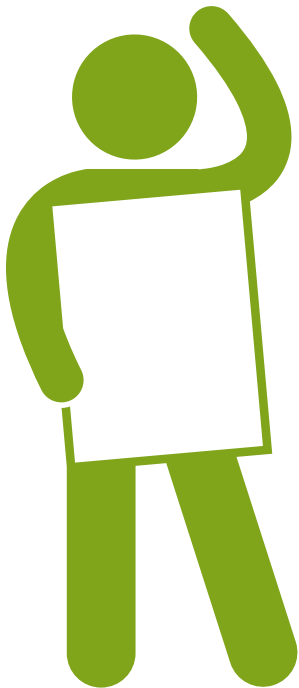
## Activity sheet 3: What issues are facing me or others in the world that I want to change?



Write or draw  
to show us  
your ideas



## Activity sheet 4: My lead to change plan



Write or draw  
your lead to  
change plan



You can find examples of 'My lead to change plans' on SCLD's website

# **I am a leader because I...**

## **#Leadtochange**

**You can write, draw or paint and tell everyone 'I am a leader because I...**

**During Scottish Learning Disability Week share your picture on social media and tag @SCLDNews**

**Use #Leadtochange or #ScotLDWeek23**

# Leadership opportunities for people with learning disabilities



There are some opportunities at SCLD.



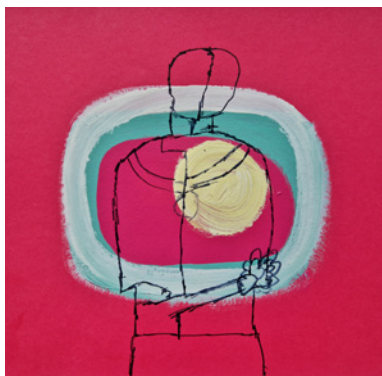
Our Future Leaders is a leadership course for people with learning disabilities. It will help you learn the skills you need to be a good leader.

## Include For Good

The Include For Good programme is led by people with learning disabilities who aim to move power and control to people with learning disabilities.



The SCLD Expert Group is made up of people with learning disabilities from across Scotland. The group meets every eight weeks and regularly discusses national issues with different parts of the Scottish Government and other national organisations. For more information please email [admin@sclد.co.uk](mailto:admin@sclد.co.uk)



The Equally Safe group is led by and for women with learning disabilities who are interested in, or have been affected by, gender-based violence. If you would like to know more about the group or are interested in joining please email [admin@sclld.co.uk](mailto:admin@sclld.co.uk)



Join the International Initiative for Disability Leadership (IIDL)

## More leadership opportunities



**People First  
(Scotland)**

People First (Scotland). The National Disabled People's Organisation of adults with a Learning Disability in Scotland. Email [admin@peoplefirstscotland.org](mailto:admin@peoplefirstscotland.org) or phone 0131 478 7707



The National Involvement Network (NIN) wants to make sure everyone's voice is heard, and that people are involved in decisions about their lives. You can join the network, and link up with others across Scotland to share your experience and what matters to you. You can phone the National Involvement Network on 0131 663 4444.



The Assembly is a group of people who support and facilitate accessible politics and active political engagement for Scotland's community of people with learning disabilities and/or autism. To join The Assembly email [sonya@theassembly.scot](mailto:sonya@theassembly.scot) or phone 07947429618



The Life I Want covers Greater Glasgow and creates opportunities for people with learning disabilities to make practical differences to their own lives.



- ★ Health
- ★ Housing
- ★ Relationships
- ★ Employment
- ★ Transitions

Email [info@viasscotland.org.uk](mailto:info@viasscotland.org.uk)



The Live YOUR Life course provides an opportunity for adults with learning disabilities to gain the knowledge and skills to live a more self-determined life. It is organised by get2gether.

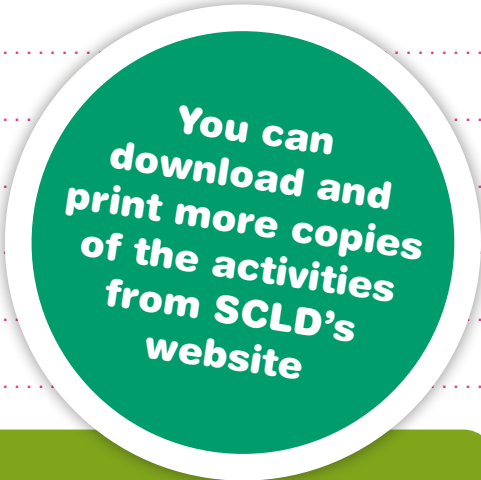
Email [admin@get2gether.org.uk](mailto:admin@get2gether.org.uk)

Phone 07867 179023

**You can get this easy read document on the internet at [www.sclld.org.uk/learning-disability-week](http://www.sclld.org.uk/learning-disability-week). The version on the internet includes links that will give you more information.**

# Notes

Dotted lines for writing notes.



[www.sclld.org.uk/learning-disability-week](http://www.sclld.org.uk/learning-disability-week)

**You can  
be a  
leader!**

**Of an  
organisation**

**Nationally**

**Of a  
group**

**Locally**

**In your  
community**

**In your  
support**

**In the  
wider  
world**

**In your  
own life**

**You can  
lead to  
change!**

## **Contact us**

**Email:** admin@scld.co.uk

**Phone:** 0141 248 3733

**Website:** www.scld.org.uk

**Twitter:** @SCLDNews

**Facebook:** @ScotCommission

**Instagram:** @scldnews

**#Leadtochange**

**#ScotLDWeek23**