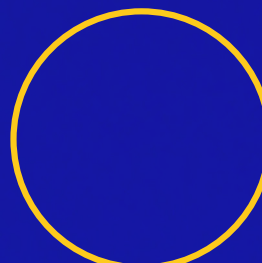
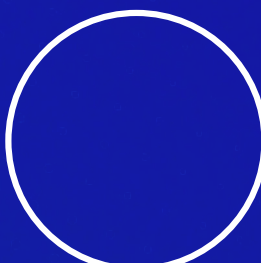
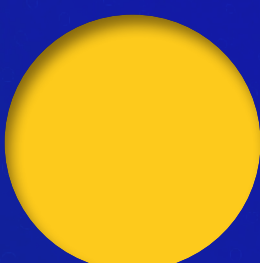
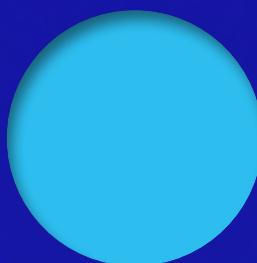
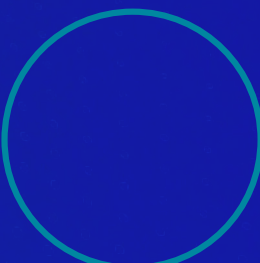
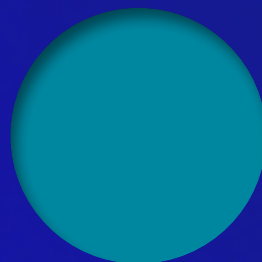
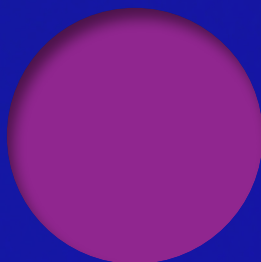


# NATIONAL PLAN For Adults with Intellectual Disabilities and Their Families



# Table of Contents

Message from the Minister of Social Development and Seniors,  
the Hon Tinee Furbert JP MP

**PAGE 2**

Bermuda National Plan for Adults with Intellectual Disabilities  
and their Families 2023 – 2028

**PAGE 3**

People with an intellectual disability in Bermuda

**PAGE 5**

How have we written this Plan?

**PAGE 9**

Why have we written this Plan?

**PAGE 11**

What have people told us?

**PAGE 14**

The Plan has 5 important ways (priorities) that we want to make  
things happen

**PAGE 16**

What happens next?

**PAGE 21**

Glossary

**PAGE 22**

Contact us

**PAGE 24**

# FORWARD

Message from the Minister of Social Development and Seniors, the Hon. Tinee Furbert, JP, MP



*I am proud to introduce the National Plan for Adults with Intellectual Disabilities and their Families. Thank you to everyone who helped write it.*

*People with intellectual disabilities and their families are at the center of this Plan. The Plan is to help adults with intellectual disabilities have healthy and happy lives.*

A handwritten signature in black ink, appearing to read 'Tinee Furbert', written in a cursive style.

The Hon. Tinee Furbert, JP, MP

*There are gaps in our services and things that we need to improve. We must all work together to make changes that support adults with intellectual disabilities and their families.*

*I encourage everyone in Bermuda to support the Plan. We look forward to working with you and keeping you up to date on our progress.*

# National Plan for Adults with Intellectual Disabilities and their Families 2023–2028



This is the [accessible](#) version of the National Plan. You may need to see the full document [www.gov.bm](http://www.gov.bm) for some of the details; this is a summary of the full Plan. Some of the more difficult words are in blue. There is a Glossary at the back of this document which explains what they mean.



We want to make sure that adults with an intellectual disability who live in Bermuda are healthy and have good lives.



The Minister of Social Development and Seniors asked a small [stakeholder](#) group to write a five year Plan (2023 – 2028) to make life better for people with an intellectual disability and their families.



The Plan will help make sure that people with an intellectual disability in Bermuda will:

1. Live long and healthy lives
2. Be able to make choices and be in control of their lives
3. Feel happy, safe and supported
4. Lead fulfilling and active lives
5. Be respected and treated with dignity



When we talk about people in the Plan, we mean adults with an *intellectual disability*.

When we talk about carers, we mean *family members who support the person*; this is usually a parent, but is sometimes another person.



When we talk about staff, we mean *any person who is paid to provide support*.

# Adults with an intellectual disability in Bermuda



By definition adults with an intellectual disability need help because:

1. They find it hard to understand new or **complex information**
2. They find it hard to learn new skills
3. They find it hard to live independently
4. These difficulties started when they were children
5. They have **long-term** difficulties



We need better information about people in Bermuda with intellectual disabilities. We do not know what a lot of them need. We also do not know how many people in Bermuda have an intellectual disability.



Most people with intellectual disabilities are cared for by their families. The families need support to help them to have a good life.



About 65 adults with intellectual disabilities live in group homes and are supported by care staff.



A few people with serious health problems are cared for in hospital.



In the last 3 years, 15 families have regularly used care in the Mid-Atlantic Wellness Institute group homes for a short period of time. [Respite](#) helps both the families and the individuals to have a break for a few weeks each year.



About 100 children and 400 adults have intellectual disabilities. This Plan is mainly for adults. Some young people find it hard when they leave school. We include plans to help young people when they [transition](#). Children will need a different plan.



People need to be busy doing work and activities that they enjoy:

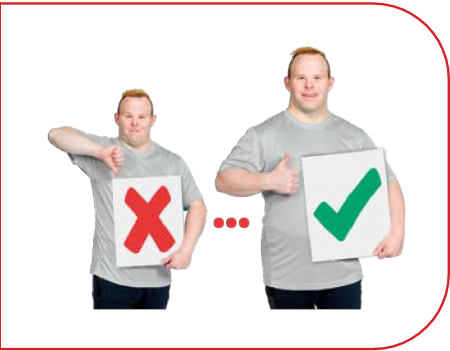
1. 25 people from the group homes go to New Dimensions for activities.
2. 50 people who live with their families go to K. Margaret Carter Centre.
3. 9 of the students at Dame Marjorie Bean Hope Academy are aged over 14 years. 5 of them are over 18 years: they will soon be transitioning into adult services.
4. Many people go to WindReach each week for a range of activities. This often involves therapy with animals.
5. There is a very active Special Olympics programme.
6. Tomorrow's Voices provides therapeutic support to people who have [autism](#) as well as an intellectual disability.





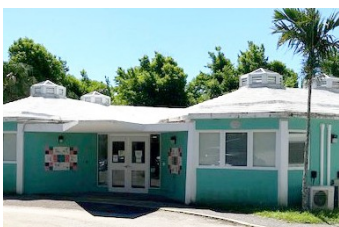


The new Community Intellectual Disability Team (CIDT) supports adults with learning disabilities who live at home with their families.



This Plan will help to improve the quality of life of all these people.

# How have we written this Plan?



The Minister of Social Development and Seniors asked a group of people to write the Plan. The Plan will help to make positive changes over the next 5 years (2023 – 2028). The Plan sets out many details for the first year, but we will need to update it each year.

The group that wrote the Plan has included:

1. Mid-Atlantic Wellness Institute, Bermuda Hospitals Board
2. K. Margaret Carter Centre
3. WindReach
4. Tomorrow's Voices
5. Aging and Disability Services, Ministry of Social Development and Seniors
6. Dame Marjorie Bean Hope Academy, Ministry of Education
7. Parents
8. Community advocates



We looked at a lot of earlier plans and reports that have not all happened. We are using some of the information from these.

We asked the community to look at the Plan and let us know what they think. We got good responses.



We have written 5 action plans. We describe these later in the Plan.



We will have [town hall](#) meetings each year so that we can look at what progress we are making. The community can help us to set new action plans each year.

# Why have we written this Plan?



Many adults with intellectual disabilities need support to live happy and healthy lives. Their families often need support as well.

They often have more health problems than other people in Bermuda.



People with an intellectual disability have more health and support needs than the general population:

1. They generally have poorer physical and mental health.
2. They use hospital services more.
3. They suffer more injuries, accidents, and falls.
4. They rely on social and community services.
5. They are more likely to die at a younger age.
6. Their families need a lot of extra support. This helps families to care for them.

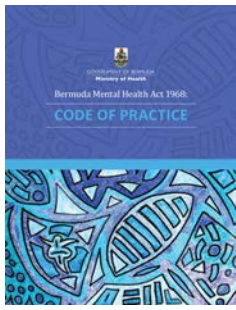




Some groups of adults with intellectual disabilities often need extra support. Our Plan must work for these people:

1. People with **profound and multiple disabilities**.
2. People who have behaviours that can be challenging.
3. People with autism who also have an intellectual disability.
4. People who also have a mental health or alcohol problem.
5. People who need end-of-life care.
6. Some people who may get in trouble with the police, or do very risky things.





Adults with intellectual disabilities must have their rights protected by Bermuda laws. There are some gaps in our laws. For example:

1. We need to agree to the [UN Convention of Rights for Persons with Disabilities](#).
2. We need laws to help people who find it hard to make their own decisions.
3. We need more protection for vulnerable adults aged under 65 years. This will help to protect them from abuse.
4. Victims of crime need laws that will help them to take part in the justice system.



# What have people told us?



You have told us that you want the same opportunities as anyone else:

1. You want to enjoy your lives.
2. You want everyone to treat you with dignity and respect.
3. You should be able to live in a home in the community. You should have friends.
4. You should have support when you need it.
5. This will help you to live a healthy, safe, and fulfilling life.



The principles of the Plan are:

1. Rights: We make sure that we have laws to protect people's rights.
2. Independence: We support everyone to be as independent as possible.
3. Choice: We support everyone to have a say in what happens to them.
4. Inclusion: We support people to do the things that are important to all of us.





Everyone must make these principles a reality. This means that we must all work in **person-centred** ways. Each person is unique; we must treat everyone as an individual.

Families and staff need to have the skills to support everyone they care for.

We will know that the Plan is working when you:

1. Have **rewarding** activities to do.
2. Are supported in ways that are person-centred.
3. Experience services that work well together.
4. Have choice and control over how you are supported.
5. Are supported by families and staff who have the help and support that they need.
6. Can receive excellent residential support if you can't live at home.
7. Receive the same health care services as everyone when you need it.
8. Receive specialist support if you have complex needs.





The plan has 5 important ways (priorities) that we want to make things happen:

## 1. Quality Support and Services

Every person with intellectual disabilities can easily access good quality support to meet their needs, so that they can have a good life.

There is better coordinated access to daytime support that helps to increase independence and quality of life.

Families that need support can more easily obtain it.

Individuals who have the most **complex** support needs receive appropriate care that is close to home and is well coordinated.

Families and individuals experience a smooth transition as they increase in age.

There will be a range of accessible housing options to support people, including when families can no longer provide care.



## 2. Training and Education for Support Workers

Families and care staff will have the skills and help that they need to be able to support a person with intellectual disabilities.

We will create a training course for Support Worker staff that will help them to do their jobs well.

We will create training courses to support family members.

We will create training courses to help people to make more choices in their lives.

We will make plans for a training course that will help the public to understand about intellectual disabilities.



### 3. Policy

There is support from government to protect people with intellectual disabilities and to make sure this plan happens.

We will work with the Minister to set up a “[Steering Committee](#)” This group will monitor how well we are making the Plan happen.

We will work out how we can set up a “Disability Register” to give better data for planning services.

We will make plans to strengthen the laws that protect vulnerable people.

We will work more closely with the Bermuda Health Council to strengthen care standards for people in group homes.

We will find better ways to check for gaps in services and work out how to correct these.



## 4. Funding

The government money is used carefully so that it goes to the places where it can help as many people as possible.

Day Programs have budgets that provide good services and programs exist to support employment of clients.

Funding is available for specialized support services and equipment and based on need.

People with high support needs can access skilled support to age in place

People with intellectual disabilities, and their families, benefit fully from the health insurance schemes.

Local specialist care is available so that we rely less on overseas placements.



## 5. Advocacy

Adults with intellectual disabilities and their caregivers are involved in planning their care.

The public know about the rights and needs of adults with Intellectual Disabilities and are aware of resources.

Family carers are involved in the planning and delivery of services.

People with intellectual disabilities are involved in the planning and delivery of services.



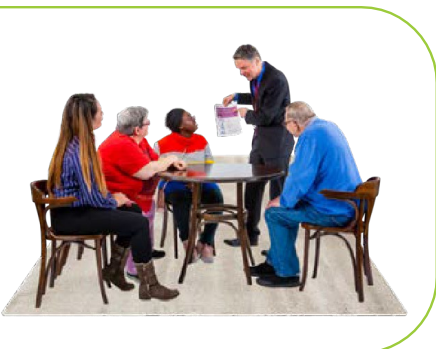
# What happens next?



Each month, the people who can make the plans happen will check to see if they are doing what they said they would do.



We will write a report about what we are doing to make the changes happen. This report will be given to the Minister of Social Development and Seniors as well as to other groups who need to know what we are doing.



At the beginning of each year, we will hold a big meeting (the [Steering Committee](#)). This group will find out what plans are working, what needs to be changed, and who will make the changes.

Each year, people with intellectual disabilities, and their families will be more and more involved in how we make the plans to improve services.

# Glossary



**Advocacy:** giving a person support to have their voice heard

**Accessible:** information that has been adapted so that everyone can understand, including people with special needs

**Autism:** a condition where people have difficulty with social interaction

**Charitable status:** a group who has been approved by government to ask the community to give them money to help others

**Complex Information:** information that can be difficult to understand

**Complex Needs:** A person with complex needs may:

- Have more than 1 disability
- Have health problems
- Not use words to talk
- Behave in a way other people find difficult

**Financial assistance:** support from the government to pay for things that you need to live such as food, water and health support

**Glossary:** part of a document that gives the meaning of words

**Government:** a group of people that makes decisions about a country

**Intellectual Disability:** a condition that makes it hard to understand and learn new things, do every day activities and interact with people. It affects people for their whole life.

# Glossary Cont.

**Long-term:** happening over a long period of time.

**LTC Assessment Tool:** a way to ask people who live in residences (called long term care or LTC) about how much support they need

**Mental health:** being happy and comfortable with your own thoughts, emotions and actions

**Person-centred:** when a person is asked what they want and has a say in all the decision about their lives

**Priority:** something that is important

**Profound and multiple disabilities:** When someone needs lots of help understanding information and also need support with their physical health

**Respite:** a temporary break

**Rewarding:** enjoyable

**Rights:** something that someone is allowed to have or do that is protected by law

**Steering Committee:** a group of people who will make sure the plan is put into action

**Town hall:** an event where people meet to talk about plans

**Transition:** change from one thing to another, for example growing from a child to an adult

**UN Convention of Rights for Persons with Disabilities:** an agreement that every person with a disability in every country has rights



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GOVERNMENT OF BERMUDA

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**Ministry of Social Development and Seniors**

**March 2023**