

# Third Community of Practice Session

Kent and Medway Mental Health NHS Trust

Staff briefing · 1 July 2026 · Cross-Services LD&A Community of Practice

33

attended — a dip we expected, absences flagged in advance

2

hours — sessions are now longer, up from 1.5

1

draft Charter — the whole community sees it for the first time

5

breakout rooms exploring the words we use

## What we did

Third session of the Cross-Services LD&A Community of Practice. About 33 people attended — a dip we expected, as several had flagged in advance they could not make this date, so not a real drop. Co-led by Ruth Germaine and Dr Chloe Farahar. We fed back honestly on pace, walked the whole community through the draft Charter for the first time, and opened a shared conversation on language. This space moves at the pace of our lived experts — deliberately — because adjusting our own settings is exactly the work the wider system needs to do.

## What we heard

*Five threads ran through the session:*

- 1 Pace is a principle, not a delay.** Moving at our lived experts' pace is deliberate — it is the learning.
- 2 The Charter is a living document.** Even “brave” is being questioned — exactly as it should be.
- 3 Language shapes participation.** Micro and macro injurious language; care, without shutting people down.
- 4 Accurate, verbatim reporting.** The strongest theme: say what you see; hold the person's own words.
- 5 Reach and representation.** Black and brown communities, and primary care, remain a priority.

## What is beginning to happen

- The Charter is now a shared, living document, with feedback routes open to all
- “Now I know better, I'll do better” adopted as our language phrase
- Good practice surfacing — verbatim notes; “say what you see”, not “poor eye contact”
- Black/Brown ambassador proposal and system mapping moving to the planning group

## What happens next

- Lived-expert-led prep meeting in July · Session 4 in August · bi-monthly from here
- Sub-groups take specific pieces of work forward between sessions
- Future sessions: sharing good practice, case studies, resources, lived experts
- Dates to follow

# Our third big meeting – Learning Disability and Autism Community of Practice

Easy Read · 1 July 2026



## When and who

We met for the third time on 1 July 2026. About 33 people came. We had people from health, social care, councils, schools and charities. We had Autistic people, people with a learning disability, and family members.



## We listened to you

Some people said the meetings felt too fast. We heard this. Meetings are now longer — 2 hours. Small groups are smaller, with a person to help.



## Our Charter

A Charter is a set of promises. It says how we work together. The whole group saw it for the first time. It can still change. You can tell us what to add.



## The words we use

Some words can hurt to hear. Words like “high functioning” or “low functioning”. Words like “challenging behaviour”. Words like “brave” or “resilient” are not always helpful.



## What helps

Use the words a person uses about themselves. Write down what a person says, word for word. Ask a person which words they like. “Now I know better, I will do better.”



## What happens next

In July, our lived experts will plan the next meeting. In August, we will all meet again. We will send you the dates soon. Thank you for coming.