

What is co-production?

Real Voices. Real Choices. Real Change

Co-production is more than consultation. It means working alongside people with lived experience.

At LDN London, co-production is a way of thinking, planning, delivering, and improving everything we do. Whether we are designing a support plan, reviewing services, or creating policies, people with learning disabilities are equal partners in

shaping what matters to them. We believe that the people we support are the real experts in what works for them. When we co-produce, we see better outcomes, stronger relationships, and a more inclusive organisation that values every voice.

Key Principles

- 1 Everyone brings something valuable such as personal experience, skills, insight, or professional knowledge. We recognise and respect each role equally.
- 2 We actively shift control and decision-making into shared spaces. Professionals do not lead alone they walk alongside.
- 3 The voices of people who use our services are not an add-on. They are central to shaping what we do and how we do it.
- 4 Co-production starts at the beginning not when decisions are already made. People help define the problem, design the solution, and evaluate the result.
- 5 We use language, tools, and formats that work for everyone including Easy Read, visuals, one-to-one conversation, and preferred communication styles.
- 6 We ask, listen, reflect, and learn by recognising that true co-production takes time, trust, and humility.

Why Co-production Matters

People shape what they need not what others think they need. This leads to support that is more personalised, relevant, and effective. Co-production helps people grow in confidence, speak up, make choices, and gain practical skills for independence.

When people see their voices change things, they feel respected and safe. That trust builds stronger teams and more honest relationships. Co-production is a powerful way to dismantle inequality. It moves beyond tokenism and into real change.



Co-production

Some Examples



Support plans:

Support plans developed with people not for them



Recruitment:

Staff recruitment involving people with learning disabilities such as shortlisting, interviewing, and choosing who will work in the service



Training:

People we support help design and deliver training for new staff, sharing their lived experience and insights



Probation:

People we support feeding into staff probation and appraisal



Lead meetings:

People we support lead house meetings where decisions are made about routines, visitors, and shared responsibilities



Co-designing:

Staff and tenants co-designing household rules, decor, and community activities. This helps to build shared ownership.



Co-chairing:

People we support co-chairing review meetings including shaping agendas and leading discussions



Service development:

Service development input and quality audits where people with lived experience review and shape services such as our quality checkers

Staff Role:

To make co-production real, every staff member has a key role:

- Allow time for meaningful involvement not rushed decisions.
- Involve people at the beginning of projects not halfway through.
- Use inclusive communication tools that reflect each person's unique way of understanding and expressing themselves so everyone can meaningfully take part in planning, decision-making, and feedback.
- Help people we support take the lead where they want to. Co-production may question what has always been done. This is a good thing.
- Show people how their input made a difference.
- Co-production is a mindset not a moment. Be reflective, curious, and committed.

Remember that when people with learning disabilities are supported to take the lead, make decisions, and shape their own support, they do not just use services they transform them. And in doing so, they transform organisations, communities, and lives.