**NATIONAL SELF-DIRECTED SUPPORT COLLABORATION**

**NOTE OF MEETING – 2nd NOVEMBER 2022**

**In attendance by video conference:**

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| Donald MacLeod (SDS Scotland) (chair) | Mark Han-Johnston (SDS Scotland) | Emma Miller (Personal Outcomes Network) |
| Hannah Tweed (Health and Social Care Alliance) | Anne-Marie Monaghan (Scottish Association of Social Workers) | Jan MacLugash (Social Covenant Steering Group) |
| Becs Barker (Community Contacts) | Des McCart (Healthcare Improvement Scotland) | Jill Fraser (Inspiring Scotland) |
| Lyn Pornaro (Disability Equality Scotland) | John Skouse (Care Inspectorate) | Ashley Drennan (Inspiring Scotland) |
| Les Watson (Personal Assistants Network Scotland) | Susan Kelso (Personal Outcomes Network) | Sharon McLeod (Ayrshire Independent Living Network) |
| Louise Morgan (Carers Trust) | Jaynie Mitchell (Coalition of Carers in Scotland) | Pauline Lunn (In Control Scotland) |
| Jen Grundy (City of Edinburgh Council) | Rhonda Alexander (East Ayrshire HSCP) | Morag Duncan (Dundee Carers’ Centre) |
| Philip Gillespie (Scottish Government) | James McNulty (Scottish Government) | Lauren Redmond (ENABLE Scotland) |
| Rebecca McGregor (Inclusion Scotland) | Pauline Nolan (Inclusion Scotland) | Jane Kellock (Social Work Scotland) |
| Noleen McCormick (Social Work Scotland) | Donna Murray (Social Work Scotland) | Calum Carlyle (Social Work Scotland) (minutes) |

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| **Welcome** | **Actions** |
| * DMd welcomed the group * Apologies noted from Kevin Drugan, Elspeth Critchley, Gordon Dodds, Sandra Campbell, Nicoletta Primo and Elaine Torrance * Matters arising: PL suggested that the [Independent Review of Inspection, Scrutiny and Regulation](https://www.gov.scot/groups/social-care-independent-review-of-inspection-scrutiny-and-regulation/) may be an item for a future agenda. |  |

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| **SDS Implementation Plan Update** | **Actions** |
| * A short life working group has been set up to look at developing a new Self-directed Support (SDS) Implementation Plan, as discussed at previous meetings, with membership drawn from the national SDS collaboration, however the short life working group will itself review the membership to address any membership gaps and to consider how to engage with stakeholders effectively and promptly. Included here is an initial draft for the SDS Implementation Plan, developed by JMy Please see also the stakeholder map and comms and engagement plan developed by SDS Scotland for the group:   **(double click to open these documents)**   * The intention is to add a feedback mechanism to the [National SDS Collaboration web page](https://www.sdsscotland.org.uk/national-sds-collaboration/) to gather feedback and comments. * There is a draft timeline in the comms and engagement plan, with the intention of having an initial draft by the end of December, with a view to having this work finished by the start of April 2023, to provide for the opportunity to get good engagement and feedback from a wide range of stakeholders. | SDSS to add a feedback mechanism to the National SDS collaboration web page. |

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| **National Stakeholder Updates** | **Actions** |
| **In Control Update (PL)**   * A new report has recently been published called “[Self Directed Support as the Foundation of a New Relationship”](https://www.in-controlscotland.org/_files/ugd/fd9368_c89678106ebd463d818a1aceb2c2be45.pdf) which restates the principles of SDS in the context of the merging National Care Service. This has been developed with attendees of In Control Scotland (ICS)’s lunchtime sessions on SDS within Children and Families. This contains some useful tools and resources for practitioners and others keen to work in a more relationship-focused way. * ICS’ other [lunchtime session](https://www.in-controlscotland.org/sds-lunchtime-sessions) on SDS on the second Tuesday of the month will this month (8 November) be joined by the Scottish Government team developing the new [dementia strategy](https://www.gov.scot/publications/national-conversation-inform-new-dementia-strategy-discussion-paper/) and Martin Robertson, dementia self-advocate and researcher, to ensure that SDS is borne in mind during development of the new strategy. * ICS are starting conversations about SDS for people with addictions or in recovery. Members were encouraged to contact PL if interested in getting involved. ([**pauline.l@in-controlscotland.org.uk**](mailto:pauline.l@in-controlscotland.org.uk)) * ICS have been working with Highland on a co-production project looking at choice and control for people with option 2, with a focus on working in a more outcomes-focused way. The report on this work should be published by the end of 2022.   **SDS Community of Practice output (JK)**   * JK shared and spoke to a set of slides (see below). The SDS Community of Practice comprises members from all 31 HSCPs and offers a protected space for members to communicate and collaborate across HSCPs on common concerns and issues. The slides summarise the big issues and tricky problems, as well as the proposed solutions that the Community of Practice had suggested, and next steps. The project team did some work to analyse the themes and sub themes that came from that aligning them with the Active Implementation drivers.   **(double click to access this document)**   * At the most recent meeting of the SDS Community of Practice, members were shown the analysis of their contribution to the August focus groups, how the areas that they identified are being, and could be, addressed. Members were then invited to further debate and prioritise around nine themes, which came through as being relevant for development with the Community of Practice. The nine themes are:   1. **Relationship-based practice** – this is about moving from care management to relationship-based practice that focuses on what matters to the supported person, and plans for good person-centred outcomes.   2. **Consistency and roads less travelled** – this is about consistency of approach within each local area and across Scotland, and of making sure that all client groups have access to SDS.   3. **Resource allocation –** this is about reviewing our approach and resource allocation systems   4. **Practice development & coaching – peer support, nurturing confidence and reflective supervision –** this is about developing supportive approaches that nurture confidence in our workers   5. **Budget approval process** – this is about redesigning processes so that approval for personal budgets is straightforward, and delays are designed out.   6. **Review of local policy and procedure** – this is about developing what good looks like for local SDS policies and procedures that supports effective frontline SDS practice.   7. **Local implementation planning & leadership** – this is about what good looks like in leading and implementing SDS locally.   8. **Worker autonomy &****delegated authority –** this is about how we empower autonomous workers   9. **Specialist inhouse roles and social worker remit** – this is about getting the balance right for social worker job roles, and ensuring that we have the right paraprofessional / specialist roles in place to deliver good SDS. * A seminar on the SDS Statutory Guidance is being planned for 14th of December for members of the Community of Practice as well as the National SDS Collaboration. The intention is that as the work begins on each of the themes, this will lead to opportunities for the National SDS Collaboration and the SDS Community of Practice to work together collaboratively on specific themes.   **Evaluation Subgroup update (DMy)**   * The SDS Evaluation subgroup has reconvened to consider how SDS practice can be evaluated meaningfully, and is now looking at how the SDS standards are being used for evaluation within local authorities, for instance Moray HSCP have been using the SDS standards to evaluate practice and are looking at getting input from supported people and carers as part of that. The group includes representation from local authorities, third sector and Care Inspectorate, members of the National SDS Collaboration would be welcome to get involved with the group. * SDS Scotland are also thinking about how the SDS standards can be used by third sector organisations to evaluate and develop.   **Direct Payment Model Agreement (NM)**   * The initial meeting of the National Model Agreement for SDS Option 1 Direct Payment to Employ Personal Assistants subgroup has now taken place, which is a subgroup of the [Personal Assistants Programme Board](https://www.sdsscotland.org.uk/pa-programme-board/). The group will lead on the development of a co-produced national model to ensure consistency and better outcomes for supported people who employ Personal Assistants, and for Personal Assistants. * Main objectives of the group will be to look at variations across the country in how SDS option 1 is administered to people employing Personal Assistants (PAs). The group will be considering issues such as the rates PAs can be paid, budgets for advertising and recruiting, travel costs, training, holiday cover, redundancies and any other relevant issues, including how these other issues may affect supported people’s ability to manage their responsibilities as an employer and maintain good relations with the PAs they employ. * The group has an expert panel group that can be brought in as necessary, but there are still some gaps in representation on the group, which still needs representation from Children and Families, Legal and Finance. * A year ago, the SDS project team had a good level of response (19 responses) from local authorities to a survey on how Direct Payments for employing PAs are handled and what the variations are, and the intention is to circulate a similar survey this year to local authorities as well as to get input from third sector and other stakeholders.   *Comments from the group:*  AMM commented on the unintended consequences of national campaigns, giving an example of how changes to mileage entitlement could have a detrimental effect on children and families. She also mentioned the disparity between PAs working in Children and Families and Adults’ Services.  NM agreed, mentioning that some of these concerns have already been raised in the group, and welcomed any suggested nominations to the group representing Children and Families or Legal, contact NM directly: [noleen.mccormick@socialworkscotland.org](mailto:noleen.mccormick@socialworkscotland.org).  MHJ suggested that [the online PAE/PA Handbooks](https://handbook.scot/) could be used to increase people's knowledge and awareness - in online 'training' sessions for example.  JMl said that travel cost and hourly rate are both huge issues, which are magnified for those in rural and island communities.  **PA Programme Board (DMd)**   * The most recent [PA Programme Board](https://www.sdsscotland.org.uk/pa-programme-board/) meeting in September was attended by the Minister, and focused on reviewing the work plan, which has now been delivered, with most of the subgroups now having achieved their remit. Each subgroup is now revising their purpose and actions, and redrafting terms of reference. The Recruitment group are looking at an awareness campaign to promote banks of PA support, the Training group has developed a proposal for training for PAs, which is now with Scottish Government to consider funding to support the proposal. * The Direct Payment Subgroup and the PA Wellbeing group are both now up and running. The need for a Data group has also been identified, and that is in the process of being set up, with the chairs of the other subgroups feeding into that. * The Recruitment group are looking at promoting banks of PA support, while the Training group have put a training proposal for PAs to Scottish Government, who are currently considering funding. * The terms of reference for [the PA Network](https://www.panetworkscotland.org.uk/) is being revised with a view to reinvigorating that group and increasing membership. * DMd and Ian Turner have now talked about this work at several meetings of the subgroups of the Social Work Scotland Adult Standing Committee. * [The National Brokerage Framework](https://communitybrokerage.scot/about/a-national-brokerage-framework/) is now well under way, currently delivering two cohorts of the SQA award, with an associated community of practice ongoing for graduates. There has also been a meeting of around twelve independent support organisations to form a national network. |  |

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| **Presentations** | **Actions** |
| **UNCRC Shadow Report**  Rebecca McGregor (Inclusion Scotland) gave a presentation on the [The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) Shadow Report](https://www.inclusionlondon.org.uk/uncrdp/shadow-report/shadow-report/).  The Scottish Civil Society Shadow report has been produced by Inclusion Scotland, in collaboration with a steering group of third sector and Disabled People’s Organisations in Scotland.  To gather evidence to inform the Scottish Civil Society Shadow report, three online capacity building events took place to tell Deaf and disabled people (DDP) about the UNCRPD, the current review and to gather their input. Separate discussions were held with three seldom-heard groups – Black and minority ethnic (BAME) disabled people, young LGBT+ disabled people and disabled people living in an assessment and treatment unit.  A call for evidence was also launched. This consisted of a mixedmethods, self-selecting online survey for DDP people conducted by Inclusion Scotland which received 127 responses (this data is referenced as 2021 UNCRPD survey throughout this report). There was a separate survey for organisations.  The summary report addresses the UNCRPD articles in order of their appearance in the Convention, setting out some of the key findings under each.  **(double click to access these slides)**    *Questions and comments from the group:*   * Perhaps Disability Rights Movement could be a more useful term than Independent Living Movement. It's true that we have to explain the right to independent living whenever we talk about it. * There are people with disabilities who don't align themselves to the disability living movement but do strive and support/campaign for the rights of disabled people and share their values. It is a very interesting debate   **Self-directed Support and ENABLE Scotland**  Lauren Redmond (ENABLE Scotland) gave a presentation on [the work of ENABLE Scotland](https://www.enable.org.uk/get-support-information/self-directed-support/).  A version of the presentation, including slides, [can be viewed here (YouTube link).](https://youtu.be/HEjHqEMhFaE)  *Comments and questions from the group:*   * In terms of choice and control, do you support people through all four SDS options, or only the services provided by ENABLE?   + LR – We support people to have full choice and control, through the four SDS options. People might ultimately choose ENABLE services, but actually we work with many providers across Scotland, taking them through the process of SDS and explaining how they can have more choice and control. Ideally, people should be offered choice and control through all four options, however often this is not the case, and they feel like they have to choose option 1 to get full choice and control, but then they have to manage that themselves. * In rural areas, people often have no realistic option other than option 1, so offering full choice and control is a complex issue. * How have you linked in with the other SiRDs? This work is happening in other areas, it would be good to compare notes and to work together/support each other.   + LR – Agreed, our project in Fife is a SiRD, and we are always interested in talking to other organisations working in the same field. * One of the comments in the PA training group was the surprise and disappointment that Enable called their support workers personal assistants and the view that it undermines the Personal Assistant model for option 1 Direct Payment, especially since there has been some pressure for PAs to be seen as support workers when the roles are very different. This causes some confusion, since people sometimes think these are the same as Personal Assistants employed through option 1.   + LR – I do understand that concern. I think it was with the best of intentions, and it might have come from trying to make option 2 more bespoke and more like an option 1, but I have highlighted the confusion that could be caused by calling support workers Personal Assistants. |  |

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| **Scottish Government Update** | **Actions** |
| * SDS statutory guidance review – The statutory guidance is now complete, signed off, and ready for publication. JMy thanked all group members for their contributions towards the development of the guidance. Please see below for links to the published SDS statutory guidance:   · Main guidance - <https://www.gov.scot/isbn/9781805250647>  · Executive Summary - <https://www.gov.scot/isbn/9781805251446>  · Easyread - <https://www.gov.scot/isbn/9781805251453>  · BSL - <https://youtu.be/GDhYTK1x03k>   * There is also a “mythbuster” document being developed within the SDS project team, which will hopefully be able to be added to the documents above. This would include some of the main misconceptions about SDS. * The Communications and Engagement subgroup will meet shortly to discuss the short and medium term steps in terms of promoting the guidance, training, and also revising the SDS practitioner guidance as well. |  |

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| **Updates** | **Actions** |
| * No other business to discuss. * The next meeting of the group will be on **Wednesday 7th December 2022** at **1pm** ([**Click here to join the meeting**](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZDFmMGY1N2UtOTU1Zi00N2VkLWExYzEtZWEwMWI4N2RkMjRi%40thread.v2/0?context=%7b%22Tid%22%3a%223f56ffd8-b90c-4687-b8ed-f572197e94cf%22%2c%22Oid%22%3a%226b5f8009-5ce2-4c65-922f-43460a4bf777%22%7d)**)**. |  |