

DEVELOPMENT OF LEARNING DISABILITY DAY SERVICES.

Introduction.

Day services in both the isle of Bute and Dunoon have received a lower than average Care Inspectorate review due to the lack of service systems in place, the key recommendation being:

1. The manager should develop a system of formal supervision and appraisal for staff. National Care Standards Support Services Standard 2.2, 2.4, 2.8 Management and staffing arrangements.

Structures have now been implemented in order to rectify the previous system failures of the day services.

These include.

Regular formal and informal supervision.

Regular Staff Meetings.

On-going staff training.

A Focus on continuous professional development including set professional development plan activities.

Performance Review and Development plans linked to the core competency framework .

With clear emphasis upon

"The promotion of opportunities and support for people with disabilities to lead self-determined, independent lives."

Additionally an assessment of the day to day functioning of both day services and their wider support mechanisms has been undertaken and a plan of service improvement has been introduced in order to bring us in line with best practice guidance in Scotland

The key to this several stage process is enshrined in effective staff training and completing individual outcome based Person-Centred support plans for all service users.

Training.

The training process itself will focus on

Assessment by all relevant parties (staff members, family/guardian, other professionals) of

Strengths

Need

Wishes

Developing outcome based Person-Centred support plans.

Linking assessments directly to the plan

Assessments strengthened by:

- n multi-method
- n multi-source
- n multi-occasion and service user requirement lead timings.

Clear Aims (yearly, six monthly)

Clear goal planning.

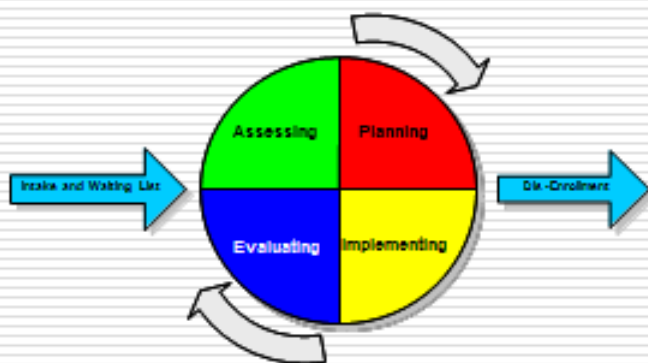
Planned sessions during the day focussed on developing independence using a measurable format (example at rear).

Health and safety addressed in the context of the person's life.

Person centred planning is:	Person centred planning is not:
a powerful way to support positive change	a cure-all
a different way of working together	just coloured posters instead of paperwork
a better way to listen and respond to people	just a more sophisticated assessment
different for different people	a standard package
an invitation to personal commitment	a service routine
working towards inclusive communities	just a better way to put together service packages
for anyone who wants it	just for those who are 'ready

Person-Centered Support Plan (PCSP)

System for Tracking Eligibility, Planning and Services



Conclusion

Particular focus is and will be made at developing strategies set forth in the keys to life document and particularly

Independent Living Recommendation 27

“People with learning disabilities and carers review and further develop day opportunities that are person-centred, assets-based and values driven and that take account of staffing, education, employment and transport issues.”

This continuously developing process and approach alongside our service improvements will demonstrate measurable real gains for our service user and service professional alike which in turn will lead to stronger ties within the community and a more enhanced lifestyle for all.