



REPORT TO: MORAY INTEGRATION JOINT BOARD ON 31 MARCH 2022

SUBJECT: SELF-DIRECTED SUPPORT STANDARDS AND (HEALTH AND SOCIAL CARE) CHANGE BOARD

BY: CHIEF SOCIAL WORK OFFICER

1. REASON FOR REPORT

1.1. To inform the Board of the implementation of the national Self-Directed Support (SDS) Framework Standards and the SDS Change Board, highlighting current developments that support us to embed the SDS standards.

2. RECOMMENDATION

2.1. It is recommended that the Moray Integration Joint Board (MIJB) considers and notes:

- i) the work undertaken to meet the practice statements contained within the SDS Framework Standards; and**
- ii) the formation of the SDS (Health and Social Care) Change Programme.**

3. BACKGROUND

3.1. The Social Care (Self-Directed Support) (Scotland) Act 2013 was enacted in April 2014. Since this date, the Care Inspectorate and Audit Scotland have found inconsistent approaches across Scotland to embedding the ethos of SDS.

3.2. To address these inconsistencies Social Work Scotland were funded to develop a framework for SDS to incorporate the standards, action statements and core components (**APPENDIX 1**).

4. KEY MATTERS RELEVANT TO RECOMMENDATION

4.1. In order to support the implementation of the SDS Standards at a local level, Health and Social Care Moray have formed an SDS (Health and Social Care) Change Programme (**APPENDIX 2**) to drive the changes required to deliver on the standards and the legal duties within the Act, with the intention to support independent living, enabling people of all ages to have the same freedom,

choice, dignity and control as other citizens at home, work and in the community. The formation of the board was approved by SMT on 24 November 2021.

- 4.2. The embedding of the SDS Standards will individually and collectively create a flexible, responsive social work service ensuring consistency of outcomes and approaches in SDS practice across Moray. Through joint working with both health and social care colleagues a consistent approach can be taken throughout Moray, taking an asset based, strength based approach to supporting individuals achieve a fulfilling life.
- 4.3. The purpose of the SDS (Health and Social Care) Change Board is to oversee and implement the change processes as it applies to social work and social care. This will include embedding new approaches to operational working practices through supportive behaviours.
- 4.4. The scale of the change required to social work and social care will result in necessary changes to the wider supporting roles for instance, finance, commissioning, procurement, business processes and technology.
- 4.5. Health and Social Care Moray are one of three test sites for the SDS Standards alongside colleagues in Edinburgh and Shetland, with close working relationships being formed in the three areas. Through the close working relationships, best practice has been shared and a support mechanism developed to overcome barriers which may arise at a local level in a safe space.
- 4.6. Through being one of the test sites, Moray is an active participant at the national SDS Community of Practice, updating nationally on local progress in embedding the standards. Invitations have also been extended and accepted to become an active member of the SDS Resource Sub Group, reviewing the national suite of information and training material available on the Care Inspectorate website. Moray is also an active participant on the Social Work Scotland SDS Evaluation Sub Group, identifying how, at a local level, the journey of embedding the SDS standards in an effective and meaningful way can be evaluated.
- 4.7. Health and Social Care Moray has embarked on the journey with Partners for Change to embed a Three Conversation Model Approach. The Three Conversation Model approach requires the development of several innovation sites based in both social work and health care settings, liberating staff of their current process and freeing them to take a greater person centred approach. This will be achieved through having better conversations and building better relationships (**APPENDIX 2 PAGE 12**). In Moray this will be operated alongside the Realistic Medicine approach to develop a consistent experience for individuals in Moray.
- 4.8. A different approach to commissioning will also be taken, through awarding a new Care at Home contract having a single provider will support the further creation of positive outcomes for individuals. Through commissioning for outcomes for care at home, individuals will be able to take a proactive approach to their care package design with their care provider.

- 4.9. A team is currently undertaking a test of change for Day Opportunities to explore how individuals can integrate into their community, taking an asset based approach. Through having better conversations with individuals, creating positive relationships, together they can explore what a good life looks for them. Through the recruitment of SDS Enablers, getting to know someone is at the heart of what they do, and connecting them to their communities and groups to meet their interests is paramount to the test of change. To support evidencing the positive outcomes that can be achieved for individuals, Health and Social Care Moray, through the support of Social Work Scotland, were successful in a bid to Technology Enabled Care for a grant to explore the use of 247 grids. 247 grids will support individuals to map their days, looking at how they would like to live their lives to the fullest, and where paid support may be required to achieve this. Through the test of change, the experience of 247 grids will be evaluated and shared with our other local authority partners, sharing challenges, barriers and positive outcomes.
- 4.10. The formation of the SDS Change Board will support the coherence of the positive work being undertaken in Moray, identifying the SDS standards that are being achieved and ensuring that duplication of effort does not occur and a joined up approach is taken.

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Plan “Moray Partners in Care 2019 – 2029”

Moray has made a commitment to the development of SDS as a means of promoting independent living and equalities. The independent living and equalities agenda cuts across all areas. In line with the Integration Joint Board strategic plan there is a commitment to respect individual needs and values, demonstrating compassion, continuity, clear communication and shared decision making.

(b) Policy and Legal

The Council has a legal duty under the Social Care (Self Directed Support) (Scotland) Act 2013 to promote collaborative working, and ensuring individuals can lead a fulfilling life. The Self Directed Support legislation requires the values and principles which underpin the SDS strategy and legislation to be promoted. The values highlighted are Respect, Fairness, Independence, Freedom and Safety. The underpinning principles are, Collaboration, Dignity, Informed Choice, Innovation, Involvement, Participation, Responsibility and Risk Enablement.

(c) Financial implications

There are no financial implication associated with this report.

(d) Risk Implications and Mitigation

There are no risks identified

(e) Staffing Implication

There are no staffing implications associated with the report

(f) Property

There are no implications

(g) Equalities/Socio Economic Impact

No negative impact has been identified. Through the work overseen by the Change Board, there are anticipated positive impact for individuals promoting equality of opportunity for the following groups: age, disability

(h) Climate Change and Biodiversity Impacts

None arising from this report.

(i) Consultations

Consultations have taken place with Chief Social Work Officer/Head of Service; Commissioning Manager; Interim Strategy and Planning Lead and Tracey Sutherland, Committee Services Officer who are in agreement with the content of the report relating to their area of service.

6. CONCLUSION

6.1. For the Board to have an awareness of the purpose of the SDS (Health and Social Care) Change Programme and the work being undertaken to support the embedding of the SDS Standards.

Author of Report: Michelle Fleming, SDS & Unpaid Carers Officer

Background Papers: Social Work Scotland SDS Framework of Standards
Business Case for SDS Change Group

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