

People First (Scotland)

Key Message on Social Care



People First (Scotland) works towards realisation and promotion of the human rights of citizens under the labels of Learning Disability or Intellectual Impairment.

People First (Scotland) is proudly member-led, it is controlled by the members, citizens who often experience life dictated by prejudice associated with those or other labels.

People First (Scotland) campaigns to establish and protect the same freedom, choice, dignity and control held by other citizens, across all of life.



SOCIAL CARE

Social Care in a Scotland that respects people with learning disabilities as full citizens, does not yet exist.



We experience a Social Care system that grades our disability, and offers support based on budgets rather than our Human Rights.



Social care support must be offered to anyone who needs it, in all our communities.

All people with learning disabilities should be offered Social Care support to meet our needs and to be able to live independently.



Social Care must be flexible, available, responsive, securely funded, scrutinised and consistently developed to improve and adapt.



We want to have our freedom, choice, dignity and control protected throughout our lives.



We want to be effectively supported in our lives as citizens and in all the experience of life that humans are entitled to.



**Social Care is important for us to have our independence,
to be part of our communities,
to have relationships
and to have our own home.
Independent living does not mean being unsupported.**



**We want to be fully included in choosing and controlling our support through the use of supported decision-making.
We have a right to get support and make our own decisions.**



**In our experience, Social Care services don't have enough staff to care for people. They are short staffed all the time.
There needs to be a system in place to make sure there is always cover when services are short staffed, rather than people being left with no one to help them.**



We want to have regular reviews with a Social Worker of how our support is going. These do not happen often enough and we often have to ask for them ourselves.

Social Workers should have more time to spend with us.



Social Care must not restrict or control us. People with learning disabilities should not be left in hospital because there is no community support for them.

Social Workers should meet with the person in hospital and then set things up for them.



People with a learning disability should be fully involved in the decision-making around planning, funding and evaluating services.



Finally, we want a Social Care system that will treat us as a whole person, with dreams and aspirations, rather than just someone who only needs to be protected and cared for.

People First (Scotland) Key Messages clarify the organisation's stance and values.

All Key Messages reflect the 3 kinds of change we work towards:

1. Change in the way citizens with a learning disability see themselves.
2. Change in the way the world sees and thinks about citizens with a learning disability.
3. Change in the law and policy as it affects us as humans and citizens.

All Key Messages set out clearly what the organisation stands for as well as our expectations.

- Everyone in People First (Scotland) has the right to access and have support to understand People First (Scotland)'s Key Messages.
- Support is in place for members and for workers to maintain and deliver the Key Messages.
- Directors of People First (Scotland), as leaders, are supported to communicate and uphold the Key Messages of the organisation across all areas of their work.
- Directors, workers and members all hold power, influence and responsibility according to their role in the organisation.
- Directors and workers have a specific responsibility to proactively demonstrate the Key Messages within the organisation's activity, culture, values and ethics.
- People First (Scotland) works to highlight and challenge the barriers faced by people with a learning disability; our Key Messages demonstrate how we, and others, need to change in order to address these barriers.
- In order to ensure that the required change is long term and sustainable our action to address these barriers may be described in our reporting, monitoring and evaluation.
- Applications for and reporting on funding will, at times describe actions which support People First (Scotland)'s Key Messages.

People First (Scotland) commit to sustained action through visible leadership and our willingness to change:

- Visible leadership in People First (Scotland) takes a number of forms.
- Leadership is visible in People First (Scotland) governance structure (for example the Small Director Groups, Committees and the Board) as well as through representational roles held by members and supported by workers.
- Aspects of monitoring, evaluation and reporting will include detail of our willingness to change and our efforts towards People First (Scotland)'s Key Messages.
- Leadership within our management structure, team supervision and support and all team interaction also demonstrates our efforts towards People First (Scotland)'s Key Messages.

People First (Scotland) must look critically and reflectively at all we do and how we do it from end to end.

People First (Scotland), includes partnership working between members, groups, directors, committees, workers and partner organisations. All our partnership working is in support of, and works towards, People First (Scotland)'s Key Messages.

We will continue to create safe spaces, systems and times to talk, share experiences and learn from each other.

We will ensure our Key Messages are developed and informed by member voices, bringing in additional experts where necessary.

- People First (Scotland) groups and workers, in partnership will at times support the Small Director Groups (SDGs) and the Committees to develop accessible materials that clarify expectations on ways for directors, members and groups to demonstrate the Key Messages.
- The Staffing Committee will identify and resource team development to support workers as individual practitioners and as an entire team in their efforts to proactively demonstrate People First (Scotland)'s Key Messages.
- As trustees The Small Director Groups/Board and Committee members will review and, when necessary, update Key Message documents through feedback from within and out with the organisation.

People First (Scotland) will communicate our Key Messages consistently and ensure the conversation is two-way:

- Materials and messaging developed to share the Key Messages can be used by representatives of People First (Scotland) when presenting / training / interacting with stakeholders.
- When taking on new roles or joining new groups, the Key Message documents will be used to support the development and understanding of members, Directors and representatives.
- Stating, repeating and clarifying this message will support our efforts to communicate the People First (Scotland) Key Messages to members, workers and wider stakeholders.
- People First (Scotland) will listen, reflect and act on feedback that connects to our development, work and actions on the Key Messages.