



# **PERSON CENTRED PLANNING AND APPROACHES POLICY**

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Person Centred Planning is defined by Valuing People (2001) as ‘... a *process* for continual listening and learning, focused on what is important to someone now and for the future, and acting upon this in alliance with family and friends...’

Person Centred Approaches is the term used to describe ways in which organisations which provide support to individuals use person centred tools in order to ensure that they provide a service which focuses on what is important to the individual as well as the support they need.

## Person Centred Planning

- People who use our services are offered regular opportunities to develop, review and update their person centred plan.
- Person centred plans form the basis of all service delivery and support planning, and any changes to the plan are reflected in the practice of staff providing care and support to the individual.
- Person centred plans are reviewed and updated on an on-going basis, and people learn from the changes to an individual’s plan both in terms of how to support that individual and also in relation to their overall practice as a team or organisation working with people with learning disabilities.
- Person centred plans are developed with the individual involved as fully as possible.
- All people who are important to the person are involved in the person centred planning process, this may include; family, day, domiciliary, supported living and residential service providers, social work and community health professionals. All parties will work together to support the individual to produce one plan.
- An individual’s person centred plan is developed in a format which makes the most sense to them, using pictures, symbols, audio or video as appropriate.
- Staff facilitating person centred plans for individuals must have the knowledge and skills to do so. This may include MAP and PATH, Essential Lifestyle Planning / Living Description or one page profiles.

## Person Centred Approaches

- Support plans should be written in a way which takes into account what is **important to** the person and also the things that we need to know or do to keep the person healthy and safe (**important for**). Support should aim to achieve a balance, therefore supporting the person to work towards the things

that are important to them whilst also ensuring that they are healthy, safe and included.

- JRH Support will take a person centred approach to recruitment ensuring that staff are not only well matched on skill but also on personality characteristics and shared interests (**matching staff**).
- JRH Support staff will have a clear understanding of how the person should be supported to make decisions to maximise choice and control for the individual. This information should be recorded using **decision making agreements**.
- Staff should have a clear understanding of what their core responsibility are when supporting an individual, where they can be creative in their support and what is not their paid role (**doughnut**).
- Support should be reviewed frequently taking into account different perspectives including the person supported, the support staff, family and carers and other important people. This should focus on **what's working and not working** and lead to an action plan.
- JRH Support will be able to demonstrate a person centred approach to risk assessment ensuring that the health and safety of the individual is balanced with what is important to the person.