**NATIONAL SELF-DIRECTED SUPPORT COLLABORATION**

**NOTE OF MEETING – 21ST SEPTEMBER 2022**

**In attendance by video conference:**

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| Donald MacLeod (SDS Scotland) (chair) | Ali Upton (Scottish Social Services Council) | Elspeth Critchley (Encompass Borders) |
| Jill Fraser (Inspiring Scotland) | Hannah Tweed (Health and Social Care Alliance) | Alan Bigham (Healthcare Improvement Scotland) |
| Sharon McLeod (Ayrshire Independent Living Network) | Elaine Torrance (National Development Team for Inclusion | Fran Holligan (Coalition Of Local Authorities in Scotland (COSLA) |
| Heather Mole (Scottish Government, Disability Equality Strategy lead) | Gordon Dodds (Scottish Government, Dementia Policy team) | Sandra Campbell (Community Brokerage Network) |
| Iain Ramsay (Scottish Government, Office of the Chief Social Work Advisor) | James McNulty (Scottish Government, SDS team) | Charles Rocks (East Ayrshire Council and SWS Children and Families standing committee) |
| Juliana Heron (City of Edinburgh Council) | Ruth MacMillan (Shetland Islands Council) | Rhonda Alexander (East Ayrshire Council) |
| Jan MacLugash (People-Led Policy Panel) | Jaynie Mitchell (Coalition of Carers in Scotland) | Claire Roxburgh (East Ayrshire Council) |
| John Skouse (Care Inspectorate) | Innes Turner (Care Inspectorate) | Nicoletta Primo (Sight Scotland) |
| Lyn Pornaro (Lothian Centre for Inclusive Living) | Donna Mitchell (Integrated Joint Board Chief Finance Officers Network) | Les Watson (Personal Assistants Network Scotland) |
| Becs Barker (Community Contacts) | Pauline Lunn (In Control Scotland) | Robert White (Independent Living Fund Scotland) |
| Sarah Chapman (Community Contacts) | Sophie Lawson (Glasgow Disability Alliance) | Susan Kelso (Personal Outcomes Network) |
| Violet Keenan (SDS Forth Valley) | Noleen McCormick (Social Work Scotland) | Jennifer Rezendes (Social Work Scotland) |
| Jane Kellock (Social Work Scotland) | Donna Murray (Social Work Scotland) | Calum Carlyle (Social Work Scotland) (minutes) |

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| **Welcome** | **Actions** |
| **Minutes from the Last Meeting and AOCB**  Previous minutes approved by assent.  No other current business to add  **Stakeholder updates**  DMd mentioned the intention to have regular updates at this meeting from representatives of organisations and projects receiving SDS related funding from Scottish Government including the SIRDs, and it was agreed by assent that this would become a standing item on the agenda.  **In Control Update (Pauline Lunn)**  In Control Scotland (ICS) have recently hosted a lunchtime seminar on the social care recruitment and retention crisis to start to look at creative solutions to this. Representatives from SDS Scotland, CCPS and Scottish Care contributed to the seminar. The next step for ICS is to look at how to scale up some of the creative solutions. National Collaboration members were encouraged to contact PL if they would like to be involved in this work: [Pauline.L@in-controlscotland.org.uk](mailto:Pauline.L@in-controlscotland.org.uk)  ICS are also looking at “roads less travelled” (emerging areas of practice) in terms of making SDS option 2 work, and have started collaborating with a Homelessness provider, and are in early discussions about doing something similar with a Criminal Justice provider, as well as a local authority in Addictions and a local authority in Care Experienced Young People. National Collaboration members were again encouraged to contact PL if they would like to be involved in this work: [Pauline.L@in-controlscotland.org.uk](mailto:Pauline.L@in-controlscotland.org.uk)  ICS continue to host online lunchtime sessions on SDS in Children and Families, on the last Thursday of every month, if you would like to participate, please contact PL: [Pauline.L@in-controlscotland.org.uk](mailto:Pauline.L@in-controlscotland.org.uk). At the moment ICS are looking to build up a repository of stories of SDS in use for Children and Families, so are looking for families who might be willing to join the sessions or to record something for those sessions.  ICS are also looking for trustees to join their Board of Directors. More information [can be found on their website](https://www.in-controlscotland.org/boardrecruitment) with applications closing on 12th of October.  **PA Programme Board Update (Donald Macleod)**  The next meeting of the PA Programme Board will be the week beginning 26 November, with a focus on reviewing the current work plan. Many of the initial objectives have been achieved but the subgroups will have identified ongoing and future need, to be used to form objectives for the coming year. For example, the Recruitment group were initially formed to establish the MyJobScotland page and initiate awareness-raising among Personal Assistants (PAs), which has now been done, and the group’s focus will now be to consider workforce planning in light of the data from the MyJobScotland page, such as considering recruiting banks of PAs for relief work.  Co-chairs of the PA Programme Board Donald Macleod and Ian Turner are presenting on the work to the standing committees and subgroups hosted by Social Work Scotland.  Other subgroups of the PA Programme Board which are about to start meeting include the Direct Payment subgroup and the PA Wellbeing subgroup.  **National Brokerage Framework Update (Donald Macleod)**  An initial meeting has taken place of those interested in forming a national brokerage framework, and there are currently two cohorts of students currently going through the [SQA Community Brokerage Award](https://www.sdsscotland.org.uk/community-brokerage/). |  |

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| **National SDS Collaboration** | **Actions** |
| **SDS Implementation Strategy Update (Donald Macleod)**  The planned meeting of the implementation strategy steering group hasn’t happened yet due to issues outwith our influence. This meeting will go ahead in the next couple of weeks, and the members (representatives of Scottish Government funded SDS organisations and projects) will be contacted about this in due course.  James McNulty of Scottish Government (SG) is drafting a proposal, including all the elements of the previous plan, the vision of the new plan, and proposal for a gap analysis of the previous plan. Also worth looking at is the SDS Change Map ([click link](https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2019/04/self-directed-support-implementation-study-2018-report-1-sds-change-map/documents/self-directed-support-implementation-study-2018-report-1-sds-change-map/self-directed-support-implementation-study-2018-report-1-sds-change-map/govscot%3Adocument/self-directed-support-implementation-study-2018-report-1-sds-change-map.pdf)). |  |

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| **National SDS Collaboration Work** | **Actions** |
| **Direct Payments for Employing Personal Assistants Collaborative Agreement Subgroup**  NM gave an update to the effect that the initial meeting of this group, which will report to the PA Programme Board, will be held on the 28th of October, to look at developing a co-produced national agreement for SDS Option 1. A terms of reference and membership are being considered at the moment, including Personal Assistants and Personal Assistant employers.  **SDS Library Resources Subgroup update**  The SDS Library subgroup continues to meet regularly and are making progress developing a draft practitioner toolkit, and working groups within that subgroup are making progress using this to develop practitioner toolkits in the area of **mental health**, **people in ethnic minority communities**, **unpaid carers**, and **advocacy**.  **SDS Community of Practice update**  The initial meeting of the refreshed SDS Community of Practice was held on 31 August, and had nearly 90 attendees from 31 Local Authorities. All 32 Local Authorities have fielded a team to be part of the Community of Practice, though a few of these teams consist of only one person. The teams are made up of those involved in SDS implementation within each Local Authority.  The project team had developed a terms of reference and an operating approach for the group prior to the meeting as well as some prompts for discussion to draw out some of the challenges and potential solutions facing Local Authorities in terms of SDS implementation. The intention is for the Community of Practice to be supportive to Local Authorities in their implementation, and to facilitate collaboration and consistency, by looking at implementation of the SDS standards, and by exploring what it takes to implement social policy.  As part of the initial meeting attendees were split into smaller discussion groups, and the data gathered from these discussions has been very rich and detailed. There is a lot of evidence of what isn’t working well, which can be fed into SG and others. One message we heard across the board is that resources are too scarce and that when positive developments are made, this can often be at the expense of developments in another area. We have also heard that it can be difficult to make changes that are sustainable because they are dependent on temporary resources. The project team will look to draw out some priorities to go into a work plan for the Community of Practice, considering what might be possible to shift some of the blockages, and what readiness there is to make the kinds of changes which evidence shows could be effective. This analysis will also potentially highlight areas where members of the national SDS collaborative might have an interest.  There is also the intention to hold separate “chalk and talk” seminars for the Community of Practice, with speakers being invited to talk about some of the issues that are coming up.  The SDS Community of Practice also has an online Knowledge Hub group to support collaborative discussion on an ongoing basis and to act as a repository for useful resources. The project team will also endeavour to share progress on the [National SDS Collaboration web page](https://www.sdsscotland.org.uk/national-sds-collaboration/).  As the group builds momentum, we will consider ways to link up with national partners, for example there has already been some interest from the Care Inspectorate who are looking to develop the way they look at improvement, rather than just focusing on inspection.  The next meeting of the Community of Practice will be on Thursday 27th of October.  **SDS Focused Implementation Sites Update (Jane Kellock)**  Of the three sites, Moray have progressed most seamlessly with implementation, due to a broader degree of readiness for change, which underscores the importance of having leadership and implementation teams in place that understand the intention of the work.  They are looking at skills-based training, and what a good-enough assessment looks like for SDS, they are also looking at case recording and audit. Moray have adopted the 3 Conversations model and we are looking at that against their existing assessment and planning process, as this is not a good fit at the moment.  In their action plan, Moray express a desire to progress SDS within Children and Families. They have established several SDS Enabler posts to support implementation, initially as a pilot.This has been seen as a success and has generated some interest among other Local Authorities through the SDS community of practice, so we want to explore the enabler model and how dependent it may be on the 3 Conversations approach. The enabler posts are set-up to assist with creativity, so for this to work, the relationship with Social Work needs to be set up in a way that supports that to happen well, and we in the SDS project are keen to look at that in the context of the wider picture.  Moray are involving their Audit staff in their implementation process, which is working well. The project team and Moray’s implementation team continue to review their action plan periodically to identify next steps.  Moray are also part of the SG funded 24/7 Grid pilot along with East Ayrshire Council, The Community Brokerage Network and Perth and Kinross Association for Voluntary Service (PKAVS). They have captured all of the learning and are reporting on that. There is the potential to move to stage 2 funding with this pilot.  Shetland Islands Council have had to pause all but essential delivery work due to pressures at the moment. Shetland are looking at their configuration around leadership to support SDS implementation. The SDS project team will look to reconnect with Shetland in the near future.  The SDS project team have fed back to all three sites on their action plans, with feedback based on the SDS standards and from our understanding of Active Implementation science.  The project has had good engagement with Children and Families in Edinburgh. Edinburgh have had several leadership changes, and leadership gaps exist. We have had discussions with Edinburgh around leadership involvement and hope to engage leaders within Adult Services who were present at our last meeting.  Edinburgh’s focus is training, and our next step will be to look at the quality of the training ensuring that it is supportive of the SDS standards and that it builds the skills of the workforce. We will also be looking at making training more effective, through measures such as coaching based supervision, peer learning, reflective practice and feedback from supported people.  The process has been very informative in terms of the challenges of SDS implementation and the amount and variety of work that needs to be done within Local Authorities, while there is always a more pressing demand elsewhere, drawing on already limited resources.  Independent researcher will again capture the learning this year through a learning review, and will include the focused implementation work as well as the SDS Community of Practice. A paper on her approach will be taken to the SDS project board next week for approval.  **Review of the SDS Standards (Jane Kellock)**  The SDS Project team have committed to do a light review of the co-produced SDS standards, and the intention is for the review to also be a co-produced piece of work. The details have yet to be discussed with SG and with the SDS project board, however it is hoped that this work can be combined with an equalities impact assessment process and an islands/community impact assessment process. The intention is to bring a plan to the national SDS collaboration which will seek to include all stakeholders and stakeholder groups in this process, including groups that often miss out on the choice and control which SDS offers, with this work beginning in the new year (2023). Members were asked to consider any helpful examples or feedback they may have on equalities/impact assessments which have been done well, and any other thoughts. The SDS project team can be contacted at [sds.team@socialworkscotland.org](mailto:sds.team@socialworkscotland.org). |  |

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| **Scottish Government Updates** | **Actions** |
| **SDS Statutory Guidance update (James McNulty)**  The September meeting of the SDS statutory Guidance Short Life Working Group was cancelled, so the SG SDS team are taking forward development of the guidance offline, and using an iterative feedback process are approaching draft 3 of the guidance, which will take into account the latest feedback from stakeholders. Feedback has been received from hundreds of stakeholders, including comments on human rights, the PVG scheme, power of attorney and employment status. Some progress has been made on including Children and Families into the guidance as well.  Communications and engagement are also being considered, in terms of what will happen with the guidance once it is finalised. The importance of setting up a subgroup around communications and accessibility are also recognised and any members wishing to volunteer to be part of this subgroup were encouraged to contact HT directly: [hannah.tweed@alliance-scotland.org.uk](mailto:hannah.tweed@alliance-scotland.org.uk)  Members thanked the SG SDS team for their efforts, particularly in terms of co-design and co-production, in revising the SDS statutory guidance. The next meeting of the Short Life Working Group will be on 12th of October.  **National Care Service update**  The National Care Service Bill is now with parliament, the response to the consultation has been published and a summary report will be made available in due course. The Bill will be worked on by four different committees, and will likely be concluded in the middle of 2023. Work is starting on the next phase, looking at co-design and engagement, in the meantime. There will be an announcement shortly on the lived experience panels.  The NCS Forum will be held in Perth on 3rd October, and will look at how the co-design process will work. I anyone would like to contact the NCS team, they can be reached at [NationalCareService@gov.scot](mailto:NationalCareService@gov.scot).  **National Dementia Strategy (Gordon Dodds)**  SG have recently announced the proposed development of a national dementia strategy. This is in the early stages at the moment, with a national conversation beginning in October, with wide engagement. Anyone interested in being involved or in receiving more information should contact: [Gordon.Dodds@gov.scot](mailto:Gordon.Dodds@gov.scot) with more details to be made available at a future meeting. |  |

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| **Highlight Presentation** | **Actions** |
| Featured presenter Lauren Redmond (National SDS Project Coordinator, Fundraising and Projects, ENABLE Scotland) was unable to join the meeting today due to unforeseen circumstances, so her presentation has been postponed to the next meeting of the national SDS collaboration. |  |

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| **Any Other Business** | **Actions** |
| Jaynie Mitchell reintroduced herself to the group in her new capacity as Rural and Island Engagement Worker with Coalition of Carers in Scotland, and welcomed communication with other group members ([jaynie@carersnet.org](mailto:jaynie@carersnet.org)). She reported that carers are stretched to breaking point, and emphasised the need to use budgets creatively.  Susan Kelso of the Personal Outcomes Network reported that the PON had conducted a survey of members in June 2022, and leadership as well as recording practice and systems were high priorities that many members felt would need to be in place to support good practice. The next quarterly meeting of the Personal Outcomes Network will be on the 26th of October, more details can be found [on the PON website](good%20(outcome%20focused)%20conversation). |  |

**Next meeting will be on Wednesday 2nd November 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)