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blue triangle

Supported People Participation Policy

6th February 2023

Our Mission Statement

“To empower people to thrive.”

Revision history

| Rev No. | Rev. Date | Consultation Requirements | Lead Officer | Committee | Approved by COM | Review Due: |
|---------|-----------|--|--------------|--------------------|-----------------------------|-------------|
| 0 | Nov 2015 | Revision and new template Consultation requirements: Board, Service Users and staff | IB | Housing Management | 26 May 2016 | 0 |
| 1 | Feb 23 | Updated Policy | | SDC | 30 th March 2023 | March 26 |

Chairperson

Signed: 

Dated: 30th March 2023

Chief Executive Officer

Signed: 

Dated: 30th March 2023

Why is this policy important?

This policy is in place to ensure that our supported people are informed and empowered, through a series of participation processes, to be able to influence those aspects of our services and policies that affect them, either directly or indirectly. This policy also demonstrates in a practical way one of the underpinning values of our work, namely that we are person centred and trauma informed in all our approaches and individuals matter. This policy is therefore part of our supported people involvement strategy.

Supported People are at the heart of Blue Triangles agenda for shaping and improving the delivery of its services. It will strive to ensure that the people we support are empowered and supported in all areas.

This policy statement draws on the key principles of involvement and key messages developed in partnership with the people we support, the strategic priorities of the business plan and overall strategy of the organisation. It will be reviewed annually in partnership with the people we support and links with the wider corporate work being undertaken to fully involve supported people in the planning, monitoring and reviewing of services.

Blue Triangle is committed to ensuring supported people participation and involvement is both meaningful and successful and will make resources available to support the participation of the people we support throughout the organisation.

The aims of this policy are to:

- ▲ Ensure there is a consistent approach to Supported People participation and involvement across all Blue Triangles services.
- ▲ Promote Supported People participation and involvement as an ongoing and integrated component of organisational activity.
- ▲ Enable the People we Support to have a key role in the process.

What is Supported People Participation?

Blue Triangle aims to ensure that Supported People involvement is conducted in a consistent, robust and meaningful way and strives to make Supported People Involvement a part of the culture.

These levels can range from wanting to receive information to full meaningful involvement in policy consultation. Similarly we also recognise that supported people participation can be on both an individual and/or group level.

Principles

- ▲ We meet all relevant law and good practice in developing supported people participation initiatives.
- ▲ We implement procedures that promote the sharing of information and ideas among supported people, staff and committee members.
- ▲ We have established consultation procedures to ensure that all parties contribute effectively to an agenda that deals with issues of common interest.
- ▲ We develop flexible supported people participation arrangements to reflect the particular situation of individual Services.

- ▲ We will provide supported people with training, as required, to encourage their participation in Blue Triangle activities and also provide comprehensive and regular staff training to ensure that policy objectives are implemented effectively.
- ▲ Supported People Forums will provide an opportunity for the people we support to be consulted on a wide range of issues and also to inform them of any developments, events, training or other participation opportunities both within our Supported Accommodation and in our Community based accommodation services.

Participation Practice

Blue Triangle will benefit from a combination of Supported People involvement methods to secure the involvement of as wide a group of Supported People as possible or as many different organisational levels as possible and will ensure Supported People will be consulted and involved in the following ways:

We use a range of engagement mechanisms to promote and practice and participation for the people we support including:

- ▲ Working parties;
- ▲ Focus groups;
- ▲ Questionnaires;
- ▲ Personal interviews;
- ▲ Supported People led forum discussion.

Recruitment & selection of staff:

- ▲ Blue Triangle will develop mechanisms to ensure the people we support are involved in every stage of the process of recruitment of new staff.
- ▲ Blue Triangle will develop a comprehensive training initiative to support our supported people to enable them to be part of the process.

Induction of new staff:

- ▲ Blue Triangle will ensure that the people we support will always contribute to the induction programme and have developed a training package to provide skills for involvement in the induction and the delivery of training for staff.

Monitoring & audit of Blue Triangle services:

- ▲ Supported People will be involved in the monitoring and auditing of Blue Triangle services to ensure compliance with set standards such as the Quality Assessment Framework. Training will be provided to service users to enable them to be fully involved.

Supported People forums:

- ▲ Supported People forums will provide an opportunity for the people we support to be consulted on a wide range of issues and also to inform them of any developments, events, training or other participation opportunities.

Reviewing of Blue Triangle policies:

- ▲ Blue Triangle believes that the people we support play a vital role in shaping operational policies where applicable. The people we support will be expected to be involved at every stage of policy formation, implementation and review through Supported People forums and/or local Supported People meetings.

Chairing meetings:

- ▲ Supported People will be encouraged to chair forum meetings and training is provided to enable those who may wish to chair a forum to have the skills and confidence to do so.

In order to achieve the above points, Blue Triangle will ensure that specific meetings are in place at each service or corporately.

Supported Peoples Handbook

We will produce, in conjunction with a working party, a bespoke Handbook that provides detailed information on a number of pertinent issues including a specific section on Consultation.