

PERSONAL PLANS

- REFLECT AND EVALUATE TWO DAY TRAINING COURSE FROM SCOTTISH EXECUTIVE
- CATEGORISE THE WORK WE ARE DOING WHICH FALLS INTO RED, AMBER OR GREEN CATEGORY
- DISCUSS WITH LINE MANAGER AT NEXT SUPERVISION WHO WE CAN TAKE THIS FORWARD AND ALSO FURTHER OPPORTUNITIES FOR SOCIAL INCLUSION
- DISSEMINATE THE INFORMATION RECEIVED AT TRAINING AT BI-MONTHLY REGIONAL DEVELOPMENT GROUP MEETING SO THAT ALL NSF (SCOTLAND) HAVE THE SAME VISION
- FIND OTHER GOOD PRACTICE SOCIAL INCLUSION STRATEGIES OCCURRING WITHIN OTHER PROJECTS THROUGHOUT SCOTLAND

Action Plan 1

1. Developing “traffic light” analysis of local mental health and mainstream resources as visited during my induction, and share the model with the organisations visited.
2. Develop criteria to measure how community “sites of support” develop their access, inclusion and participation.
3. Share inclusion web with Local Area Co-ordinator Team as a universal measure across groups to evidence inclusion.
4. Clarify co-workers’ and users’ understanding of confidentiality with a view to promoting inclusion into mainstream resources.

Consider ways to include measures of family support as a basic feature of inclusion.

Action Plan 2

The learning and tools from this course will influence the planned organisational consideration of how we take forward inclusion working.

The “traffic light” model can be used in team planning events to provide a measure of how well we are doing in moving people to green places.

The annual review of this will provide an aggregate measure.

Action Plan 3

Interested in building links with community organisations and links across the fence.

Pursue links at national level outside of Mental Health Division: eg in Communities Scotland.

Set up across agency monitoring.

Action Plan 4

To incorporate some of Pete's images into the inclusion pack to better explain some aspects of inclusion to new staff.

Action Plan 5

1. Use graphics in ground rule slides. It sets tone better than we currently do.
2. Write up list of questions for internal Richmond Fellowship debate. E-mail out with February to Learning Teams:-
 - a. measure our internal definition of inclusion against the 3 aspects: access, standard of living and relationships;
 - b. suggest reviewing our learning and development plans to mirror processes: eg domain mapping; and
 - c. consider using inclusion planning format as part of managers' planning toolkit.

Action Plan 6

To carry out evaluation of services in conjunction with staff and people supported of the code attributed to the level of inclusiveness of services at services and session level ("traffic lights" score).

Action Plan 7

1. Share learning with Locality Team.
2. Consider red/amber/green practice/places currently in use to create baseline.
3. Create community map for each service.
4. Consider how these can be taken forward.

Action Plan 8

1. To consider the material presented over the 2 days and analyse how this can be used:-
 - in delivery of staff training;
 - with individuals supported to promote and support inclusion; and
 - to measure success in current services in terms of inclusion.
2. To put into practical use the “strategies for inclusion” approach to inclusion support planning.

Action Plan 9

1. Put into practice web idea.
2. Use parts of inclusion training within Team training.
3. Use concept of ““traffic Lights” to illustrate points re service provision and mainstream.
4. Make full use of internet website and user guide.
5. Think about and implement points from cards.
6. Use concepts within the Team before implementing with people supported.
7. Cascade renewed energy for inclusion and strong values which should be inherent in all communities.

Action Plan 10

1. I will take back to the service the idea of community mapping using the 6 domains.
2. To do this I will:-
 - a. ensure staff have the skills to do this by identifying learning and development in conjunction with the Learning Team;
 - b. decide on an action plan in the service as to who will have responsibility for each of the 6 domains; and
 - c. evaluate how successful it has been by:-
 - having the information;
 - has it been useful: ie has anyone made any connections?

Action Plan 11

1. My role remit is going to change and my new job description is unknown, probably a part-time [?] one day a week role for Adult Mental Health Services in North Lanarkshire.
2. Role with respect to clinical governance strategy, medical management, partnership working.
3. Given what I have learned about work going on with North Lanarkshire:-
 - *six localities new management structure*
 - I would like to take something forward in the Partnership Working area but can't say what yet.

Action Plan 12

To devise and implement a means of measuring the quality and successfulness of services in the Richmond Fellowship Scotland scheme to be well down the road on this by May/June.

Action Plan 13

1. Focus on person's activity and listen to what they feel I could help to include.
2. Speak to source, eg Community Activity Centre, or voluntary organisation person, as identified.
3. Who is a positive influence in their lives? Who would support?
4. Check out source is willing, understanding, supportive.
5. Identify people who can sign-post, help to develop person's interest and support.

Action Plan 14

1. To use the "web" within the workplace starting off with the managers doing this and then asking if the staff would like to use this to gain more knowledge and understanding.
2. I would also like to carry out a review of all services to see if they are in the red, amber or green section.

Action Plan 15

1. My action plan is to organise a training/education session for staff members and then as a team decide on one area/theme we would like to take forward. Initially we would probably do an exercise around getting myself and staff to do the “Traffic Lights” exercise around the amount of time our clients are in red-amber-green or to consider life domains.
2. To liaise with other people I have met on the course, to continue dialogue and support one another in this process.

Action Plan 16

1. In the review, correct in-house training.
2. Amend and develop on the basis of new learning.
3. Consider how best to roll out the training sessions to all staff.
4. Work with managers to develop an action plan in each service.
5. Implement agreed actions.
6. Review progress at 6 months.
7. Seek to develop user participation in training and review of inclusion activities at service level.