

# Self-directed support

## Person centred planning

**Person centred planning is a way of planning with a person – not for them.**

It is a way of working that helps people to plan and organise their future by putting them at the heart of the process.

It was developed for individuals and families, to put them in control and help them to work out what makes sense for them.

**“Person centred planning belongs to the people and not the system.”**

**O’Brien, Pierpoint, Forest, Snow**

This fact sheet explains more about how person centred planning works.



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## The basic facts

The aim of person centred planning is to help make change happen for people with disabilities, their families and friends. It is all about the person who needs support being at the heart of the planning process.

Person centred planning uses a set of tools and approaches to help someone to plan their life, explore what is important to them, and identifies what unique support they need by really listening to them.

Person centred planning was originally a tool designed for people with a learning disability, but it can also be used as a model for anyone who needs support or wants to change their life, or indeed any organisation that wants to make change happen.

## More information

### How is a person centred plan different to a support plan?

- A support plan is a public document shared with the council, which is used to describe how an individual's support needs will be met using a personal budget (although it should still be written with a person-centred approach, carefully tailored to that individual and unique needs).
- A person centred plan can be very personal to the individual and should only be shared with the people who the person wishes it to be shared with. The person centred planning tools are designed to get people thinking together and finding solutions for issues much broader than core support services.



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## Tips for writing a person centred plan

- The focus is on the person and their life, dreams and aspirations. It's not about discussing issues around service providers or other limitations.
- The person and the people who know and love the person are the primary authority and have control.
- The service providers should be present and part of the meeting to provide advice, knowledge, support and service - but remember to be on tap, not on top - it's not their meeting.
- Every aspect of a person's life is important - universal needs are as important as medical needs.
- There is a commitment to address conflict openly and honestly, and to reach a consensus for positive action.
- There is respect for each person's expertise, knowledge and contribution.
- There is a willingness to come up with innovative, non-traditional solutions.
- Planning should be at a pace that the focus person is comfortable with.
- The venue for the gathering should be comfortable for everyone, and not necessarily in a service setting.
- The best people to help are people who have done a plan themselves or someone skilled in facilitating a person centred plan.

## Some of the main tools used in person centred planning are explained below:

### Personal futures planning

Personal futures planning involves a systematic process of drawing out, and working towards, a desirable future with the person who is at the centre of the plan.

A group of people spend time with the focus person in order to develop simple but effective strategies that will help to plan their future.



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They explore:

- What is happening at present.
- Any planned changes that will influence the quality of the person's life.
- Any threats and opportunities that might influence future plans.
- What a desirable future would look like.

## MAPS

MAPS was initially designed to facilitate the inclusion into mainstream education of young people with disabilities, but the process is now used more widely outside of the educational environment.

The MAPS planning process usually takes between two and three hours. Participants including services, the person, and those close to them, sit around the facilitator who records the ideas generated from eight set questions about the person's dream, ambitions, strengths and future actions.



## Circles of support

A circle of support is a group of people who are invited to come together and meet regularly to offer support and advice to someone who has a learning disability. It is a way of sharing concerns and plans for the future with someone who needs extra help in areas of their life.

The circle should include people who know and care about the person who needs support, service providers, and experts in areas of relevance such as education, housing or employment.

It is very helpful to have one person who will take responsibility for facilitating the meetings, keeping everyone focused on the task, and someone to take notes.



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The 'circle members' will spend time listening to the person and their family/friends, getting to know the person's likes and dislikes, interests and talents, hopes and ambitions. They will then help the person to discuss and explore the things they want to achieve, by gathering relevant information, making telephone enquiries, writing letters etc.

A group of committed people working together to solve a problem or explore a dream is a very powerful thing!

### Essential Lifestyle Planning

Essential Lifestyle Planning was developed to help people moving from institutions into the community. Very little is known about some people who use services, particularly those who have lived for a long time within an institution, and those who don't use words to communicate.

Essential Lifestyle Planning helps to discover and document the finer details about an individual's likes and dislikes. This is particularly useful when a person accessing support moves from one place to another. It can help to build a team of people around an individual, and can help safeguard a person's future. It can also provide a basis for an individual service agreement.

It is prioritised into three sections as follows:

- **Non-negotiable** - what a person must or must not have.
- **Strong preferences** - what the person should or should not have.
- **Highly desirable** - what the person likes or does not like.

The information is gathered about the person by 'interviewing' those people who know the person best, building up a picture of what a really good day looks like, what makes them happy, and what makes them angry or sad.

In addition, it is important to quantify information around the frequency and volume of their requirements eg they must see their mum every week.



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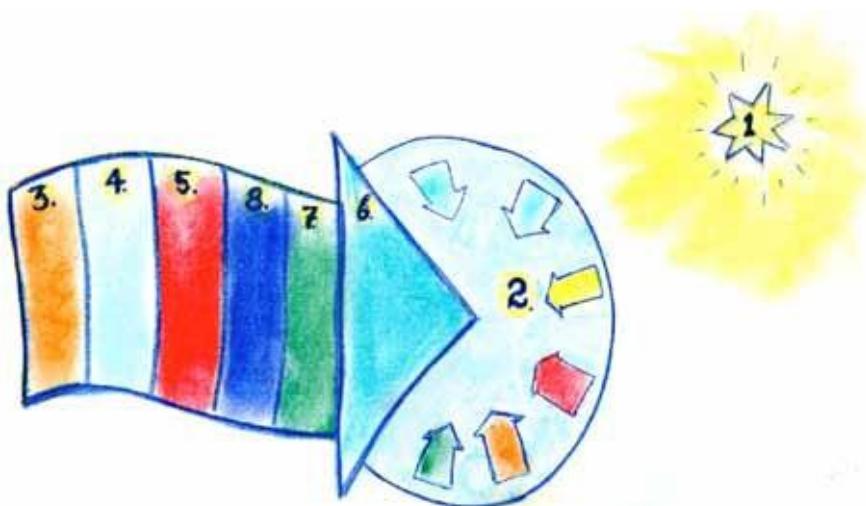
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## Planning Alternative Tomorrows with Hope (P.A.T.H.)

P.A.T.H. is an extremely powerful tool that provides a structure and safe environment in which to explore an individual's dreams, and to develop plans and strategies to help make them a reality.

The process is recorded on a prepared graphic format. The guiding principles are that any goals must be positive and possible.

P.A.T.H. works best when there are a committed group of people who want to make change happen. Using this process enables people to take control over change, but it should also be used with care. It is useful when a situation is complex and will require concerted action, engaging other people and resources over a longer period, in order to make an important vision real.



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## An example

Rory was 44 years old and lived in a nursing home because his support needs had become too difficult for his support provider to support. He had lived in an institution, then moved into supported living and then ended up in a local nursing home because his condition had deteriorated. Rory's main issue was his physical disability, and he was now unable to move or do anything for himself, but he also had difficulty with communication. Because of this, he never went out and rarely interacted with the other residents. Rory was therefore left feeling bored and unhappy a lot of the time. His family came and visited occasionally, and he had an odd visit from someone he used to live with – but he obviously needed more help.

The nursing home got external support and a person centred planner was brought in. They managed to gather a few people round who knew Rory from the past, and started to plan with him using P.A.T.H. Very quickly into the process, Rory started to indicate that his dream was to 'get out of here' and live about eight miles away in the community he was brought up in. With the help of a good social worker, an advocate, a few friends and other support workers, the plan began to be put into action.

It took two years to get him into the community where he wanted to live, with his own tenancy in a bungalow which is fitted with lots of technology to help him control his own life as much as possible. The person centred approach was really crucial to enabling all of this, and also included developing an essential lifestyle plan which his support workers will follow with him, to help him enjoy and maintain a high quality of life and maximum control over his day to day living.

One of the team involved in the planning adds,

**"I bump into Rory occasionally doing his shopping and he tells me each time 'life is just fine'. Whilst person centred planning wasn't all that was needed for Rory's life to change, it certainly helped Rory getting out of his rut."**



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# There is a lot more information on the In Control website:

## [www.in-control.org.uk](http://www.in-control.org.uk)

### Find out more:

#### Person centred planning

There are many people trained up as person centred planners. To find out who these people are, you can contact your local council.

#### Self-directed support

For more information about self-directed support, visit the In Control website: [www.in-control.org.uk](http://www.in-control.org.uk)

## Other Useful Information

#### Helen Sanderson Associates:

[www.helensandersonassociates.co.uk](http://www.helensandersonassociates.co.uk)

#### Paradigm:

[www.paradigm-uk.org](http://www.paradigm-uk.org)

#### The North West Training and Development Team:

[www.nwtdt.com](http://www.nwtdt.com)

#### Inclusive Solutions:

[www.inclusive-solutions.com/pcplanning.asp](http://www.inclusive-solutions.com/pcplanning.asp)

#### The Department of Health:

[www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_115175](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_115175)



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#### About the In Control and Me project

A three-year project to produce accessible information for everyone who wants to direct their own support, funded by the National Lottery through the BIG Lottery Fund. You can find out more at [www.mencap.org.uk/incontrol](http://www.mencap.org.uk/incontrol) or [www.in-control.org.uk/icandme](http://www.in-control.org.uk/icandme)