

TEAM DACHS Adult Social Care Vision and Priorities Workshop results:

Team DACHS meeting workshop on the ASC Strategy Vision and Priorities results were analysed, and themes/trends identified. Results are reported below:

WORKSHOP VISION PROPOSALS: Themes and example proposed vision statements that show the most highlighted needs:

- 1. Person-centred care:** Results emphasized the importance of providing care that is centred on the needs of individuals and informed by the people who use services.
"Enabling people to remain independent and to reach their potential by building resilient communities and making the most of individual strengths."
- 2. Safety and well-being:** Results emphasized the importance of providing care that is safe and promotes the well-being of individuals.
"Providing quality and inclusive assessment and support services."
- 3. Inclusivity and diversity:** Results emphasized the importance of promoting inclusivity and diversity in care provision, to achieve less deprivation and a more diverse, inclusive society.
"Achieve less deprivation, more diversity and inclusivity."
- 4. Independence & empowerment:** The importance of enabling people to remain independent and to reach their potential by building resilient communities and making the most of individual strengths.
"Empowering service users to meet their full potential and remain independent in their own home."
- 5. Collaboration and co-production:** Results emphasized the importance of collaboration and co-production between individuals, families, communities, and partners in delivering high-quality and safe services.
"We understand and respond appropriately to the expressed needs of residents providing high quality, safe services in collaboration with individuals, families, communities and partners."
- 6. Early intervention and prevention:** The importance of early intervention and prevention, to support individuals to achieve the best possible outcomes and prevent the development of care and support needs.
"Reading working on empowering, safeguarding residents with clear guidelines and support, along with preventing the development of care and support needs with early intervention."
- 7. Excellence and quality:** The importance of providing high-quality and excellent services that meet expectations.
"High quality services that are inclusive and support vulnerable residents in Reading."

Compiled example vision statements using information obtained from the workshop:

1. Our vision is to provide safe, effective, and person-centred care that is co-produced and collaboratively delivered, ensuring the appropriate service for everyone in a clearly communicated timeframe.
2. **We aim to empower and support Reading residents to live the way they want to, enabling them to remain independent and reach their potential by building resilient communities and making the most of individual strengths.**
3. Our vision is to promote and embed clear and supportive services to promote safety and independence, helping our communities to remain healthy, inclusive, and well-supported.
4. To achieve less deprivation and more diversity and inclusivity, investing in a realistic and sustainable service for staff and residents, and adopting high standards of work and quality to deliver a service that Reading residents are proud of.
5. We want to be a leading light of service to and within the community, providing high quality, safe services in collaboration with individuals, families, communities, and partners, promoting wellbeing and good mental health outcomes with a preventative focus.

6. Our vision is to support the local population to live healthy and independent lives, promoting and embedding clear and supportive services to promote safety and independence, empowering service users to meet their full potential and remain independent in their own home.
7. Our vision is to ensure that Reading is a place where people and community strive and thrive for wellbeing and prosperity for everyone. We aim to enable people to live fulfilling lives so they can contribute to their communities, and to deliver high quality and inclusive care/support services that feels safe and promotes independence for individuals whilst supporting carers through coworking.
8. **Our vision is to understand and respond appropriately to the expressed needs of residents, providing safe and effective care that is informed by people that use services, empowering all to live well, safely, and more independently in Reading.**
9. We strive for excellence in our work, understanding each other, showing that we are listening, enabling us to deliver a realistic and clear strategy based on the real situation in Reading, which meets expectations, supports, and makes people aware that they have strength to do more for themselves.

The proposed visions highlight the need for a realistic and clear strategy that is based on the real situation in Reading, with a focus on collaborative and person-centred care provision that supports the well-being and independence of individuals, while also promoting inclusivity, diversity, and early intervention.

PRIORITIES ANALYSIS RESULTS:

Patterns and trends from the information gathered in the workshop to identify priorities for the adult social care strategy are reported below:

1. **Prevention and early intervention:** Prevention is a recurring theme, with a focus on investing resources into preventing crises rather than recovery. The workshop participants emphasized the need for accessible early intervention, timely and responsive assessment and intervention, secondary prevention, effective networking and partnerships, and evidence-based intervention to prevent and reduce the need for care services.

Aim: To focus on primary and secondary prevention, timely and responsive assessments and interventions, evidence-based approaches, and accessible early support and ongoing care. This includes promoting meaningful independence, ensuring preventative services are easily available, and engaging with service users to co-produce solutions.
2. **Workforce** (development and retention): Workforce development, recruitment and retention of staff are critical priorities, with an emphasis on staff retention, career pathway for qualified and non-qualified staff, more money for staff retention, effective workforce who are skilled and supported, CPD time for staff, and a healthy workforce. Suggests a need for strategies that prioritize the recruitment, training, and retention of skilled staff, as well as for efforts to create clear career paths and opportunities for staff to develop and advance.
3. **Partnership working/Relationships:** Collaboration and partnership working are essential in delivering effective adult social care services, with a focus on collaborative working with public health and healthcare services including residents, effective networking and partnerships, and partnership working with carers.

Aim: To collaborate with healthcare services, residents, carers, and other teams and services to build relationships, promote joint working, and ensure service user voice is heard and their needs are met.
4. **Personalisation/Person-centred support:** Importance of providing support that is tailored to the individual needs and preferences of service users, with multiple references to personalized support and the need to promote meaningful independence. Includes efforts to ensure that services are accessible and responsive to the needs of different individuals and communities.
5. **Safeguarding and quality improvement:** The importance of robust safeguarding arrangements was highlighted, with a focus on safeguarding vulnerable people in the community, as well as for efforts to improve quality and consistency of practice. Includes efforts to ensure that services are safe and consistent, with a focus on quality and engaging with carer groups and that staff can provide high-quality care.

Aim: To implement robust safeguarding arrangements, ensure safe and consistent practices, streamline processes, and promote personalised support that meets the needs of each individual.

Additional identified potential priority areas based on the identified patterns and trends from the data:

- 1. Communication and engagement:** Communicate effectively with all stakeholders, including carer groups, the community, and the workforce, and build the brand to better inform people of what is available.
- 2. Resource allocation:** Provide more working face-to-face, enable control and enablement opportunities for all, and invest in prevention to reduce the need for crisis intervention.
Providing more employment, supported living and respite services, including ensuring easy access to mental health diagnoses.
- 3. Clarity on direction of travel:** Establish clear policies, strategy, and frameworks, while also promoting lifelong pathways and sustainable caseloads. Streamlining processes, improving assessment and intervention timelines, and providing post-intervention support to make it quicker to help and support people.
- 4. Knowing our purpose and building the brand** - Building a strong brand and engaging with carer groups and the wider community to raise awareness of available services and improve information available to carers.

The identified priority areas aim to promote a healthy, resilient, and supportive community where vulnerable people are safeguarded and their needs are met through prevention, early intervention, and personalised support.

Pre proposed priority area ranking outcome from voting conducted:

Ranked priority areas:

- 1 - WORKFORCE** (A valued, dynamic, diverse, and well-trained workforce)
- 2 - PREVENTION AND EARLY INTERVENTION**
- 3 - SAFEGUARDING** (commitment to preventing, detecting, and reporting neglect and abuse)
- 4 - PERSONALISED AND RESPONSIVE CARE PROVISION** (ensure everyone's voice is heard)
- 5 - SUPPORT CARERS** (Informal Carers, Care Providers) - A caring and supportive community that values and recognizes the contributions of informal carers
- 6 - An efficient, sustainable system which delivers high quality care and value for money for all**
- 7 - PLACE BASED LOCALITY WORKING** (work collaboratively and to make best use of the assets we have in our local area)

Additional proposed priorities include (please rank these in priority order):

