

# Inclusive Essex

## The ASC Practice Model

Inclusive Practice



# The vision

Everyone in Essex should have choice and control over their own lives. We will support them to do this in a sustainable way.



**Citizenship**



**Choice**



**Sustainability**

With the right support, everyone can achieve some independence.

We want to support people to maximise their own potential for control over their lives

# Citizenship



## Recognition of everyone as a fellow citizen

- Someone who counts
- Has their own voice
- Their own interests and responsibilities
- An active part of own and wider community
- Owed the respect and kindness we want for ourselves and the people we love
- This means inclusive thinking language and practice in everything we do and every conversation we have
- And recognition that the responsibility lies with **US** to remove the barriers for accessing our services

## Self Determination

- To be in control and accountable for own decisions
- To be legally visible (to vote!)
- To have enough money to live with dignity
- To be constantly 'kept in the loop' and aware of and wherever possible, in control of what is going on
- Carers to access the support they need, including financial help

## Rights

- To control own life
- To access education, healthcare, paid employment, community services and community life
- To equality; and full embrace and appreciation of diversity
- To support this, we are approachable, and our services are available, accessible, person centred, trauma aware and community focussed
- Recognition of the vital role of unpaid carers and working in partnership with them

# Choice

## Choice over

- How live own life
- Where will live and with whom
- What will eat, how will dress, how late will stay up, how will spend own money...
- Whether and with whom to have friendships, relationships, sex
- How and by whom will be supported
- How identified wellbeing outcomes might be met
- Risks chosen to take in own life



# Sustainability



## Eco-Sustainability

Regard for environmental sustainability to inform decisions. Personal behaviours such as sustainable travel, recycling and careful use of existing resources.

Recognition of how Essex citizens are impacted by environment and inclusion of this into our professional understanding.



## Avoiding Dependence

We aim to support people to maintain choice and control over their own lives. Our practice and the services we use are preventative.

We don't create dependence on services, instead wherever possible, we support people to find what they need from their own resources, networks and communities.

The best way to do this is to listen very carefully to what the person tells us is important and what might be helpful.



## Sustainable Workforce

We are our workforce. Active consideration for the wellbeing of our staff and our colleagues in all social care services in Essex benefits our service and benefits us all.

Fundamental to this is recognition, respect, investment and trust in the professional skills of our workforce.

# Delivering the Inclusive Essex model



**Simplicity:** Our targets are clear, accessible and uncomplicated. We communicate clearly in order to manage expectations.



**Person centred:** Timely responses allow for choice and control. We aim to prevent an escalation of need.



**Trust:** Transparency and clear communications builds trust.



**Proportionality:** Regular review enables us to check support still meets need effectively. Concise recording supports us to focus on what is most important.



**Independence:** Early intervention gives us the best chance to support people to live their own lives.



**Inclusion:** Measuring our services means we can check they are accessible to all.