

## **Features of Complexity for Learning Disability and/or Autism - Supported Living**

The agreed position for ECC is that the rate for supported living is £15.16 per hour. It is however recognised that for a small proportion of people this rate would be insufficient to meet their needs via the delivery of a specialist service. Therefore, an additional £1.88 per hour of additional funding is available for individuals requiring an enhanced level of support where the requirements below are met.

Complexity is to be addressed on an individual-by-individual basis and the criteria is divided into two categories, both of which have to be evidenced for the higher rate to be considered:

1. features of the individual's circumstances and the needs they present
2. features expected of the provider who has been identified as competent to supporting them.

A standardised definition of complexity is needed to ensure transparency in decision making around agreement for this higher rate of funding. It should also be noted that:

- any decision on an individual's complexity and the complexity of the service they require will be subject to review.
- The decision is to be agreed with the budget holder who will accurately record the evidence to agree or decline a request for an enhanced rate whether this relates to core hours or individual 1:1 hours.
- Decisions about the level of funding agreed will be recorded and shared.

### **1. Features of individuals who could be identified as complex:**

Challenging behaviour is defined as; 'culturally abnormal behaviour(s) of such an intensity, frequency or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or behaviour which is likely to seriously limit use of, or result in the person being denied access to, ordinary community facilities" (**source:** Emerson 1995)

All behaviours that are identified will therefore be considered in line with their intensity, frequency and duration and may include:

- Self-injurious behaviour that requiring specialised training or skilled support and / or significantly high levels of support
- A clearly identified risk to support workers health or wellbeing
- There may be behaviour that limits access to the community therefore restricting social inclusion and/or behaviour that leads to serious self-neglect with a substantial impact on the health and wellbeing of the person.
- Behaviour that requires additional monitoring and/ or considerable restrictions to reduce risk to others such as those with a Forensic History
- Presence of a Positive Behaviour Support Plan where the content demonstrates complexity
- A person presenting with a specific syndrome or multiple needs or a number of chronic conditions that require significant intervention over and above what could be provided by a standard non-specialist service and support team. This could include but is not be limited to Learning Disabilities/ physical disabilities/ autism/ mental health issues/ communication difficulties, acquired brain injury and/or dementia and is often a combination of multiple needs that require significant levels of specialised support
- An individual who is at risk of placement breakdown or hospital admission and/or who have experienced multiple previous placement breakdowns due to their levels of need and/or risk

**Features of providers required for meeting the needs of individuals who are identified as complex:**

- Skilled and trained specialist staff to deliver support to people and other staff, with salary scales that reflect the enhanced knowledge/experience. Training may include for example Tizard or Positive Behaviour Support
- Specific structure and time required around staff supervision, support planning and reflection due to the presenting needs and circumstances of the people being supported
- More specialist and experienced staff required to deliver the support plan. Such as undertaking strength based and pro-active risk-based support, e.g. Person-centred planning, positive behaviour support, sensory needs, Autism, mental health, person centred active support, Total communication
- Skilled management staff to deliver leadership and supervision that reflects an outcome-based approach for individuals and evidence of staff debriefing that may be intense and frequent
- Robust recording systems in place to evidence skills, quality of life and general progression for the person and where appropriate evidence-based reductions in support using SMART objectives. This will include robust recording and analysis of behaviours that challenge, with evidence of using this information to amend the support strategies.
- Where appropriate there is evidence of a total communication approach and sourcing of person-centred training
- Evidence of pro-active joint working with all key members of the persons MDT
- Clear and proactive use of evidence based and MDT approaches to decision making and progression
- Evidence of proactive problem solving and clear evidence of maximisation of technology