

PURPOSE

The purpose of this policy is to detail the principles and practices implemented by Nextt to inform person-centred planning processes. This includes person-centered active support approaches and person directed planning, which drive the development of meaningful goals with measurable outcomes.

SCOPE

This policy applies to all employees who directly support clients with goal and support planning, including, but not limited to CEMs, Support Coordinators, key workers, and House Leaders.

DEFINITIONS

Key Term	Definition
Person Centred Planning	This - is a set of approaches and principles designed to assist an individual to plan their life and supports, with the aim of achieving goals and developing skills refers to.....
Human-rights based approach-	Recognized that all people have value and have the right to be treated with respect, have autonomy of choice and be supported to participate fully and inclusively in society
Individual support plan	A document that details how supports can be implemented to assist clients to achieve their goals
Goal plan	A document that details the goals that a person wants to achieve with support from services
Measurable outcomes	Statements that define when the person/s will know that the goal has been achieved
Participation and Inclusion	Enabling the client to be an active member of the community in a way which is meaningful to them and which promotes a valued role for the individual
Active Support	A proven, evidence-based approach to care and support that enables and empowers people with intellectual disabilities to participate in all aspects of life (Mansell, J. & Beadle-Brown, J., 2012).
Person-directed supports	Approach is where the person with a disability is at the centre and, to the extent that they are able, in charge of the planning, design and implementation of the services and supports they need

POLICY STATEMENT

At Nextt, we take a human-rights focused, person-directed approach to implementing supports. Person centred practice is built on a foundation of values which include respect, belonging, contribution, choice and control, and community inclusion.

Through this approach, the individual is empowered and supported to express their dreams, aspirations, and goals, to maximize positive outcomes and experiences through the supports we provide. These outcomes may include developing new skills, increasing participation and inclusion, re-establishing, maintaining, or exploring life roles and exercising choice and control.

Principles of person-centred planning:



When developing person-centred and directed goal and support plans, Nextt staff work with the client to:

- **Identify the client's dreams, hopes and aspirations**
- **Establish goals** – How will they achieve these dreams and aspirations and what support do they need in their day to day life to enable this
- **Develop goal and support plans** – Supporting the clients with prioritising goals, defining what success looks like, identifying any barriers to achieving this and detailing their preferences and support needs
- **Putting the plan into action** – Ensuring well trained staff, with person centred values are delivering tailored supports and recording/measuring outcomes
- **Reviewing the plan** – reviewing outcome measures, celebrating successes and finding opportunities to enhance service provision

Nextt is committed to ensuring that all clients are able to participate in the planning processes as fully as possible and actively implements adjustments based on the client's cultural, linguistic, communication, sensory and environmental needs wherever possible.

RESPONSIBILITIES

It is the responsibility of all employees at Nextt to ensure clients are empowered to develop guidelines for their supports that are client led, strengths- based and human rights focused

CONTINUOUS IMPROVEMENT

Please make suggestions for improvements using the feedback inbox, Riskman feedback module or to a Q&R member, as these will be captured in the Nextt Continuous Improvement Register. Ideas are escalated based on whether they are feasible and for their impact through the Executive Committees.

Where you notice risk issues in Person-Centred Support Planning that impact the Workplace (e.g., the individual/client's home) and our Workers, please mention them to your Workplace Representative who will raise them at the Nextt's quarterly Health & Safety Committee

APPROVAL AND REVIEW

This policy and procedure will remain subject to continuous improvement through feedback from staff, clients, and external stakeholders, and with reference to any new legislative guidance or relevant empirical research, or best practice.

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REVISION RECORD

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30/09/22	V2	Template update
13/12/2024	V3	Review and update