

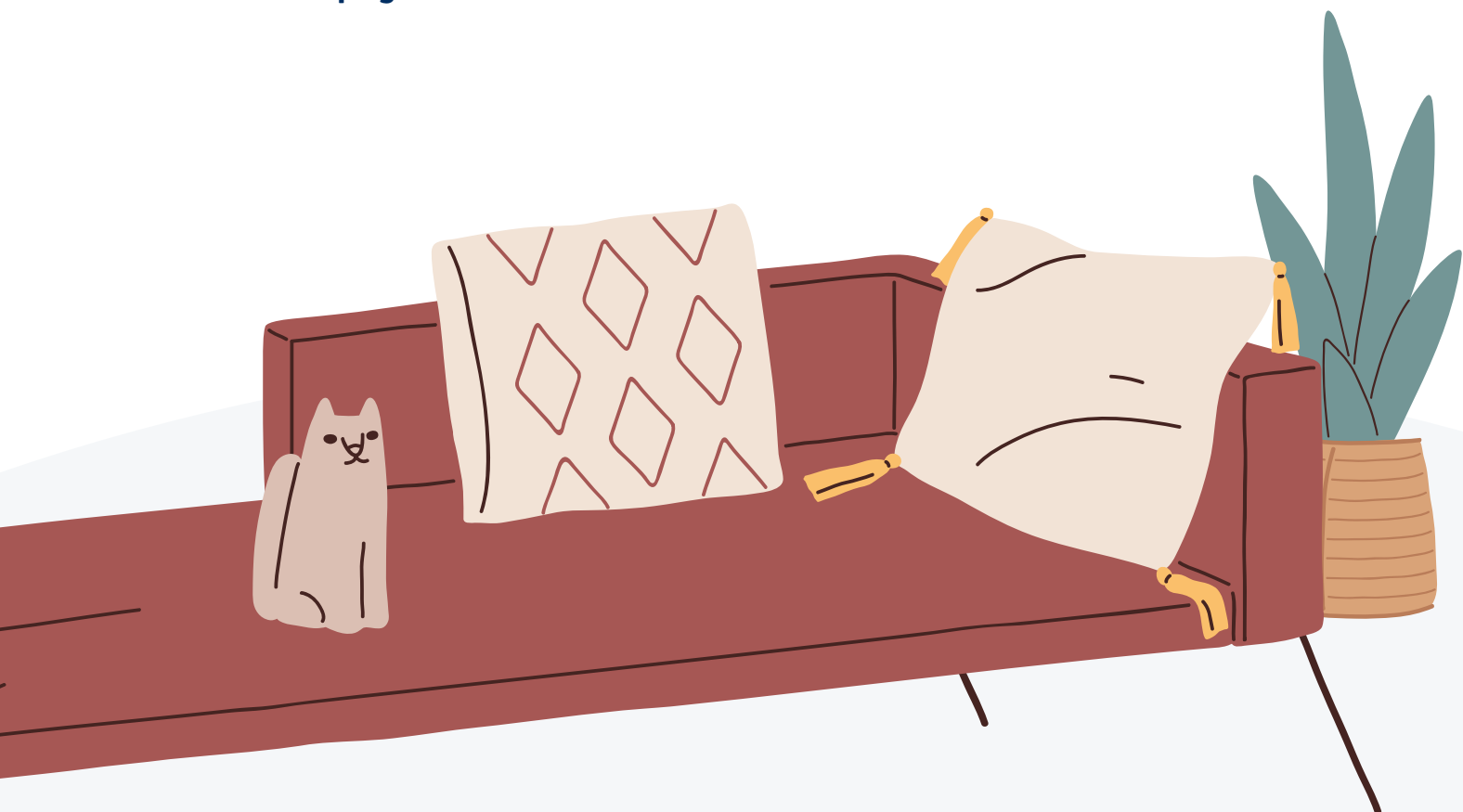


# Your Self Directed Support Update

Summer 2023

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# Our Staff

We would like to extend a warm GCIL welcome to Maryann McGee who has joined Glasgow Support Services as their Administrator. Maryann has recently moved back to Scotland after many years living in Australia. While we cannot guarantee the same weather here, we hope she finds there are less poisonous creepy-crawlies in Bridgeton!

Another warm welcome is in order to Andy Higgins, who recently joined us as an Inclusive Living Adviser. Andy previously worked for the Independent Living Fund (ILF) so we are making good use of all his expertise and experience.

Additionally, we would like to congratulate Michelle McNamara (former Inclusive Living Adviser) who is now Support Services Coordinator and Michelle Coyle (former Support Services Administrator) who is now an Adviser. In short, it's good to be in our organisation and named Michelle at the moment!

Finally, we recently celebrated Donald Anderson's retirement after nearly 25 years with us. Donald originally joined us after retiring a first time elsewhere and we are so grateful for all his hard-work and dedication over the years. We wish him a very well-earned second retirement.



# Gaining Knowledge and Insight

In April the Team took part in Person Centred Planning (PCP) training run by Dr Danielle Farrel, Danielle uses her experience of living with Cerebral Palsy to support other disabled people to overcome some of the barriers they may face. She runs an organisation called [Y.O.U](#) which stands for Your Options Understood and is a passionate advocate for disability rights. She also delivers Person Centred Planning to individuals who want to explore their dreams and aspirations and to groups of staff. The staff at GCIL and Take Control asked Danielle to train them up on the principles of PCP to help them better support the people they are working with. Danielle delivered the session with a lot of examples of her personal experiences and also with a few laughs. The staff enjoyed the session and feel more confident in their understanding of PCP. If you want to find out more about Y.O.U. you can contact them at [youroptionsunderstood@gmail.com](mailto:youroptionsunderstood@gmail.com)



# Information Workshops for Service Users and Carers

The GCIL Development Team delivers **online workshops** for service users, carers, Local Authority and Third Sector members of staff.

Our programme of SDS Information Workshops, (Zoom) for service users and carers is detailed below.

**26th July at 6pm**

**31st August at 10:30am**

**27th Sept at 10:30am**

**25th Oct at 2pm**

**22nd Nov at 6pm**

**13th Dec at 10:30am**

The workshops are open to anybody, living in Glasgow, East Dunbartonshire, North or South Lanarkshire.

These sessions will cover:

- What is Self Directed Support?
- What rights do I have?
- What about family carers?
- How do I get an assessment of my needs?
- What are the four options?
- How can GCIL and Take Control support me?

A confirmation email with introductory information will be sent to each participant beforehand, with a guide on how to use Zoom in case they are unfamiliar with it.

You can attend one of the workshops by either registering on [Eventbrite](#) where you can view the dates and sign up for a place via this link or by contacting:

**0141 550 4455.**

# Latest Edition of the PA Newsletter is out now!

ImPAct is the Personal Assistant newsletter and it is full of interesting information for PAs, make sure your PA knows how to sign up using this link: <https://selfdirectedsupportscotland.cmail20.com/t/d-e-zuydtc-ikthhrurq-z/>. In this edition there is an interview with an East Dunbartonshire based PA who shares her typical day supporting people in the local area.



## PA Programme Board Open Meeting

The Personal Assistant Programme Board brings together Personal Assistants and Employers, Scottish Government, Independent Support Organisations and others, with the shared aim of ensuring the integration of PAs into the overall social care workforce.

The next meeting of the Programme Board on Thursday 29th June is an open meeting, so those who haven't previously been involved are very welcome to attend. The Open Meeting is your chance to find out what the Programme Board has achieved, what we're working on and our plans for the future.

This meeting will be of particular interest to Personal Assistants, PA Employers and those working in Self-Directed Support.

Date: Thursday 29th June, 10am – 12 noon via Teams

To join the meeting, and tell us about any accessibility requirements you have for taking part, please email us at [info@sdsscotland.org.uk](mailto:info@sdsscotland.org.uk)

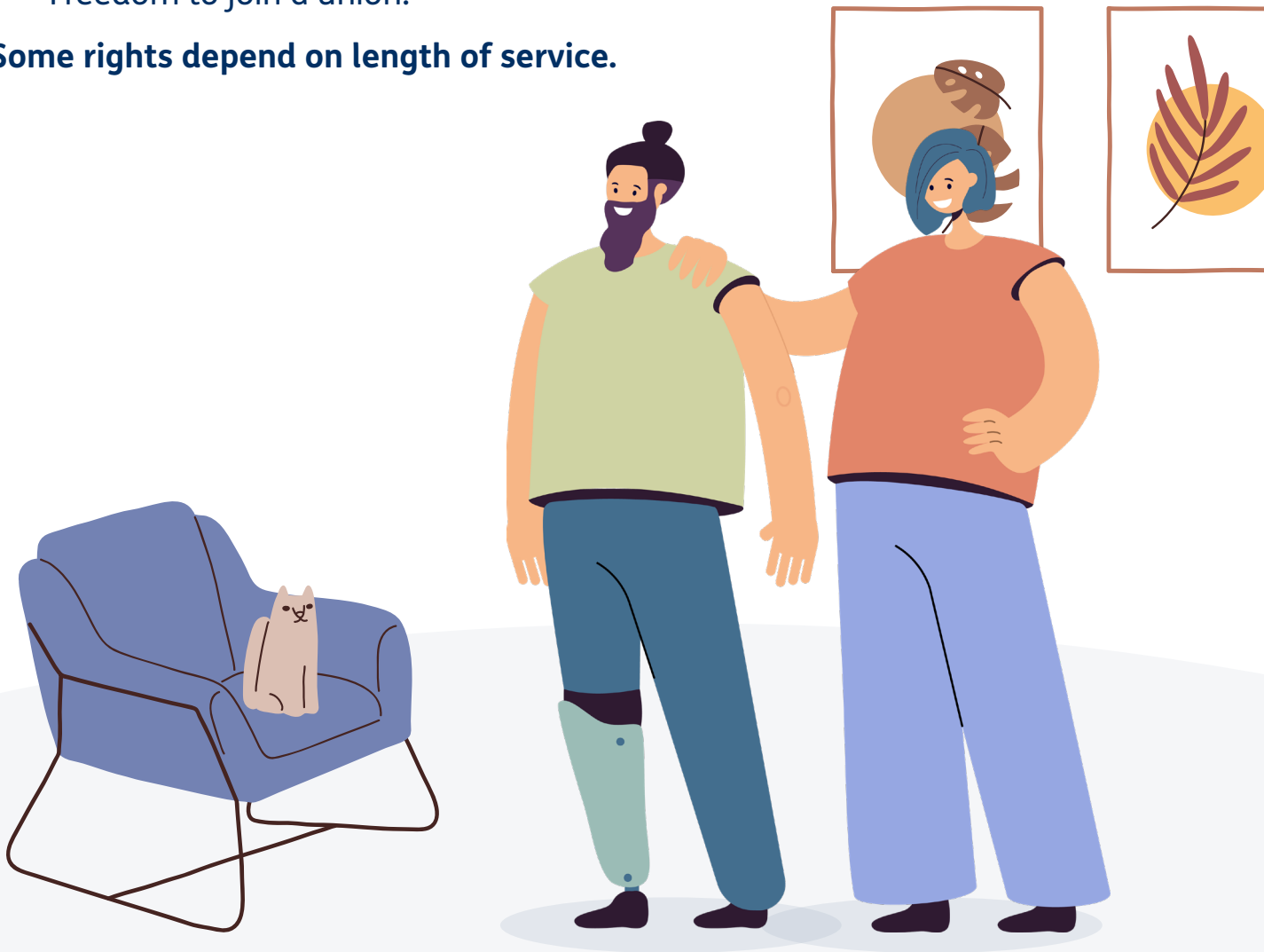


# Being a Responsible Employer

From your PA's first day at work, they are entitled to the following basic rights:

- An itemised pay slip
- To be paid no less than SLW
- Time off for holidays and breaks
- Time off for ante-natal visits
- 52 weeks maternity leave
- Written reasons for dismissal during pregnancy/ maternity leave
- Written contract of employment
- Freedom to join a union.

**Some rights depend on length of service.**



## PA's Annual Leave

Recently there has been an increase in our Payroll Department being asked to pay PAs their annual leave entitlement when they have not been able to take the time off or asked not to take the time off by their employer. **Good practice dictates that your PA should always use their annual leave entitlement throughout the leave year to ensure you are fulfilling your duty of care to your employees.** There could also be employment law issues arising from this depending on the circumstances. If you require further guidance on any of this please speak with your insurance provider or your advisor.





# PA-employer training

Glasgow Centre for Inclusive Living and Take Ctrl are excited to announce that we are now running Personal Assistant-employer training.

This 2-day course is designed to answer commonly-asked questions such as:

- Is this for me?
- What are my expectations?
- Practicalities - Recruitment & Interviews
- Responsibilities of being an employer
- How can I make it work?

Lunch will be provided and, along with accessible transport where required (upon request in advance).

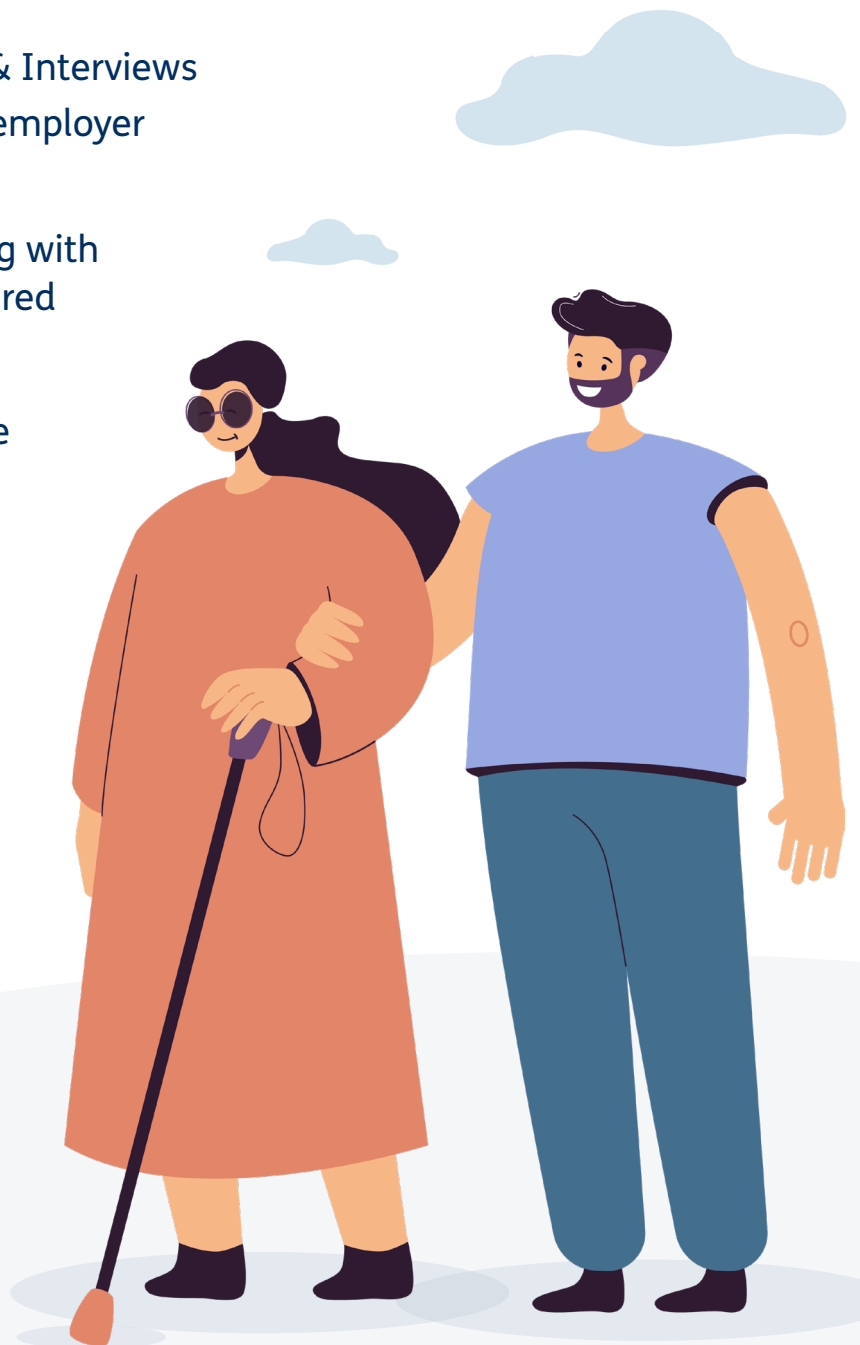
We are running the course at the following locations:

**Hamilton (Take Ctrl  
South Lanarkshire)**

August 23rd and August 30th

**Kirkintilloch (Take Ctrl  
East Dunbartonshire)**

September 21st and 28th



# Courses for Personal Assistants

Training is available for:

- Personal Assistants (PAs) already employed by a supported person.
- Aspiring PAs who want to start a paid job as a Personal Assistant. Having such qualifications already can be advantageous for applications and interviews.

**Courses include: First Aid, Paediatric (Babies & Children) First Aid, Food Hygiene, Fire Safety, Health and Social Care, Fire Safety and Mental Health.**

To view and register, please visit:  
[www.emcare.co.uk](http://www.emcare.co.uk)

**Please note:** You may be able to get the cost of these courses funded by Social Work. Please speak to your Inclusive Living Adviser at GCIL for more information.



## Reminder of the transition fund

The ILF Scotland Transition Fund provides money, for up to one year, to support young disabled people improve their lives. Eligible young people include those with autism, learning difficulty, physical impairment, mental health (e.g. anxiety or depression) or hearing or visual impairments. The purpose of the Fund is to help young disabled people, between the ages of 16 and 25 with the transition after leaving school or children's services to be more independent and to continue spending time with other people. Currently eligible young people can apply for up to £4,000, for 1 year, from the Transition Fund!

## GDA's Summer Programme for young disabled people 14+ is now live!

Their Summer programme brings together their young members to build skills, have fun and make friends.

All GDA workshops are free and fully accessible. Transport, lunches and PA support provided.

You can access their Summer Programme leaflet in alternative formats [here](#).



## Self Directed Support: Improvement Plan 2023 to 2027

The Scottish Government has published a plan for all those with a role in ensuring people experience high quality social care in line with the principles and values of the Self Directed Support (SDS) Act 2013. The Plan identifies four outcome areas reflecting where improvements in how SDS is delivered are most needed.

You can view this [here](#).



# National Care Service - Have Your Say!

People and local communities are at the heart of our planning for a new National Care Service.

That's why the Scottish Government is hosting a series of summer forums across Scotland.

The purpose of these events is to find out more about the unique nature of social care support in local areas and discuss what you'd like to see in the future National Care Service.

We are hosting 5 online forums, these will take place on the 24 and 25 August. You can sign up here: <https://www.eventbrite.com/o/national-care-service-65751751823>

If you need help to sign up to an event, or if you have accessibility requirements to participate at an event, please get in touch. This could include:

- Documents in large font or in another language
- British Sign Language (BSL) interpretation
- Easy read materials

Email: [NCSCcommunications@gov.scot](mailto:NCSCcommunications@gov.scot)

Phone: 0808 196 1507

The helpline is open:

- Tuesday 9am to 12pm and Thursday 1pm to 4pm

You can learn more about the National Care Service here: [https://www.gov.scot/policies/social-care/national-care-service/?utm\\_source=redirect&utm\\_medium=shorturl&utm\\_campaign=ncs](https://www.gov.scot/policies/social-care/national-care-service/?utm_source=redirect&utm_medium=shorturl&utm_campaign=ncs)

You can also learn about how to register your interests for the Lived Experience Experts Panel, here: <https://www.gov.scot/publications/design-the-national-care-service/>

# Human Rights Bill

The Scottish Government has published its consultation on proposals for a new Human Rights Bill for Scotland.

The proposed Bill plans to enshrine international human rights, including the right to health and an adequate standard of living, into Scots law.

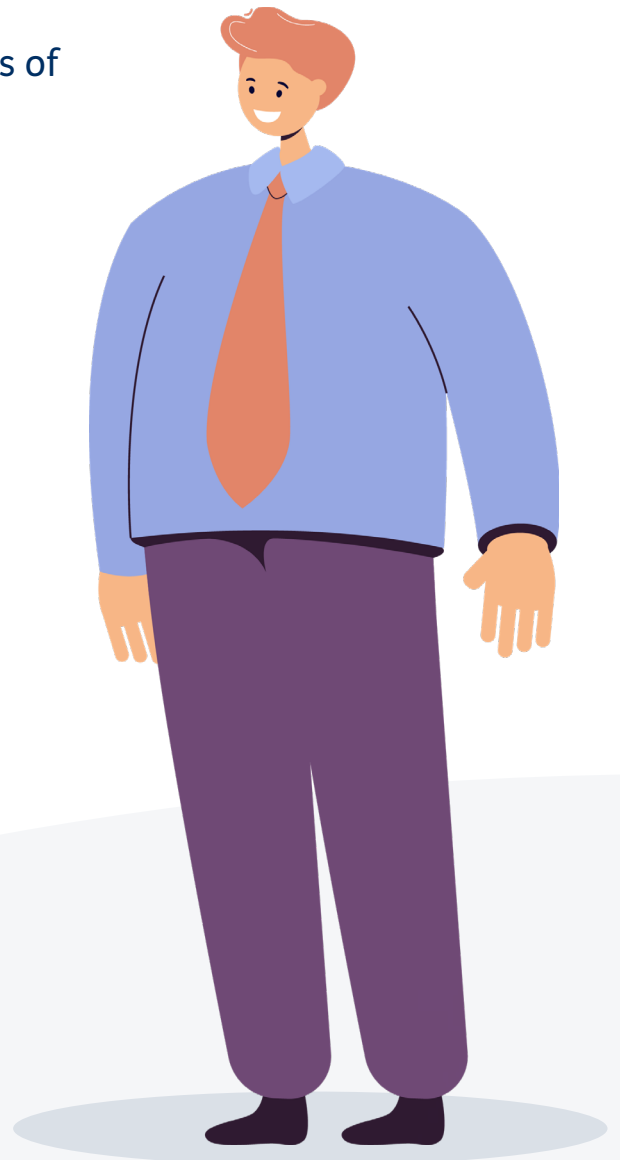
The Human Rights Bill proposes to incorporate four UN human rights treaties into Scots law:

- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- **Convention on the Right of Persons with Disabilities (CRPD)**

The public consultation will run for 16 weeks, closing on Thursday 5th October 2023.

The full consultation is available [here](#).

A number of accessible and alternative formats have also been published.



## SDS Bitesize: Carers' Edition

This hour-long session aims to provide all the essential information for Carers about Self Directed Support funding available to support them in their caring roles. Often an aspect of SDS that is not widely known about, eligible unpaid Carers are entitled to an annual budget that can be spent on replacement care, short breaks, day services and other support.

By the end of this session, we aim that participants will:

- Understand their rights in relation to the **Self Directed Support (Scotland) Act 2013** and **The Carers (Scotland) Act (2016)**
- Learn about eligibility criteria for Carers' SDS and how to make an application
- Find out how SDS can make as much of a difference for Carers as it can for a Supported Person

This session will be running online via Zoom on the **6th September at 10.30am**. To register your free place, please visit our [Eventbrite](#) page or call **0141 550 4455**.



# Useful Sources of Information



**ALISS:** Information about local health and community services [www.aliss.org](http://www.aliss.org)



**Self Directed Support Scotland (SDSS):** Promotes Independent Living in Scotland  
[www.sdsscotland.org.uk](http://www.sdsscotland.org.uk)



**Care inspectorate Self Directed Support Information Hub:** [www.careinspectorate.com/](http://www.careinspectorate.com/)



**Coalition of Carers in Scotland:** Information, advice and support for carers: [www.carersnet.org](http://www.carersnet.org)



**Care Information Scotland:** Information and Advice on care and support in Scotland: [careinfoscotland.scot](http://careinfoscotland.scot)



**Scottish Independent Advocacy Alliance (SIAA):**  
[www.siaa.org.uk](http://www.siaa.org.uk)



**PA Network Scotland:** Provides information and advice to PAs who work directly for the person they support. [www.panetworkscotland.org.uk/](http://www.panetworkscotland.org.uk/)



**Office of the Public Guardian (Scotland):**  
[www.publicguardian-scotland.gov.uk](http://www.publicguardian-scotland.gov.uk)





Glasgow Centre for Inclusive Living is run by disabled people for disabled people. We believe that barriers disable people, not impairments. Our support, payroll, training, housing, employment and consultancy services enable disabled people to assert more control over their lives as equal citizens.



@GCIL\_support

**Contact us to find out more about your options for **Self Directed Support**:**

**Address:** 117 - 127 Brook Street  
Glasgow G40 3AP.

**Phone:** Tel: 0141 550 4455

**Web:** [www.GCIL.org.uk](http://www.GCIL.org.uk)

**Email:** [GCIL@GCIL.org.uk](mailto:GCIL@GCIL.org.uk)

*This information is available in alternative formats*

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