

Race, Disability and Self Directed Support in Sheffield.



Disability Sheffield, SACMHA and Think Local Act Personal (TLAP).

November 2021.



Overview

This document presents some reflections from a workshop held in November 2021 about Race, Disability and Self Directed Support in Sheffield.



The workshop explored experiences of social care and self directed support for disabled people from black, asian and minority ethnic communities in Sheffield.

The event included contributions from Emily Morton, Disability Sheffield, David Bussue, SACMHA and Clenton Farquharson, Think Local Act Personal (TLAP).



These contributions referred to recent work from; [‘Think Local Act Personal \(TLAP\)’](#)’s recent report about the value of community groups in achieving good and personalised social care outcomes for people; SACMHA’s, HealthWatch Sheffield and #Speak Up, report

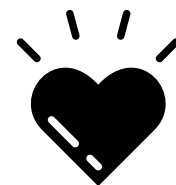
The Sheffield Home Care Review: The African Caribbean Perspective; And Direct Payments in Sheffield Key issues and ideas for change by Disability Sheffield. Contribution to Sheffield City Council’s Direct

Payments Review and Strategy Development work.

A key concern that had motivated this work is the recognition that services are typically focused on single issues, that is race, disability or other characteristics. Though we are aware that people’s lives cannot be easily reduced in such ways. This is especially relevant when it comes to facilitating self directed support.

Based on this concern and the issues raised in these reports, a number of suggestions are made for future work to improve and develop opportunities for self directed support, and its infrastructure for disabled people from black, asian and minority ethnic communities in Sheffield.

Personalisation in Black, Asian and minority ethnic communities by ‘Think Local Act Personal (TLAP)’.



This report highlights the value of community groups in achieving good and personalised social care outcomes for people. It explores

examples of practice that demonstrate what good personalised community-based care and support looks like for people in ethnically diverse communities. Asserts that attention should be directed to recognising and supporting the role that organisations that are embedded in black, asian and minority ethnic communities but also have an active role in social care.

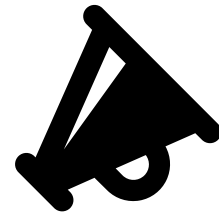
Suggests that a proactive stance from care and health decision makers is required, which should look for ways to engage with grassroots organisations on an equal footing.

This report is available here -



<https://www.thinklocalactpersonal.org.uk/Latest/personalisation-in-BAME-communities/>

The Sheffield Home Care Review: The African Caribbean Perspective by SACMHA, HealthWatch Sheffield and #Speak Up.



African Caribbean people who use social care services, family carers and professionals shared their views and experiences of current home care provision in the city. Key issues included; people reporting positive experiences when employing PAs via Direct Payments, rather than receiving care through other systems, but that recruitment was a challenge; Issues with agencies not listening to personal preferences; A lack of culturally appropriate care; Financial issues, people unclear of costs and turning down support on the basis of contributions.

Recommends that work is needed to raise care standards, improve recruitment, and increase diversity in the workforce, deliver culturally appropriate care, more monitoring of care providers, greater transparency in commissioning, improve support around accessing personalised care such as direct

payments, better information about care costs and culturally appropriate advocacy.

This report is available here -



https://www.healthwatchsheffield.co.uk/sites/healthwatchsheffield.co.uk/files/editors/SACMHA%20report_final.pdf

Direct Payments in Sheffield Key issues and ideas for change by Disability Sheffield



This report presents a summary of responses and contributions made to Disability Sheffield as part of Sheffield City Council's Direct Payments Review and Strategy Development work undertaken in October 2020 – January 2021.

From interviews, focus groups, an online survey and other feedback a number of issues were noted as key concerns for direct payment recipients in Sheffield. This included; Information not being

accessible and hard to navigate; resolving problems is difficult; Rates of pay, the lack of development opportunities and precarious conditions can put staff and employers at significant risk; And uncertainty in support causes pressure and distress.

A number of suggestions were made, including to;



Create a clear information map of the rules and processes;



Establish an ongoing user led review;



Facilitate a problem solving supportive hub.



Prioritise development and infrastructure for Personal Assistance;



Profile direct payment success .

Next Steps

While each of the reports above assert specific experiences and recommendations, there were a number of similarities reflected on within the workshop. Exploring these further we propose a number of 'next steps'. These include the following;



Promote self directed support – Increase publicity and share information about the value, range and potential of self directed support across disabled people from black, asian and minority ethnic communities in Sheffield.



Create a cultural competency resource – Develop and deliver a series of learning resources for the self directed support community in Sheffield. This should help to increase cultural humility and competence across the workforce. This could be initially developed by SACHMA and Disability Sheffield.



Improve joint working opportunities for community organisations – Organise

networking events for organisations working within self directed support to explore intersectional issues in Sheffield.



Increase self directed support infrastructure –

Develop organisational resources to support employers and budget holders, including management training, peer support and pooling options.



Develop the personal assistant (PAs) workforce –

Identify key areas that would improve recruitment and retention of PAs to self directed support roles, including pay, job security, training and development, as well as developing a diverse workforce. Then develop a campaign to achieve these.



Links

For further
information, see;



Disability Sheffield

Address: The Circle, 33 Rockingham Lane,
Sheffield, S1 4FW

Tel: 0114 253 6750 / Text: 07541 937 169

Email: info@disabilitysheffield.org.uk

Web: www.disabilitysheffield.org.uk

SACHMA

Address: 3rd Floor, The SADACCA Building,
48 The Wicker, Sheffield, S3 8JB

Tel: 0114 272 6393

Email: admin@sacmha.org.uk

Web: www.sacmha.org.uk

Think Local Act Personal

Address: Social Care Institute for
Excellence, 83 Baker Street, London, W1U
6AG.

Email: info@tlap.org.uk

Web: www.thinklocalactpersonal.org.uk

