

Participation in May 2016 elections Building the capacity of care providers

Further information

Why: What the problem is

There is a shared commitment to Scotland being a country where there is widespread participation in civic society. The First Minister has said she wants this to be the most inclusive election yet.

There was a very high level of people voting and taking part in discussions at the time of the Referendum. The Scottish Government, Scottish Parliament, Electoral Commission and people involved in many civic organisations want sustain and build on those levels of participation in future elections.

Some groups of people are not as extensively involved as others in voting and the electoral process, and there is a risk of them not taking part in the 2016 Scottish Parliament elections. They include people who need extra social care support.

There are several factors contributing to why these groups are less active in voting. Part of it is that people in these circumstances often need support to register and to vote, but the organisations and people who deliver social care and support are often not certain what they are able to do.

What: The development programme we are offering

This programme builds capacity in care providers around voting and other involvement in the electoral process.

Both NDTi and Outside the Box have many years' experience of supporting staff teams to learn to work in new ways, supporting co-production and participation by people who use services, and in learning around how people with additional needs can be actively involved in all stages of the electoral process. This programme builds on the successful work that National Development Team for Inclusion has been doing recently with organisations providing support to older people in care homes and sheltered housing settings. This programme has been evaluated and shown to have positive outcomes for individual people getting support and for the provider.

The main elements are:

- Bringing together Voting Champions, who then go on to share what they are learning with colleagues and people receiving support.

- Showing why electoral participation matters and the benefits to people
- Understanding the law and good practice on supporting and encouraging people to vote, including capacity issues
- Raising workers' skills and confidence to have person-centred conversations and to lead activities that support people to get engaged in discussions and thinking about their voting choices and decisions.
- Building the capacity of managers and across provider organisations, to enable them to realise the wider benefits around personalisation and participation by people who use care services.

The project complements work led by other people to promote participation by older people with higher support needs, people with disabilities and other groups of people who are less likely to take part in the electoral process.

There are several ways to organise this development and learning support, to reflect local circumstances.

- A. A programme within one provider organisation, bringing together staff from several locations
- B. A programme for several providers who come together to share costs and help each other with applying the learning
- C. A programme for providers in a local authority area.

Impact: Benefits for people and organisations

Benefits for the organisation

- Building skills that are relevant for participation within the care service
- Evidence for Care Inspectorate assessments
- Building links with the community
- Raising the profile of providers

Benefits for people getting support

- Exercising right to vote, citizenship
- Contributing to personal outcomes such as increased confidence, increased social inclusion through being part of discussions with other people

Practical aspects

What we will contribute

- An introductory workshop and resource for managers, and a follow up workshop at the end of the programme. These are designed to help you get the best from this process for your organisation and make it work well for everyone involved.
- A set of 4 workshops for 10-12 pairs of Voting Champions, and supporting them as they take the learning back to their care settings
- All the learning materials

- Information and advice on any questions for issues that come up, either from our team or putting you in touch with the people who can answer your questions
- Links with other people across Scotland who are doing this
- Links with providers in other parts of the UK who are developing Voting Champions in services for older people.

What the provider/s will contribute

- The costs of the programme: we know you may be sharing training budgets across several providers and/or applying for charitable funding towards the costs
- Time for the Voting Champions to take part and feed back what they are learning to colleagues
- Support for any people who use services if they are part of your Voting Champions team, to enable them to take part in the learning and apply it in their own community
- Support from managers for the core message about people being entitled to vote
- Information for people who get support and carers.

Pairs of Voting Champions

The experience of the first project was that this has much greater impact when there are 2 people from a team or setting, working as a team. It is even more effective when they have different roles within that organisation.

Examples included:

- Support worker and someone who gets support
- Support worker and a relative/carer
- Manager and a support worker
- Activities Co-ordinator and one of the admin team
- Worker and a volunteer

Timing

November – December:

- Confirm organisations and settings
- Agree arrangements for training and other support in that organisation or location
- Providers or locations share information about the programme and identify who is taking part

January:

- Workshop and resource for managers
- First workshops for Voting Champions

- Voting Champions feeding back to their colleagues

February – April:

- Continue with workshops
- People taking part in election activities in their local areas
- Voting Champions sharing impact and experience from their setting
- Voting Champions supporting each other

May:

- People who receive support taking part in the election
- Follow up with Voting Champions on their experience and plans to follow on
- Follow up with managers in each organisation or location

Costs

The total cost for up to 12 pairs of Voting Champions, plus the learning and resource for managers, is £13,250.

This is £1,104 for each pair of champions.

It gives 10 days of support to the team, plus the practical resources that teams can continue to use and share with colleagues.

Links with other developments

This invitation to participate in the programme is supported by:

- Care Inspectorate
- CCPS
- Electoral Commission
- Scottish Care
- Scottish Social Services Council
- Scottish Government

The project complements the work of each of these organisations.

Contact

If you are interested in being part of this development programme, contact

Anne Connor, Outside the Box

anne@otbds.org

0141 419 0451 or 01721 752752

We can also discuss options for and evaluation of the programme and its impact on your setting.

www.otbds.org

www.ndti.org.uk