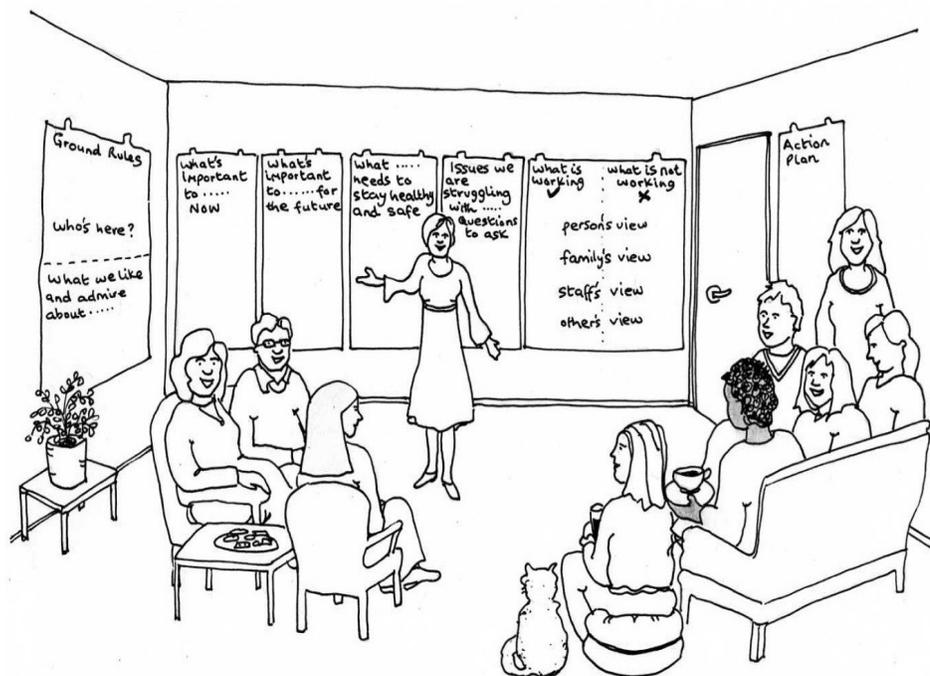


# Camphill Family and Friends Person Centred Project Evaluation

## Service Consultation from Helen Sanderson Associates



# Camphill Family and Friends Person Centred Planning Project Evaluation by Helen Sanderson Associates

The evaluation is divided into three stages;

First is the previously submitted Person Centred Review which took place half way through the project. This is attached as a power point file.

The second is the evaluation of the comments of the residents who developed person centred plans or made changes in their lives using person centred tools, (appendix 1) their co workers who supported them and family and friends (appendix 2).

The third is the evaluation of the planning group for the Camphill Conference (appendix 3).

The objectives of the project as submitted to the Big Lottery Fund were;



- 1. People with learning disabilities will be able to contribute to their person centred plan which will ensure that the subsequent services they receive are the ones most relevant to their needs.**
- 2. People with learning disabilities will gain the skills to take part in the management of the centre in which they live which will increase their confidence and control over their lives.**
- 3. People with learning disabilities will have increased capacity and independence which will encourage them to access services and become involved in their local community.**

To aid clarity references to community pertain to Camphill and communities outside Camphill will be referred to as the local community.

## Evaluation of Person Centred Approaches - planning and thinking.

Residents, workers, family and friends were interviewed either in person or over the telephone. Residents were asked;

What style of Plan?	What went well?	Has your life Changed?	What are the Obstacles?
---------------------	-----------------	------------------------	-------------------------

Workers and family and friends from all areas of Camphill were asked;

What did you try?	What did you learn?
What are you pleased about?	What are you concerned about?
What could be done next or differently?	

Responses have been themed collectively and recommendations are made at the end.

### 1. Evidence of using Person Centred Approaches

1.1. There is strong evidence of a significant development in person centred approaches being used within the communities, family and friends, workers and residents identified a creative range of methods being used to find out more about people. In some instances this was in direct response to changes that the person had requested, in others it was in response to recommendations regarding an individual by the local authority.

1.2. Workers appreciated the value of the training they received. There was particular recognition of implementation where significant numbers of people had undertaken training.



### 2. Evidence of Change

2.1. There was a mixed response to the efficacy of the plans. Staff frequently expressed they were working alone to implement a plan and responses to the action plan were slow. In some instances the structure of Camphill appeared to hinder change e.g. a man wished to get a paid job outside the community but there

appeared to be concern about who would take on his role within the community if he went out to work.

Some residents identified activities that they were now doing in response to their plans but some were still waiting for activities to be implemented. Some people had moved communities in response to a plan.

2.2. There was identification that making change can be difficult when implementing such work. It is essential that there is a commitment to following through and not simply a raising of expectations. A reference to the current personalisation agenda in which person centred work is crucial in informing outcomes raised a question of the availability of sufficient support and funding.

2.3. All of the residents interviewed described their person centred experiences as being positive and some identified clearly the impact this had had on their lives. Others struggled to identify if the changes had happened and some were unclear about how their goals were being pursued, supporting earlier comments on 'are these goals being acted upon?' Another interpretation might be that residents are not kept fully informed of progress or that they had forgotten or that they simply could not formulate a response to my question.

2.4. Where groups of workers have been trained positive experiences were expressed of global change, however this was tempered against a tension of 'not being able to run a curriculum and being person centred at the same time'. This may suggest the curriculum exists to meet the needs of the service or with regard to Camphill the community.

### **3. Creative use of Person Centred Approaches**

3.1. Person centred approaches were being used very creatively as a method of finding out more about the person within their on going personal development e.g. the birthday review at the Botton Community.

3.2. Residents had been supported to create posters and use life plan work books. At the conference photo voice was used to capture individuals' comments, story and personal developments. There was reference to the struggle in supporting people to 'hear their voice' when they did not use words to speak.

3.3. The person centred review was used to evaluate progress and plan the next steps for the person centred planning project.

3.4. The planning group for the annual Camphill conference used a range of person centred thinking tools to structure the meetings and build understanding.

## **4. Role and Participation of Co Workers**

4.1. Many of those interviewed spoke of how valuable they felt their experiences had been of getting to know residents better and being able to use a range of tools to support them.

4.2. The approaches enabled people to look at the difficult areas and events in their lives. There is evidence that this was approached and supported sensitively by workers and co-residents.

4.3. Using the approaches takes time and there was a feeling that it would be the person instigating the plan who would follow the actions through. This places a heavy burden on one individual. In my own experience of delivering the person centred review of the person centred planning in Camphill there was a general reluctance of workers to volunteer to follow up actions. It was suggested that the nature of workers being volunteers who are living within the organisation is to preserve what little free time they have and workers are reluctant to take on tasks which might be in addition to existing roles. Person centred change works best when there is a core of support committed to making change for that individual.

4.4. One worker expressed that 'the doughnut' did not fit the Camphill way of working. The doughnut explores what are workers core responsibilities, where they can use judgement and creativity and what is not their business as a volunteer worker.

4.5. Julie Woods was referred to on numerous occasions regarding the support and commitment she gave to individuals, co-workers and the communities.

4.6. Julie Woods role has been extended for 6 months. This substantial post was acknowledged by the families and friends and community workers but the role requires formal and informal support to sustain change.

## **5. Community and Person Centred Approaches**

5.1. Many workers have embraced the philosophy of person centred thinking and are using the tools to enhance the lives of the residents they are supporting within the philosophy of Camphill.

5.2. There were references to person centred approaches being in conflict with the philosophy of community and that it is a self centred approach. Person centred approaches do not exclude the needs of 'the group'. Indeed it recognises that individuals do not exist in isolation but within a range of 'systems' such as family and work where the view of the whole is taken into account. This attitude may create tensions in relation to the expectations of Local Authorities. As part of the 'personalisation agenda' providers may be required to demonstrate in a support plan the individual

outcomes for an individual based on what is important to them, their wishes and dreams. Person centred tools are a means of exploring with an individual so that they can evidence the support plan. In addition to demonstrating in the support plan what is important to the individual evidence of how the persons own 'voice' is heard and how they stay in control will be required.

5.6. There was recognition of a need for debate and clarification of how the special context of Camphill can be maintained in relation to the current social care agenda with a view to creating a new formula of what people need which recognises individual's freedom whilst working within a community.

## **6. Understanding of Person Centred Approaches**

6.1. A lack of understanding and support was identified from some family members. Some workers had attempted to write letters to families informing them of person centred planning but felt there was a need for something more structured. This statement does not imply that parents are not supportive.

## **7. Further development**

7.1. There is a desire to increase training opportunities to include other styles such as PATH and Map as well as having a broader range of tools which workers and residents can draw upon.

7.2. Recognition of a need to explore how to improve changes in peoples lives. A suggestion was made to have named people responsible for people making plans.

7.3. Sharing success stories more widely.

7.4. There was suggestion that residents may experience a wider range of opportunities to inform what they would like to do with their lives.

## **8. Growth and development of residents**

8.1. There was identification at the conference of how confidently residents were expressing themselves, their personal insight and their dignity. The photo voice recordings and my own interviews demonstrated the diversity of what they were doing and their emerging self advocacy.

## Recommendations

1.2. Opportunities for continued development and training are pursued throughout the communities. This could include further training in particular styles of planning including PATH and Maps; 'positive and productive meetings' for individual communities, person centred reviews and training on inclusion in local communities.

2.1. 4.3. Implementation of plans appears to be mixed. There needs to be an improved structure to allocate and follow up actions. This should not be one workers responsibility. The inclusion and involvement of family friends and the wider community need to be considered. 'Circles of support' (Wertheimer 1995) are an effective way of increasing the involvement in an individual's life. These are well evidenced in the literature.



2.2. Raising expectations can be a double edged sword. There needs to be a commitment from named people to follow up the actions that people set and to continue to problem solve in an attempt to remove barriers. People frequently identify goals where there are currently no services in place to support them. Only by raising expectations and committing to solve those problems for individuals will those barriers be unblocked and opportunities for people be realised.

2.3. There could be improvements in involving individuals in the progress of attaining actions. This may be different for each resident. Some may be actively involved in chasing up actions, for others it would be regular updates to inform on progress. The golden rule

of creating actions which state 'who' 'will do what' 'by when' and 'who checks' are invaluable to identify accountability and measure progress.

3.2. Workers explore opportunities and training to develop skills in supporting people who do not use words to speak. They may download a Total Communication book from the HSA website or attend Total Communication training.

3.4. There was no mention of the person centred thinking tools being used within the community structure. The person centred thinking tools may be used more widely within the community meetings, worker supervision and support etc.

4.3. 8.6. Camphill's history of community roles around land based and craft activity may conflict with the changing requirements of a community where residents are becoming involved in new and empowering skills such as attending planning groups, committee meetings conferences etc. Communities need to reflect on how they respond in favour of this emerging diversity and the consequential empowerment of residents. The evidence

of the planning teams personal and collective development is outstanding and the organisation may consider how residents develop equality in involvement throughout every part of the organisation including at Camphill trustee level. The training and support the planning team received would need to continue for other residents to diversify their skills and involvement.

4.4. The suggestion of 'the doughnut' not fitting Camphills way of working emphasised a need within the organisation for a discussion around the clarity of what are and are not co-workers responsibilities. It may raise a question for Local Authorities who place people in Camphill. 'Do workers have a clear idea of their duty of care towards those individuals and where they do not have the right to influence or restrict them?'

4.6. Consideration needs to be given to the support needed to develop person centred approaches within the communities and planning the conference. Julie Woods is the primary worker in this role. This needs to be extended. A possibility may be to have key people in each community who have identified person centred responsibilities as recommended in the person centred planning research (Mansell 2004). The planning of the conference also needs additional identified support.

5.1, 5.6, 2.4. Many of the person centred tools may be used to 'explore' from a group perspective. The person centred reviews are often used to set group, team or organisational objectives. Its transparent and non hierarchical structure is one where everyone can be involved equally.

The balance of 'important to' and 'for' can be used to explore what is important for an individual in relation to what is important to the group.

Using the 'working and not working' tool from different perspectives also offers the opportunity for the community and individuals to explore where their goals or purpose is at odds. This is essential in enabling individuals to think for themselves but also embracing a community philosophy if they so choose. These methods may be used to demonstrate to Local Authorities how the individual stays in control within a community setting as part of the requirements of a support plan as part of self directed support. (Putting People First, 2007. Valuing People Now, 2009)

5.6. Communities need to be proactive in their exploration of person centred approaches and how they fit within the context of Camphill. Informal debate is clearly evident however communities need to develop opportunities and structure to formalise this process.

6.1. Families have an important role to play in person centred planning which is recognised in 'Valuing People' (DoH 2001 DoH 2009) There is a need to involve families in information sharing. This could be through talks, leaflets, theatre or training etc.

7.1. Residents have identified a range of activities they are doing in their communities and local community, however workers would benefit from exploration or training to consider how this might be developed further as some workers expressed limited

opportunities for people. Training in social inclusion or using the tools in the 'Community - person centred thinking book' which may be down loaded from the HSA website may help workers and planners.

7.3 Camphill continues to use the conference and other ways of sharing success stories.

## Evaluation of the conference planning Group

Each person was interviewed at the Camphill Conference. The majority were residents of Camphill a small number of workers were also interviewed. They were asked the following questions;

What worked?	What didn't work / could have been better?	What could be done differently?
--------------	--	---------------------------------

The responses have been themed and recommendations are made at the end

### 9. What worked?

9.1. It was evident from everyone interviewed that they had enjoyed the process and felt that they had learned a lot. They spoke of how interesting the process was and felt they had achieved something.

9.2. There was a general appreciation of coming together and meeting people from different communities.

9.3. Whilst not mentioned directly there was an indication of how peoples confidence had developed with comments such as 'it was challenging and makes you feel positive' 'we have grown as a group' and the descriptions and pride in which people expressed their individual roles.

9.4. The group appreciated the process of organising the planning meetings. They spoke of the structure which included individual roles allocated to the team members to assist the smooth function of the group and the methods used to assist time keeping by having time keepers and burning a candle which was blown out at the end of given sections.



9.5. The tools they used from the training they received on 'positive and productive' meetings were mentioned as well as the evidence of how those tools were used.

9.6. People enjoyed the opportunity of learning new skills and procedures within their specific and general roles. Such as opening a bank account to keep the conference funds and visiting sites to decide on which venue to choose.

9.7. There was specific mention and appreciation of Julies role in supporting the group and assisting them in the decision making process.

9.8. The group spoke of how hard they worked and how busy they were as the event drew nearer however there was an understanding that this was a necessary part of the process. It was even referred to as being 'healthy'. Again specific reference was made to how hard Julie worked to make the event happened.

9.9 It was significant that people volunteered the information that they would like to do the event again next year without being specifically asked that question.

## **10. What didn't work?**

10.1. Many people could not identify specific issues but responded by saying they had liked everything.

10.2. Many people identified the difficulty with getting people to the different Camphill venues although they enjoyed going to the different communities. They identified that the problem lay with a lack of drivers and appreciated the efforts Julie went to drive people to the meeting venues.

10.3. Milton Keynes conference planners spoke of dissatisfaction with a change in the structure of the meetings to regions. They felt that the communication was not good.

10.4. The group recognised that on some occasions the meetings did not go smoothly and that they needed to work hard to keep the meeting functioning. Sometimes people with specific roles felt that they were not being listened to.

10.5. There was some frustration regarding the processes outside their control as planners. Reference was made to the slow response to returning forms and payment for the conference.

There was also reference to personality issues within the team.

10.6 In Appendix 1 there is reference to workers not understanding the role and value of the conference group.

## **11. What could be done differently?**

11.1. The conference planners identified the need to identify drivers to enable people to attend meetings as well as to enable people move between the village hall and the YHA building.

11.2. They recognised how hard Julie had worked and felt that she would need assistance in future conferences with driving administration and organisation. There was some discussion about how this could be achieved. Suggestions were; appointing someone to work flexitime, using an events planning organisation or seconding someone from within the organisation.

11.3. There is a need for a clearer financial structure that is understood by all.

11.4. There were some suggestions about improving the meetings process by holding them at weekends, strengthening people's roles and skills, and improving administration with particular reference to better communication between communities.

11.5. Recognition of the need to have directives clearer to the conference planners about the financial records that needed to be submitted.

11.6. Whilst not something different there were references of a desire to keep certain events in subsequent conferences.

11.7. The planning group needs an opportunity to debrief.

## **Recommendations**

9.3, 9.4, 9.5, 9.6, 11.3. The training and approaches of the planning group used to develop their skills in delivering their task be used more widely throughout the communities.

10.2, 10.3, 11.4. Exploration of a process which would support easier access to events and meetings, which is not dependent on 'permission' from parts of the community.

10.5. Exploration of processes with the conference accountant implementation of easy to manage procedures which may improve the financial organisation.

10.6. Improving the understanding of the role and value of resident led committees throughout the communities.

11.6. Continued provision of the annual conference being held outside the communities.

## CONCLUSIONS

The work led by Julie Woods in developing person centred approaches to support changes in the objectives as submitted to the BLF has had a significant impact.

- 1. People with learning disabilities will be able to contribute to their person centred plan which will ensure that the subsequent services they receive are the ones most relevant to their needs.**

The evidence indicates people are contributing to their person centred plans. Workers are using a creative range of approaches and express a desire to broaden their skills and understanding. There is mixed evidence of the efficacy of change and Camphill needs to explore how they can improve their systematic approaches to following up actions following a plan and consider how they include a wider number of people in taking responsibility for actions, which may include family and friends. Workers are to be commended for their advocacy supporting people in expressing their wishes to remain within their community but need to apply the same commitment to enable people to move on to other opportunities which may not be within Camphill

- 2. People with learning disabilities will gain the skills to take part in the management of the centre in which they live which will increase their confidence and control over their lives.**

There is strong evidence of this work having begun and functioning well within the conference planning group who did an excellent job. The planning group and the person centred approaches work has impacted within the communities in an increasing self advocacy of residents and supporting workers gaining a greater insight into the individual.

The quality of the organisation of the conference and the enjoyment and involvement of everyone is its own testimony. Whilst the planners expressed some dissatisfaction in the team process and a desire to improve, they demonstrated evidence of a well functioning group that would be the envy of many industrial, public sector or business board meetings. The disagreements referred to indicates a functioning team where there is opportunity to express views and opinions. The comments expressed and the outcome of provision of an excellent conference suggests overall the team functioned extremely well.

The creation and structure of the team developed through training in 'positive productive meetings' proved very fruitful as was appointment of specific roles within the team to assist the meeting process.

This approach needs to be further developed and extended throughout the 'communities'.

### **3. People with learning disabilities will have increased capacity and independence which will encourage them to access services and become involved in their local community.**

Residents with plans commented on the activities they were doing or wished to develop within their local communities and how much they enjoyed what they were doing. This indicated a growing involvement in the local community. When interviewed residents spoke with confidence and enthusiasm and demonstrated a depth of understanding of their wishes and plans. However, workers gave little reference to how they were promoting involvement in the local community as separate from Camphill. Whilst there was no evidence of obstruction, there appeared to be incidences where actions were slow. Camphill needs to consider in relation to its philosophy of community how it can offer a proactive approach to people exploring opportunities outside their Camphill communities.

#### **General**

In addition to meeting specific outcomes of the project the project has raised awareness of the position of Camphill in the context of current social care agendas. Workers were reflecting where the 'community' philosophy fits in relation to the government 'personalisation' agenda. There is a need to expand this exploration by examining and debating how 'the special context of Camphill' can exist and enhance the opportunities experiences and lifestyles of people with learning disabilities. Camphill need to be able to demonstrate a clear logical position in response to support plans which identify services for individuals whilst maintaining its fundamental premise of 'community'.

Julie Woods has played a key role in the development of the Person Centred work. There were countless tributes to her hard work and dedication from workers, family members and residents. The continuation and development of this work is crucial in Camphill maintaining and furthering the three outcomes identified. Person centred research identified that change is most evident when there are clearly identified person centred roles within an organisation that are carried out by dedicated workers. Camphill needs to consider how this position will be maintained and how it can be expanded to meet the needs of individuals in the different Camphill 'communities'.

#### **References**

- DOH. (2007) Putting People First: a shared vision and commitment to the transformation of adult social care.
- DOH (2001) Valuing People; A new strategy for learning disability for the twenty first century.
- DOH (2009) Valuing People Now: from progress to transformation - a consultation on the next three years of learning disability policy.

Mansell, J. Beadle Brown, J. (2004) Person Centred Planning or Person Centred Action? Policy and practice in Intellectual Disabilities. Journal of Applied Research in Intellectual Disabilities. Blackwell Synergy  
Wertheimer, A. (1995) Circles of Support - Building inclusive communities, c. Network

**JULIE LUNT 17.2.09**  
**Training and Development Consultants**  
**Helen Sanderson Associates**



## APPENDIX 1.

### Person Centred Planning. How was it for You?

Interviews with people who have their own person centred plan or profile or have used person centred tools to make changes in their lives.

Interviews with people who have their own person centred plan or profile or have used person centred tools to make changes in their lives.

What style of Plan?	What went well?	Has your life Changed?	What are the Obstacles?
Had meetings with Andy	Meeting people Really enjoyed it	Working in Kingfisher Café Art class	
Meeting. mum came girlfriend house mother life story cartoons	Houseparent helped Talked about different things	Joined amateur dramatic society Go to Marguerites for common cooking	
Life story. College Meeting. Birthday Review. Upper room Meeting- bring a question. Why do I stay in Camphill?	Still being able to live in Camphill Being able to speak and express what I wanted adding a section called reflections where the people reflected on what I said, I am able to express myself more	I know what I want to achieve for the future I am able to communicate more in my personal relationship. Having a relationship with someone who used to live in Camphill.	Wishes and hopes do I still want to live in Camphill?
Workshop. Meeting Friends Dad	Going to move to another community Talked about what I like milking cows and collecting eggs		
Plan for you future Meeting with julie Woods writing things down on note papers	The meetings with Maketa and Julie. Julie always gave encouragement and moral support. Grange gave me support. I was the 1 <sup>st</sup> one	I am now working with children Work in the lower George café. Reception work for new co worker and write letters to applicants I meet lots of people	Things that people disagreed with. My mum popoed
Life line Meet about 3 times before	To be the centre of attention at the meeting. Enjoyed prep. Lifeline prepare invitations. Think about how they would like the meeting	More focus in the pottery to make tiles for a table Going to the gym. Likes to be a strong man. Mum thought he may put weight on began apprenticeship in the garden	Ideas haven't been followed through. Woman in 80's wanted massage or going back to work in the office but it hasn't happened. The person seemed to change their mind

		<p>has TV but wanted more channels so got a satellite dish          Going to stay with daughter for a long holiday to meet up with family someone</p>	<p>not sure what would make it work? It wasn't followed through enough          Actions just don't seem to be followed though generally people are reticent to pursue.          Thinking about what kind of work some one would like to do needs planning and thought and this takes skill and time.          Recognising that the person needs to be active in the process as well          Need to build connections and volunteers to make sure things continue</p>
<p>Circle meeting looking ant future and past</p>	<p>It was set up good. First person in Starbridge to do it. Looking at my past looking at pictures of my family and people I worked with in the past.</p>	<p>Me and my girlfriend can move on.          That is why we had it.          Talking to house Parent.          We want to live together.          Meeting was in July</p>	<p>Girlfriend was shocked because she found out I nearly died in the meeting.          She talked about it after with my sister.</p>

## APPENDIX 2.

### Experiences of Using Tools

The comments of workers in the Camphill communities, family and friends.

<p><b>TRIED</b>          One page profiles 6          Elp 5          Person centred picture for people who are moving to another community. What he liked didn't like. I didn't follow it through other than asking if he showed it to his new house parent.          ELP path, mix of models my life my plan          Life plan workbooks          One to one document progress and planning          For the future          Conference          -Photo voice – listening through photographs and recording the people at the conference</p> <p>Meets 'supporting people' quality assessment          Reworked the assessment templates          Supporting plans in a person centred way          Residents part if it rather than care assessments          Training courses          Training influenced peoples way of thinking          More awareness to students views and wishes          Made one page profiles and making more</p>	<p><b>LEARNED</b>          Course very valuable          Working not working          Improvise methods          Putting it on the computer          Conference</p> <ul style="list-style-type: none"> <li>- how much people were taking care of each other</li> <li>- taking responsibilities at the conference</li> <li>- a testament to the 2 years work prior to the conference how much problem solving and empowerment was taking place</li> <li>- off Camphill turf it made things more equal</li> </ul> <p>Julies work is one component of the whole          Its their life... moving away from...          Julies work has complimented work          There is a strong thrust in Camphill of actively participating.          Many methods which are useful for us          Better and more awareness of young peoples dreams</p>
<p><b>PLEASED</b>          Great          How to use tools          Donut doesn't work at Camphill          Want to learn other styles          Very useful          It gave extra space and time to learn about a person even though I thought I knew a lot about him.          We gained a special relationship where he shared his thoughts and feelings.          How the plan looked. He was happy and proud.          It was Personal time to spend with some one          Dreams nightmares          Next steps who could help          Reassuring on nightmares          When we have a good key worker          If family and friends are involved or college.          Using pictures and Photos which have helped people to focus.          SS wanted to move someone PCT allowed us to demonstrate that he wanted so he stay.          The Community found different ways to support the man.</p>	<p><b>CONCERNED</b>          Working on my own          Managing all the implications of the plan and responses can be slow.          Other styles of planning are more suitable for some such as PATH</p> <p>I tried the person centred picture with someone who didn't use words to communicate but it didn't work so well.          Friends and families have different views.          It is difficult to do it in a way they understand.          Gathering pictures and resources takes time          Family often live away and it takes time to gather information from them.          People do not always see a plans importance and pay it enough attention.          Feelings of loss came out in nightmares          young co workers stay a while and then they go          Difficulties thinking outside the box          Man wanted to own a pig. Cant be possible as he lives in urban community. But started to visit.          People beginning now more to realise dreams</p>

<p>Conference</p> <ul style="list-style-type: none"> <li>- the amount of support around, in the workshops, sharing responsibilities.</li> <li>- Group members sharing and dealing with risky material, a personal journey, caring about the impact of the camera in the group, helping one another.</li> <li>- Youth hostel staff dealt with things well.</li> <li>- Local community responded well and people made links and sorted things out for themselves.</li> <li>- Much less critical parents</li> </ul> <p>Conferences are very impressive. At the trustee meeting the planning group spoke of the preparation work and results, issues raised and taking it forward. They were self assured and confident. Julies work helped enormously Education of staff and co workers demonstrated it is not rocket science, complimented Camphills work. The whole team took part in the training s it could change the general approach. There were many examples of good practice Many communities are moving forward. There is a raised awareness in all communities including those who adopt a more 'isolated' approach where issues are being raised and debated. 'form and freedom' is at a crossroads. The enormous dignity of individuals at the conference was evident. 'truth beauty and goodness' - trying not to effect peoples freedom whilst working as a community. Trying to listen to individuals but maintain who we are - the conference was an excellent representation of that. Julie Woods role has been extended for 6 months</p>	<p>'I don't think you should call it Person centred planning I think you should call it self centred planning Aspirations happen only if there is follow up. This often doesn't happen in the flat structure of Camphill.</p> <p>Committed people not given support to carry things through Some one wanted to work with proper training and pay but this causes conflict with the community structure. Who would then take this role? People do not know what else they can experience. Peoples attitudes to pcp. Old fashioned view that individual need is over ridden by community needs. It is time consuming Conference</p> <ul style="list-style-type: none"> <li>- lip service to equality not always equal</li> <li>- 'professionals' involved at the periphery thinking they understand what is happening.</li> <li>- Preparation is essential, the meetings have built capacity for residents but this is not always given credit as workers do not always recognise its value and there is pressure with committee members other jobs in the community.</li> </ul> <p>Change agenda - Position of personalisation raising expectations - danger of cutting costs. Is support going to be their, needs to be funding there.</p> <p>As a college we have to be careful not to give the impression that we are a person centred college otherwise our whole curriculum cant exist. We only declare that we have a pc approach. We also want to make sure we use only what is right for us. Changes should be made carefully.</p> <p>There needs to be a new formula of what people need 'form and freedom' is at a crossroads.</p> <p>We need to look at the special context of Camphill and how it all fits together. The history of institutions where there is abuse, devaluation, control etc is different from that of Camphill. The enigma of Camphill is we don't fit! Frustrations of trying to get the different communities to commit and follow through.</p>
---	--

<p><b>WHAT NEEDS TO HAPPEN</b> More people trained so I can reflect on my practice and have support to do the work Learning more tools and styles of planning No certificate for the course I would like everyone to have some kind of plan.</p>
--

A leaflet or some kind of information to share with families. I explained in a letter but this did not seem enough.

Needs a named person in each community to take responsibility for following through on Outcomes.

How do we meld pcp into a support plan

Conference

- setting up photo voice in a quiet area with a team of support.
- Photos showing continually rolling out audio visual recording
- Changes in how people get to their meetings which does not depend on the good will of workers or having to go 'cap in hand' to the community for money.

Discussion around using the same venue again, extending to a holiday or having recreational events, using public transport.

Hard to implement, not just a talking shop.

Real scenarios about how to make it possible

Changes for people

Conference a seat bed of ideas

Communication is at the heart - link for the residents - measure of self confidence

## APPENDIX 3.

### Planning the Conference

The comments of the conference planning group.

What worked?	What didn't work / could have been better?	What could be done differently
Meeting together and people from other communities Going out to find venues	Didn't like regions being split up and not being told about it Lost role of vice chair	
Interesting Asking questions Important Thinking about what is right Meet new people Would do it again		
		Creating more structure to report back on finance
Conference in a venue outside a camphill community – the YHA Julie has been fantastic. The organisation has been wonderful Guided people in decision making Giving a petition about Camphill to the minister	Meeting for the planning group too far for some need for extra admin assistance Julie has had to work to hard	Regional conferences are easier to organise in terms of planning would a professional conference organiser help Julie and the planning group need a Good debriefing
We had a candle which would keep going during the meeting. Blow out for lunch Timer give you a set time to talk about one thing My job to make sure keep to the rules. I am the treasurer of the planning Group Collecting money for the conference Setting up the bank account	Some times the money was slow in coming in. We had to work late on the last week end to get everything ready for john to come and check.	Need more drivers to help to drive people to the planning meeting.
Leading the meetings Some meetings easy some wonderful Meetings were held in different places	People don't always keep to the rules and speak one at a time sometimes it is difficult to keep to a point and keep a meeting going some meetings awkward	Some people are finding it difficult to walk between the different workshops
Very good I liked going on the planning group Having meetings at different Camphills I liked sorting out the money	No problems	
I liked every thing, posters doing the display work		Keep Joan doing the singing I would like to sing on the stage with

<p>It is very important that we do these things to get things ready. One step at a time to plan and discuss. The positive and productive meeting poster.</p>		<p>everyone</p>
<p>Booking the hall. I liked doing the Preparation Making new friends Meetings sorting out the different jobs. Being on different shifts. Being the bell ringer Love to do another conference Next year</p>	<p>Lunch is packed solid</p>	<p>Workshops finishing at different times to help prevent cues a better way of letting people know what was going on</p>
<p>Head secretary. It is challenging makes you feel positive. Getting the group going. Getting people in to the meeting. Making sure the paperwork was ok. Grown stronger as a group We have achieved something With out the family and friends and Julie Woods we wouldn't be here. It would be nice to have one next year</p>	<p>Transport Getting all the information by Communicating. People didn't always send their forms back. They did it at the last minute</p>	<p>Getting all the other communities addresses and more involved. Julie has done so well but we need more back up. Do more at the weekends.</p>
<p>Vice sec and treasurer. Healthy a lot of involvement. People taking on roles. Having the meetings in different communities. Seeing the different communities. We swapped around and it didn't matter.</p>	<p>Sometimes we didn't get on with one person. Being argumentative Milton Keynes meeting. Grange Oakland's and Taurus found transport difficult</p>	<p>People listening to you. If someone tell you something can they do what they are told Transport</p>
<p>Role of time keeper Planning meetings. The conference has gone well so far.</p>	<p>People not keeping to their roles transport</p>	<p>People should listen to people who have set roles</p>