

Birmingham Dignity

(Working in partnership to achieve Dignity)

Terms of Reference (23.06.2011)

Purpose

The aim of the Birmingham Dignity is to achieve the ten points of the Dignity Challenge and to promote Dignity for all citizens of Birmingham and visitors to Birmingham.

The Birmingham Dignity has defined Dignity as:

Respecting the individual as a person, treating them and others as they would like to be treated themselves regardless of their age, background, lifestyle or circumstances.

The ten points of the Dignity Challenge are:

1. Have a zero tolerance of all forms of abuse
2. Support people with the same respect you would want for yourself or a member of your family
3. Treat each person as an individual by offering a personalised service.
4. Enable people to maintain the maximum possible level of independence, choice, and control
5. Listen and support people to express their needs and wants
6. Respect people's right to privacy
7. Ensure people feel able to complain without fear of retribution
8. Engage with family members and carers as care partners
9. Assist people to maintain confidence and positive self esteem
10. Act to alleviate people's loneliness and isolation

Background

A national campaign to promote Dignity has been led by the Department of Health since 2006. This has resulted in Dignity initiatives within a large range of organisations - within the Voluntary, Health, Local Authority and Independent sectors, and members of the Public, signing up to become Dignity Champions. The outcome has been many examples of good practice in relation to Dignity within Birmingham, but so far local activities have not been co-ordinated. This has resulted in local Dignity leaders often being unaware of initiatives being undertaken by others in close

geographical proximity, and has deprived them of learning from each other, and being inspired by each other.

The Department of Health Dignity Campaign is now moving from central to more regional leadership, and Birmingham Dignity Steering Group will find ways to sustain the momentum of the Dignity Campaign.

A BACOP conference held on 18th November, 2010, in Birmingham, addressing Dignity also resolved to follow up the conference with a plan to sustain and promote Dignity, and has taken a local lead in ensuring that this happens.

Dignity is felt to be **integral** to the provision of all services, and that its promotion can and must survive current economic pressures. Action in relation to Dignity tends to be time-intensive, rather than requiring additional resources.

Objectives

- To sustain a network of organisations and individuals within Birmingham who wish to work together to promote Dignity, and to facilitate communication between these organisations in relation to Dignity.
- To promote the recruitment of Dignity Champions and the ten points of the Dignity Challenge.
- To obtain sign-up to Birmingham Dignity from as many organisations as possible, and to ask them to identify Dignity leaders within their organisations.
- To identify and challenge poor practice
- To share good practice through a Dignity Network
- To plan further Dignity initiatives within Birmingham.

Outcomes/ Success Criteria

The Network will measure achievement of its objectives against achievement of the ten points of the Dignity Challenge.

Constraints

There is no budget, nor allocated time assigned to the development of a Network.

Although the development of a Network is supported by Department of Health and Adult Social Care organisations within the West Midlands, the Network does depend on its constituent organisations voluntarily working together to promote Dignity, rather than on any statutory authority.

Facilitation of the Network

The Network will be facilitated by BACOP, which will provide administrative support to the Birmingham Dignity Steering Group. The membership of this group will be as representative as possible, but it is recognised that it needs to be small enough to work as a team, and make decisions in relation to the Objectives, and therefore not all organisations within Birmingham can be directly represented on the Steering Group.

The initial membership of the Steering Group is as follows:

Representation from:

- Safeguarding Board
- Care Quality Commission
- Younger people/Youth service
- BACOP
- Acute Health Care
- Birmingham Community Health Trust
 - Primary Health Care
 - Community Bedded Units
- Independent Sector
- Voluntary Sector
- Adult Social Care
- LINKs/Healthwatch
- Mental Health
- Learning Disabilities
- Commissioning
- AGE UK, Region

There will be a Dignity Lead, or Dignity Leaders, appointed who will:

- Act as a point of contact
- Chair the Birmingham Dignity Steering group.

The Dignity Lead will rotate through different organisations, and will be agreed annually by the Birmingham Dignity Steering Group.

There will be four Vice-Chairs who will represent the City Council, Health, Independent Sector and the Third Sector.

Administration (minutes etc.) of the steering group will be shared amongst its members with support from Paulette Bailey, BCC and support officer for BACOP. Venues for meetings will be rotated among constituent organisations.

Meetings of the steering group will be held six-weekly.

The work of the Network will be reviewed annually, and this Review will be led by the Steering Group. Members of the Birmingham Dignity Steering Group are accountable to their constituent organisations.

Barry Clewer
Chair of Birmingham Dignity
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