



PEOPLE OF PEONY'S DECISION MAKING AND CHOICE POLICY AND PROCEDURE

What is This Policy About?

At People of Peony, we believe **you have the right to make your own choices** about your life.

We will:

- Help you make your own decisions
- Give you the support you need to choose
- Respect your choices, even if they come with some risks
- Make sure your voice is always heard

What does this mean for you?

You can:

- Make choices about your support
- Say yes or no
- Choose what you want to do
- Ask questions before you decide
- Have someone help you understand your options
- Take your time to think about it

You can also:

- Talk about sex, relationships, and what's important to you
- Change your mind at any time
- Have support from a friend, family member, or advocate



What is “Dignity of Risk”?

This means:

- You have the right to try new things, even if they don’t always go well
- You’re allowed to take reasonable risks to enjoy your life
- We will help you understand the risks and benefits
- We won’t stop you from doing something just because it might be hard

As long as no one is getting hurt, **your choice matters most.**

Who can help you make decisions?

You might want someone to help you decide, like:

- A family member or carer
- A support worker
- An advocate (someone who speaks up for you)
- A key worker or trusted person

If you can’t make some decisions, someone may be legally appointed to help, like:

- A guardian
- A nominee
- A person with Power of Attorney

You can also:

- Choose your own support person
- Say who you trust to help you
- Ask for this to be written down

When we help you make decisions?

Our staff will:

- Talk to you in ways you understand
- Use pictures or Easy Read documents if needed
- Get an interpreter if you speak a different language
- Give you time to think
- Never rush you

You can also:

- Ask someone to be with you during meetings
- Bring your advocate
- Ask us questions anytime

What if you're a Child?

If you're a young person, we:

- Respect that you may be able to make your own choices
- Talk with you, your family, and your key worker
- Check if you understand the choice and its consequences
- Support you to speak up

You can make your own choices **if you understand** what you're deciding and what could happen.

What if you're a Child?

Sometimes, decisions are made for you if:

- You don't understand the choice, even with help
- There's a risk of serious harm
- You have a legal guardian or decision-maker
- There are laws that say someone else must decide

We will always:

- Include your opinions
- Respect your culture, language, identity, and gender
- Keep your supports going – we will **never punish you** for taking risks
- Work with you and your trusted people to keep you safe

What Staff Must Do

People of Peony staff will:

- Help you understand your choices
- Respect your decisions
- Talk to your family or advocate if you want
- Support you to speak up
- Write down your preferences and needs
- Keep learning how to support you better

They must also:

- Let you bring someone to meetings
- Share any info you need
- Tell you about services and help available
- Keep records of who helps you make decisions

If they don't understand what's safe or best, they'll talk to a manager for advice.



What Someone Makes Decisions For You

There are two types:

1. Informal: A family member, friend, or carer helps you make day-to-day choices (like what to eat or where to go).

2. Formal: A guardian, nominee, or person with legal power helps with bigger choices (like health care or money).

We always:

- Write down who is helping you
- Check if your wishes are being followed
- Include you as much as possible

If we're unsure, we talk to a leader or manager to get help.

You Have Rights

You have the right to:

- Make your own decisions
- Get support to decide
- Be included
- Choose someone to help you
- Ask questions
- Change your mind
- Be safe and respected

We Always Review and Improve

We:

- Ask how you feel about your choices
- Check if you feel heard
- Use surveys to improve what we do
- Talk to staff, families, and participants regularly
- Make changes if something isn't working



DOCUMENT CONTROL

Version No.	Issue Date	Document Owner
4	22/10/2024	PEOPLE OF PEONY
Version History		
Version No.	Review Date	Revision Description