Death & Dying Policy

Policy Reference:		CS11	
Effective date:	October 2020	Review date:	October 2023
Approved by P&PRG:	September 2020	Approved by BoM:	December 2020
Owner:	Colin Phillips	Job Title:	Assistant Director – Care & Support
To be issued to:		Board of Management ARK Management Care & Support Staff	
Method of Delivery:		Email LearnPro	

Version Control

Date	Owner	Version	Reason for Change
Jun 2020	Colin Phillips	1.0	New policy template Merger of previous CS11 Palliative and End-of-Life Care v.4.1 and CS19 Death of a Supported Service User v.2

Summary of Changes

Section	Change
All	Merge of two previous policies to remove duplication of information and remove all procedural information in those two policies
5 -Legal/ Regulatory framework	Amend 'National Care Standards' to 'Health and Social Care Standards'

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Contents

1.0 ARKs Values

Our organisational values are the basis for everything that we do, from providing housing, care and support to tenants and supported people, to ensuring that staff have clear standards of performance set. ARK believes that everyone should have the opportunity to lead a happy, healthy and safe life. We value:

- The worth of each person
- Trusting relationships
- Understanding difference
- Challenging oppression
- Personal and organisational accountability
- Caring for our physical environment
- Enjoyment

2.0 Purpose

This policy and associated procedures explains how ARK will provide palliative care and our response when a supported person dies. Using the 'Palliative and end-of-life care' framework (NHS Education for Scotland, 2018) to measure implementation of the approach will help ensure ARK supports people to meet their personal outcomes at the end-stage of their life.

3.0 Policy Statement

When a supported person dies, whether this happens during the palliative care period or is sudden or unexpected, there are a number of processes that must be undertaken. ARK will ensure that the response to an individual's death is caring, dignified and compassionate.

4.0 Scope

This policy and associated procedure applies to all Care & Support teams. It includes agency staff, volunteers and students undertaking direct practice with supported people on behalf of ARK.

5.0 Legal/Regulatory Framework

This policy and its associated procedure are written with regard to the following:

- Human Rights Act 1998
- Equality Act 2010
- Public Bodies (Joint Working) (Scotland) Act 2014
- Adults with Incapacity (Scotland) Act 2000
- Mental Health (Care and Treatment) Act
- Adult Support and Protection (Scotland) Act 2007
- Duty of Candour Procedure (Scotland) Regulations 2018
- Health and Social Care Standards (Scottish Government, 2017)
- Codes of Practice for Social Services Workers and Employers (SSSC, 2016)

As well as the legal and regulatory imperatives it also adheres to these principles:

The **Health and Social Care Delivery Plan** (Scottish Government, 2016) emphasises the importance of ensuring meaningful conversations and puts personal outcomes at the heart of service delivery.

The **World Health Organisation** (2018) internationally-recognised definition of palliative care is clear that this type of care is a part of the human right to health and should be provided through person-centred and integrated health and care services.

6.0 Responsibilities

6.1 Board of Management

ARK's Board of Management is responsible for consideration and approval of this policy, and for ensuring that its decisions are taken in accordance with relevant legislation, regulatory expectations, training and guidance.

6.2 Executive Team

ARK's Executive Team is responsible for ensuring that this policy is reviewed in accordance with ARK's schedule for review of policies, or sooner if required. The Executive Team is responsible for ensuring that its decisions, and that the decision of officers, are taken in accordance with relevant legislation, regulatory expectations, training and guidance.

6.3 Senior Leadership Team

ARK's Senior Leadership Team is responsible for review of the policy, and for ensuring that its decisions, and that the decision of officers, are taken in accordance with relevant legislation, regulatory expectations, training and guidance.

6.4 Managers

ARK Care & Support Managers, Registered Operations Managers and Area Managers will be responsible for the effective implementation of this policy within their area of responsibility. They must also ensure that all Care & Support staff are made aware of this policy and participate in relevant training.

6.5 All Staff

All ARK Care & Support staff are required to familiarise themselves with this policy and comply with its provisions as well as undertake any training required as part of this policy or associated procedures.

6.6 Third Parties

All agency staff, volunteers and students undertaking Care & Support duties are required to familiarise themselves with this policy and comply with its provisions.

ARK will ensure that the Public Sector Equality Duty is complied with when third parties, such as contractors, are carrying out functions on behalf of ARK.

7.0 Death & Dying

The 'Strategic Framework for Action on Palliative and End-of-life Care' (Scottish Government, 2015) states that by 2021, everyone in Scotland who needs palliative care and end-of-life care will have access to it.

There are key domains that are integral to palliative and end-of-life care in all health and social care settings, and outline the associated knowledge and skills required:

- Domain 1 Fundamentals of palliative care
- Domain 2 Communication and conversations
- Domain 3 Loss, grief and bereavement

- Domain 4 Care planning and delivery
- Domain 5 Care in the last days of life

ARK will define guidance and training to ensure good person-centred palliative and end-of-life care is provided where necessary in line with the NES framework.

ARK will give 'due regard' to timescales involved to deliver effective training upon diagnosis of illness where a palliative care approach is required.

8.0 Related Policies & Procedures

- CS04 Risk and Vulnerability
- CS05 Supporting Service Users in Managing their Medication
- CS06 Reducing Restrictive Practice
- CS11 Death of a Supported Person
- CS17 Behaviour of Concern
- G57a Adult Support & Protection

9.0 Equality Impact Assessment (EIA)

No EQIA is required for this policy.

10.0 Data Protection Impact Assessment (DPIA)

Please see Care & Support Data Protection Impact Assessment.

11.0 Stakeholder Consultation

In developing this policy the following groups were consulted:

- ARK Board of Management
- ARK Executive Team
- ARK Senior Leadership Team
- ARK Area Managers
- ARK Working Group

12.0 Monitoring and Review

12.1 Monitoring

ARK's Executive and Senior Leadership Teams will monitor implementation of this policy on an ongoing basis and ensure that relevant decisions within ARK are taken in line with the obligations and expectations set out in this policy.

12.2 Review

This policy will be reviewed within 3 years from the date of approval by our Board of Management, in accordance with ARK's policy review framework.