

## Resources to support the implementation of Guidance on a Human Rights-based Approach in Health and Social Care Services

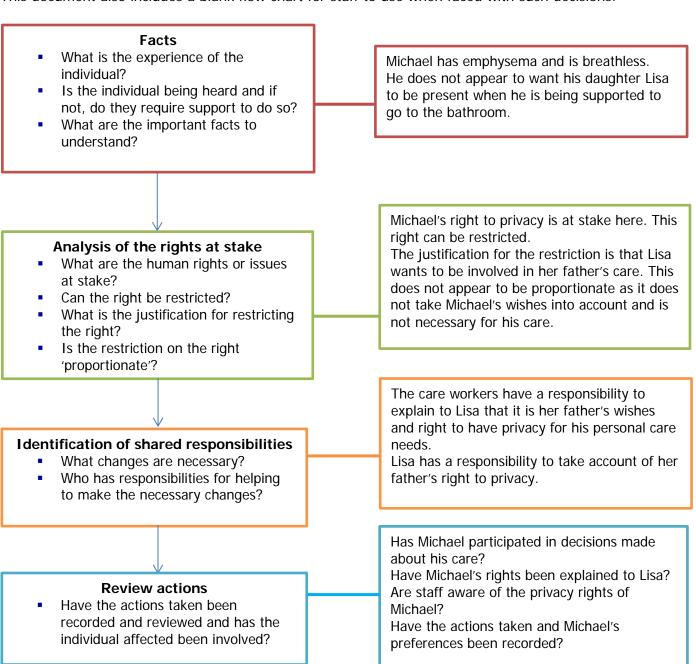




## The FAIR approach to decision making in health and social care

This document sets out the FAIR approach to decision making in health and social care services, developed by the Scottish Human Rights Commission. This resource has been designed to help staff consider their actions when faced with a decision that may restrict the rights of a person using a service. (1) In this approach, respecting the dignity of a person using services is central to all decisions made by staff. The below chart sets out the type of questions asked and the appropriate responses that should be undertaken by staff using this approach. The example relates specifically to a situation that can arise in a homecare setting but the process is adaptable across settings.

This document also includes a blank flow chart for staff to use when faced with such decisions.



Scottish Human Rights Commission. A human rights-based approach: an introduction. Scotland. <a href="http://careaboutrights.scottishhumanrights.com/flowchart.html">http://careaboutrights.scottishhumanrights.com/flowchart.html</a>
Guidance and the support tools can be accessed at www.higa.ie



Promoting the rights of vulnerable adults

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## **Facts** What is the experience of the individual? Is the individual being heard and if not, do they require support to do so? What are the important facts to understand? Analysis of the rights at stake What are the human rights or issues at stake? Can the right be restricted? What is the justification for restricting the right? Is the restriction on the right 'proportionate'? Identification of shared responsibilities What changes are necessary? Who has responsibilities for helping to make the necessary changes? **Review actions** Have the actions taken been recorded and reviewed and has the individual affected been involved?