# Change 4: Home first

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|  Stage | Not yet established  | Plans in place  | Established  | Mature  | Exemplary  |
| **Embedding and home first mentality**  | Home first is not well understood  | Home first is being debated as an overarching principle to inform other developments. It is raised in business as usual meetings.  | Training material and workshops provide home first evidence and guidance. Staff know what home first means as concepts as well as a service and own this way of working  | Staff expect to steer people into a home first pathway; it is their default position.  | Home first is the destination choice for all – individuals, families and carers, clinicians and other professionals involved in the person’s care. It is seen to be a safe and timely alternative to bedded care.  |
| **Retrospective review of outcomes**  | Retrospective review of outcomes occur only in supervisions or when there has been a serious incident.  | There are plans in place to regularly implement retrospective review of outcomes.  | There are regular retrospective reviews of outcomes in group settings with lessons learnt.  | There are regular retrospective reviews of outcomes with lessons learnt, and data capture of outputs of the sessions. The group is formed of a multi-disciplinary team (MDT). Professionals see the value in these sessions.  | There are regular retrospective reviews of outcomes, data is captured, and it drives changes in the way the service operates. The group is formed of an MDT that has a ‘blue sky’ thinking approach and sees this activity as an essential part of running the service.  |