



PROCEDURE 6.0 - VALUED STATUS

<i>Number</i>	<i>Procedure</i>	<i>Related National Disability Insurance Scheme Quality Practice Standards</i>
6.0 (A)	<i>Facilitation of Commitment to Valued Status</i>	1,2,3
6.0 (B)	<i>Promoting Positive Attitudes</i>	
6.0 (C)	<i>Community Connecting for Valued Roles and Relationships</i>	
6.0 (D)	<i>Volunteering and Employment</i>	
6.0 (E)	<i>Skill Development</i>	
6.0 (G)	<i>Promoting and seeking the most positive interpretation of people with disability and/or mental health issue</i>	
6.0 (H)	<i>Promoting a Positive Attitude</i>	
6.0 (I)	<i>Social Role Valorisation</i>	

The following procedure are to go along with the Human Rights Policy. All Better Together Service uses have the right to access all the good things in life and in a valued way whilst being supported in their community.

6.0 (A) *Facilitation of Valued Status*

Better Together aims to be a model agency in Facilitation of this commitment to the ‘Valued Status’ of each person, which is achieved by:

- Ensuring all levels of management and staff understand, comply with and apply the intent of this policy.
- Ensuring all Better Together written policies and procedures reflect the valued status of people with a disability, and making these available in appropriate formats to those who use the service.
- Providing services, in line with the stated or funded purpose of the service, in a way that promotes and supports people with a disability and/or mental health issue to live in and actively participate in the life of the community.
- Pro-actively promoting a positive image of people with a disability (i.e. recognition of their abilities, contributions and competence) and fostering the rights of dignity, respect and valued status for people with a disability.
- Using our skills, knowledge and available resources to highlight and work to reduce or remove barriers people with a disability encounter when endeavouring to achieve



- a valued role in their community.
- Fostering a belief in their ability to fulfil valued roles in the community (i.e. their abilities, contributions and competence) for every person supported.
- Ensuring all Better Together services (in line with the stated or funded purpose of the service):
 - Reflect the goals and aspirations of every person supported.
 - Provide progressive opportunities for every person receiving support to develop and maintain the skills relevant to their active participation and involvement in activities that will support them to achieve and maintain valued roles.
- Contribute to their citizenship in the community, in a manner that is least restrictive of their rights.
- Promoting, encouraging and facilitating access to and understanding of information (as needed and appropriate to their ability and cultural background) to support each person make informed decisions about the extent of and level of their participation in activities that enable them to achieve valued roles.
- The review of processes and systems as part of scheduled and as needed policy and procedure reviews, including where possible input from those who use the service.
- Ensuring adherence to policies and procedures through the quality assurance audit process to maximise the design, delivery and implementation of a quality service.

6.0 (B) Promotion of Valued Status

Rationale

Better Together Assoc Inc promotes and supports the valued roles and relationships for and of people with a disability and/or mental health issue in the social, economic and civic life of the Moreton Bay Region.

Detailed Procedure

We aim to provide within available resources a community development legacy that will:

- Promote the growth and development of community attitudes that encourages and supports the valued roles of people with a disability in the social, civic and economic life of the Moreton Bay community; removes physical and social barriers to inclusion within the Moreton Bay Region and increases accessibility to social, civic and economic activities.
- Increase the number and quality of employment and volunteer opportunities open to adults with a disability and/or mental health issue
- Develop and maintain partnerships with like-minded entities in the community and business sector so as to increase opportunities for valued roles and relationships for all people
- Develop strong networking, partnerships and community competency in all areas of the community so as to support the local community to support valued roles for people with



a disability and/or mental health issue in the social, civic and economic life of the Moreton Bay Community.

5.0(C) Community Connecting for Valued Roles and Relationships

Rationale

Better Together is able to support people with a disability and/or mental health issue and/or mental health issue to achieve their goal of having meaningful valued roles and relationships within the social, civic and economic life of Moreton Bay Community.

Detailed procedure

- Better Together will assist the individual to identify their needs for and desired roles and relationships, work with the person with the community, match formal or informal support to achieve goals and aspirations and monitor support (see Policy 5.1 Civic Advocates, Informal Supports).
- Better Together will assist the individual to develop the image, skills and competencies needed to attain their desired valued roles and relationships (see Procedure 6.0 Valued Roles)
- facilitate service user planning sessions to address the different community needs of an individual's life, including:
 - Age appropriateness
 - Cultural appropriateness
 - Right relationships - right connections
 - Informal as well as formal support
 - Being involved in regular community event and activities
 - Focus on what valued roles and relationships the person wants support in, in relation to the economic life of the community, the social life of the community and the civic life of the community.
 - Focus on what image and competencies need to be developed and maintained

5.0(D) Volunteering and Employment

Rationale

Many people with a disability and/or mental health issue and/or mental health issue express a desire to contribute to our community through some form of paid or unpaid work. We know that meaningful employment is, for many people, essential for optimum well-being, self-esteem, confidence and a sense of belonging and inclusion. Employment not only allows an individual a chance to feel valued by making a contribution, it allows greater access to networks and relationships and in essence the potential for a more hopeful future.

Detailed Procedure



- Better Together will seek out these opportunities and once again match supports to ensure that these arrangements are sustained.
- Better Together has a memorandum of Understanding with the Caboolture Community Work Cooperative. Through the CO-OP, individuals will have the opportunity to gain employment or establish business opportunities they may be interested in.
- Better Together is also working alongside the Moreton Bay Community Work Cooperative in operating the social enterprise - Lagoon Creek Cafe and Conference Room.
- facilitate service user planning sessions to address the different community needs of an individual's life, including:
 - Age appropriateness
 - Cultural appropriateness
 - Right relationships - right connections
 - Informal as well as formal support
 - Being involved in regular community event and activities
 - Focus on what valued roles and relationships the person wants support in, in relation to the economic life of the community, the social life of the community and the civic life of the community.
 - Focus on what image and competencies need to be developed and maintained

5.0 (E) Skill Development

Rationale

Better Together can support people to develop the skills and competencies they need to fulfil valued roles and relationships in their local community

Detailed procedure

- Through support planning and ongoing reflective practice, Better Together can assist individuals to identify what skills they wish to develop and link them into community opportunities that will assist them to develop those skills.
- Our staff can assist to achieve goals by teaching new skills, providing opportunities to practice new skills, and encouragement and motivation to maintain the new skill.
- facilitate service user planning sessions to address the different community needs of an individual's life, including:
 - Age appropriateness
 - Cultural appropriateness
 - Right relationships - right connections
 - Informal as well as formal support
 - Being involved in regular community event and activities



- Focus on what valued roles and relationships the person wants support in, in relation to the economic life of the community, the social life of the community and the civic life of the community.
- Focus on what image and competencies need to be developed and maintained

6.0 (G) Promoting and seeking the most positive interpretation of people with disability and/or mental health issue

Rationale

Better Together aims to be a model agency in seeking the most positive interpretation of people with disability and have the most valued conferring and valid associations, which will support and enhance the potential of people with disability to maintain and develop their competency, abilities and contributions, and to enable others to recognise their competence, abilities and contributions.

Detailed Procedure

In their own behaviour with people with disability, and in speaking about them, Better Together staff will model respect and dignity towards people with disability.

- Better Together staff, whilst supporting people, will consciously avoid associating people with disability with images, places or actions which confer or have the potential to confer negative and devaluing images of people with disability.
- All support planning and activities a person is supported in will be age and culturally appropriate
- Ensure people are actively encouraged and supported to hold roles within the community that are valued
- Better Together staff, whilst supporting people, will consciously avoid associating people with disability with images, places or actions which confer or have the potential to confer negative and devaluing images of people with disability.
- Better Together believes that people with disability have the right to hold meaningful valued roles in society and fulfil the responsibilities associated with these roles.
- Better Together believes that people with disability have the right to participate as active and valued members in the community, to have lifestyles which are valued by the community, and to be given the most conducive opportunities to do so.
- Better Together also believes that encouraging and supporting freely given, enduring relationships with valued unpaid citizens, who make a voluntary commitment to get to know and share time and interests with a person with disability, is through positive association, a valid way of promoting the valued status of people with disability.



6.0 (H) Promoting a Positive Attitude

Rationale

Better Together aims to ensure that all committee members and employees are aware of commonly used terms, and practice frameworks associated with valued status and are trained and encouraged to have good ethics, and the ability to apply them in their role as a support to those who access our service in accordance with *Policy 10.0 Staff Recruitment, Employment and Development*.

Detailed procedure

Principles of Better Together Assoc Inc

Better Together Assoc Inc operates from a set of principles and frameworks of practice that act as the foundation from which all our actions spring.

Social Role Valorisation

We uphold the belief that the best outcome to ensure recognition of these rights for people with a disability, is to operate upon the principles of Social Role Valorisation, which aims towards creating or maintaining socially valued roles for people with a disability. The basic assumption of *the social role valorisation theory* is that if a person's social role is considered valuable by the community, and the person has a general image of competency within that role, it follows that the person will be thought of in a positive way. People with disabilities DO occupy important social roles in their families and communities. According to the theory of social role valorisation, being seen to occupy a valued social role will reduce or prevent a person from becoming devalued on the basis of some attribute or characteristic they possess.

Asset Based Community Development

ABCD seeks to uncover and utilize the strengths within communities as a means for caring, sustainable and enduring community development. Our belief is that a capacities-focused approach is more likely to empower the community and therefore mobilize citizens to create positive and meaningful change from within. Instead of focusing on a community's needs, deficiencies and problems, the ABCD approach helps them become stronger and more self-reliant by discovering, mapping and mobilizing all our local assets.

Community Partnerships and Collaboration

Better Together believes in supporting community partnerships, where their willingness to collaborate and co-operate - and the act of co-operation and collaboration itself - stems from relationships and the facilitation of those relationships.

Better Together values relationships and what can emerge from them, eg:

- Community Bridging
- Greater capacity to influence



- Greater exchange of ideas
- Strengthening of grassroots knowledge and power (people, families, communities)
- Generosity and reciprocity
- Random acts of kindness

Better Together will intentionally facilitate and encourage partnerships and relationships that create meaningful, rich lives for people with disability based on:

- Respect for difference
- Respect for open, honest dialogue
- Respectful engagement
- Mutual resourcing

Inherent dignity of the individual

This principle means that all human beings are born with inherent dignity, intrinsic value and equal and inalienable rights. The inherent dignity of a person and their intrinsic value is not affected by what they can or can't do or the choices they make. Their equal and inalienable rights are not compromised by type of disability. All individuals should be respected and protected. Recognising this intrinsic value and associated rights leads us to principles of social justice.

Social Justice

The four principles of social justice are ***rights, equity, participation and access***. The principles of social justice recognise that people with a disability have the same human rights as other members of society and should be empowered to exercise these rights. Better Together works to protect and advance the rights of people with a disability. We also have a responsibility to educate individuals with a disability about their rights and their social obligations. In particular, people with a disability have the right to be respected for their human worth and dignity as individuals, and have the right to participate equally as valued members of society.

Least Restrictive Alternative

This principle means meeting individual needs and facilitating individual growth and development in ways that least restrict personal freedom whilst recognising the need for safety and security. The provision of more services or supervision than are necessary only serves to discourage the developing independence of the individual. The principle recognises the right of individuals to live in an environment, which is the most supportive, and the least restrictive of their freedom.

Dignity of Risk

This principle means that every person is provided with an opportunity to be exposed to normal risk situations based upon recognition of individual skills and cognitive levels. All decisions in this regard are to be based upon the idea of 'reasonableness'.

Duty of Care

Every person has the 'right' to protection and the making of balanced judgements relative to safety and personal security. All decisions made in regards to the support of people are to be based upon the idea of 'reasonableness' of care.



Holistic Approach to the Individual

Everyone must be recognised as a Social, Emotional, Sexual and Spiritual person with the same needs and desires as other people for growth, intimacy and expression.

Developmental Model

The developmental model implies that each person, regardless of the severity of their disability, has the potential to grow and develop. Learning can occur throughout the whole of the person lifespan and occurs uniquely at each person's pace. Development can occur in any one or all of a person's lifestyle development, personal and emotional, psychological, educational and vocational, social and physical and the development of communication skills.

Coherency

Better Together will strive to make explicit the assumptions underpinning its work and be committed to critical action/reflection and evaluation in an effort to be coherent and congruent in and between its beliefs and practice.

6.0 (I) Social Role Valorisation

Rationale

Better Together staffs are trained in a Social Role Valorisation Framework for Practice

Detailed procedure

All staff are given training and information in

- What is Disability?
- ASSUMPTIONS, MYTHS AND MISCONCEPTIONS ABOUT PEOPLE WITH DISABILITY
- The Most Common Life Experiences of People with a Disability due to devaluation
- What are the effects of devaluation?
- The Importance of Socially Valued Roles
- The Values of our Society
- Strategies for achieving an enhancement of social image and personal competencies
 - IMAGE: enhancement of their environment, social image and appearance so that they can and are in a positive manner; and
 - COMPETENCIES: enhancement of their competencies so that they can fulfil valued roles.

Related Better Together Policies and Procedures

<i>Policy 1.0</i>	<i>Service Access</i>
<i>Policy 2.0</i>	<i>Individual Needs, Values and Planning</i>
<i>Policy 3.0</i>	<i>Choice, Control and Consent</i>
<i>Policy 4.0</i>	<i>Privacy, Dignity and Confidentiality</i>
<i>Policy 5.1</i>	<i>Civic Advocates, Informal Support</i>
<i>Policy 5.0</i>	<i>Integration and participation</i>
<i>Policy 7.0</i>	<i>Complaints and Feedback</i>



Policy 9.01 *Positive Behaviour and Reduction of Restrictive Practice*
Policy10.0 *Human Resources*