

LSI SE01

Develop and apply values and ethical practice within supported employment

Performance criteria

- You must be able to:*
- P1 adhere to relevant codes of ethics and conduct standards and guidance required by own organisation
 - P2 promote the values of supported employment as a 'place and train' model in own practice
 - P3 act non-judgementally and respect individuals' informed views and rights to chose their own employment and career aspirations
 - P4 access and use information regarding individuals' needs, wishes and preferences
 - P5 challenge own and others' assumptions about the employment choices that individuals can make
 - P6 promote the 'zero rejection' philosophy of supported employment
 - P7 recognise the employer as a customer of supported employment with requirements that need to be satisfied
 - P8 maintain impartiality when giving information, advice and support to those seeking supported employment
 - P9 encourage the autonomy of the individual in making decisions, and their responsibility in implementing them
 - P10 proactively promote social inclusion at work, inclusivity in supported employment, diversity and equality of opportunity
 - P11 challenge any prejudice, use of stereotypes, discrimination, assumptions and unethical or oppressive behaviour by self, other people or organisational processes
 - P12 meet requirements to keep individuals safe and healthy with all risks minimised and to safeguard them when seeking work and in employment
 - P13 reflect on the impact of own values and ethical practice, when working as a supported employment practitioner

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Knowledge and understanding

You need to know and understand:

- K1 relevant codes of ethics and conduct standards and guidance required by own organisation
- K2 current UK legislation and organisational requirements and procedures and practices for accessing records, recording, reporting, confidentiality, health and safety, safeguarding and equality
- K3 the values of supported employment as a 'place and train' model as applied to ethical practice
- K4 how to act non-judgmentally and respect individual's views and rights to chose their own employment and career aspirations
- K5 the types of records and information that may be available to identify individuals' needs, wishes and preferences
- K6 the concept of and philosophy underpinning 'zero rejection' within supported employment
- K7 the employer requirements in recruitment, selection and professional development of employees to meet business needs and in line with current UK equality legislation
- K8 how to provide impartial information, advice and support to those seeking supported employment
- K9 how to encourage the autonomy of the individual to make their own decisions about choices and their responsibility for implementing them
- K10 methods of self-determination
- K11 how to proactively promote social inclusion at work, inclusivity in supported employment, diversity and equality of opportunity
- K12 the impact of stigma, discrimination and social exclusion and ways to actively challenge any prejudice, use of stereotypes, discrimination, assumptions and unethical or oppressive practice by self, other people or organisational processes
- K13 legal and organisational requirements to keep individuals safe and healthy when seeking work and employment
- K14 ways to manage risks
- K15 how to reflect on the impact of own values and ethical practice, when working as a supported employment practitioner