

## Overview

### **What is this Standard about?**

This standard is about ensuring own practice adheres to the relevant ethical principles, values and codes of ethical practice that apply within supported employment.

In the context of this standard the term "job seeker" applies to an individual seeking some form of supported employment.

### **Who is this Standard for?**

This standard is for all supported employment practitioners.

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## Performance criteria

You must be able to:

1. adhere to relevant codes of ethics, conduct standards and guidance required by own organisation
2. promote **supported employment** as a place, train and maintain model in own practice
3. access and use information regarding individuals' needs, wishes and preferences to assist them to gain and maintain employment
4. promote the **zero rejection** philosophy of **supported employment** to stakeholders
5. give information, advice and support to those seeking **supported employment**
6. encourage individuals to make autonomous decisions and to take responsibility in implementing them
7. promote social inclusion at work for disabled/disadvantaged job seekers
8. challenge any prejudice, use of stereotypes, discrimination, assumptions and unethical or oppressive behaviour by self, other people or organisational processes
9. minimise risks in order to keep individuals safe and healthy

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## Knowledge and understanding

You need to know and understand:

1. relevant codes of ethics, conduct standards and guidance required by own organisation
2. relevant current UK legislation, organisational requirements, procedures and practices for accessing records, recording, reporting, confidentiality, managing risk, health and safety, safeguarding and equality
3. the values of **supported employment** as a place, train and maintain model as applied to ethical practice
4. how to support job seekers to exercise their choice and control
5. the types of records and information that may be available to identify individuals' needs, wishes and preferences
6. the concept of and philosophy underpinning **zero rejection** within supported employment
7. that the employer is a customer of **supported employment** with requirements that need to be satisfied
8. the employer requirements in recruitment, selection and professional development of employees to meet business needs and in line with current UK equality legislation
9. how to provide impartial information, advice and support to those seeking **supported employment**
10. how to encourage the autonomy of the individual to make their own decisions about choices and their responsibility for implementing them
11. methods of **self-determination**
12. how to proactively promote social inclusion at work, inclusivity in **supported employment, diversity** and equality of opportunity
13. 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
14. legal and organisational requirements for managing risk to keep individuals and practitioners safe and healthy when seeking work and employment

## Values

For a supported employment practitioner to practice competently he or she must apply skills and knowledge that is informed by a set of values. Supported employment practitioners are expected to be aware of and to apply a value based and ethical approach in their practice. It is also recognised that the values as well as the NOS may need to be placed within the local, national, social and political context in which supported employment activities are undertaken.

Supported employment practitioners embrace the philosophy that:

1. People with disabilities and/or disadvantages can make a positive contribution in the workplace.
2. People with disabilities / disadvantage should have access to a real job where
  - wages are paid at the going rate for the job,
  - the employee enjoys the same terms and conditions as all other employees;
  - the job helps the person to meet their life goals and aspirations;
  - the role is valued by managers and colleagues;
  - the job has similar hours and times at work as other employees, with safe working conditions.
3. Practitioners uphold the "zero rejection" philosophy of supported employment so that, with the right job and the right support, everyone who wants to work, can work.
4. Supported employment does not adhere to a work readiness model and a 'place, train and maintain' approach is implemented.
5. Job search should happen at the earliest opportunity.
6. People are encouraged to exercise choice and control in achieving their career aspirations. Support is individualised and all options assume successful employability.
7. There is genuine partnership between the person, their family carers, employers, community supports and the provider of supported employment.
8. People are supported to be full and active members of their workforces and wider communities, both socially and economically.
9. Support services recognise the importance of the employer as a customer of supported employment in their own right with requirements that need to be satisfied.

10. Supported employment draws on Social Role Valorisation (SRV) in recognising that employment is a valued social role and becoming employed can help reverse societal devaluation, with wider positive consequences for the person.

11. Supported employment draws on the social model of disability recognising that disability is the product of the physical, organisational and attitudinal barriers present within society. The removal of discrimination requires a change of approach and thinking in the way in which society is organised, in this case removing barriers to employment.

12. Supported employment should encourage the career development of individuals by promoting training opportunities and seeking options for increased responsibility.

## Glossary

**Diversity:** Aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for everyone.

**Self-Determination:** An ethical principle that recognises the rights and needs of people who use services to be free to make their own choices and decisions.

**Supported Employment:** Supported employment is the term for high quality, personalised support for people with disabilities and/or disadvantages which enables them to seek, access and retain employment in the open labour market. It is a "place, train and maintain" approach that does not rely on long periods of pre-vocational training or a basic level of qualification or experience.

**Zero Rejection:** Part of the underlying philosophy of supported employment, this means that anyone who wishes to work can work, provided the correct level of support is available. It stems from a rejection of assessments in the past that categorised people into those who could or could not work without taking into account effective job match, task teaching and support.

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**External Links**

British Association for Supported Employment:  
<http://base-uk.org/> for England, Scotland and Wales

Scottish Union of Supported Employment:  
<http://www.susescotland.co.uk/>

Northern Ireland Union of Supported Employment:  
<http://www.niuse.org.uk>

European Union of Supported Employment:  
<http://www.euse.org/>

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