

Self Advocacy Support Workers

Code of Conduct





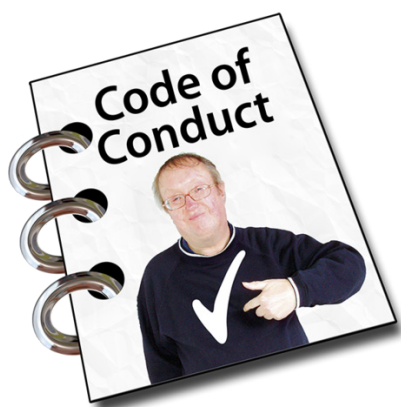
What is in this paper?

1. What is a code of conduct?
2. Why do we need a code of conduct?
3. Power and control
4. Conflicts of Interest
5. Accountability and Professionalism
6. Building relationships
7. Doing with, not doing for
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1. What is a code of conduct?



A code of conduct is a set of rules that explain the best way to do a role.

2. Why do we need a code of conduct?



Why do we need a code of conduct for self advocacy group workers?

- To help support workers know the best way to support self advocacy groups.
- To help support workers understand what self advocates want from a worker.

??? Questions for self advocates

- Can you think of time when a support worker did not do a good job?
- How could a code of conduct help when this happens?



3. Power and Control



What is power and control?

Power and control is about:

- Who runs the group.
- Who makes the decision.
- Who decides what the group does.



Self advocates have said they want:

- A support worker who does not take over
- A support worker who assists the group but does not tell them what to do
- A support worker who is trustworthy
- A support worker who hands power back to Self Advocates
- A support worker who makes sure control of the group is with the group.



Self Advocates have said they don't want a Support Worker who is:

- Bossy
- Controlling
- Takes over.



3. Power and Control continued



Support Workers have said it is important for Support Workers to:

- Listen to what the group wants.
- Make sure Self Advocates know they own the group.
- Support the group but not tell people what to do.
- Make sure all group members have a say.



??? Questions for self advocates

- How can you make sure that you decide what happens in the group, not the support worker?



4. Conflicts of Interest

What is a conflict of interest?

A conflict of interest happens when a support worker's interests are different to the best interests of the group.

It is important for support workers to:

- Know if they have a conflict of interest.
- Avoid conflicts of interest.

A good support worker does not always give their opinion, but does **always act in the best interest of the group.**



A conflict of interest can also happen between a group or support worker's needs and funding organisation's needs.

Support worker's must work to prevent conflicts of interest between groups and funding bodies.

??? Questions for self advocates

- Can you think of a time when a worker did not act in the best interest of the group? What did you do?
- Can you think of a time when your group had a conflict of interest with a funding body?
- List your group's values. Can you think of any conflicts?



5. Accountability and Professionalism

What is accountability and professionalism?

Accountability and professionalism is about a worker taking responsibility for themselves and working in the best way.



It is the job of a support worker to make sure the group knows about and is happy with all of the work they are doing.

Support workers must:

- Manage their work well
- Manage their time well
- Be responsible for themselves
- Takes criticism well
- Admit when they are wrong
- Be trustworthy
- Be prepared and organised
- Treat self advocates as equals
- Not take sides if there is conflict in the group
- Step back and let the group make decisions.





5. Accountability and Professionalism continued

??? Questions for self advocates

- How do you know if your support worker is using their time well?
- What would your group do if you had a problem with some of the work the support worker was doing?





6. Building relationships



Self advocates and support workers need to work well together.

A support worker must:

- Get to know all group members
- Build trust with and support all group members
- Know all members interests and strengths
- Ask for help when they need it
- Act in a way that sets a great example for others working with self advocates
- Respect the group and all self advocates.



??? Questions for self advocates

- How do you build trust with your group's support worker?



7. Doing with, not Doing for



It is the job of the support worker to:

- Be a resource for the group
- Be an organiser for the group
- Help the group to identify what they want to do
- Help the group to achieve their goals
- Listen to the group
- Support the group to do things for themselves.

It is important that the support worker does not:

- Boss the group
- Take over control
- Do all of the work, the group must be active
- Do nothing. A support worker needs to be active in their job.

??? Questions for self advocates

- Does your group have a project it wants to do?
- How can your support worker help you to achieve this?



8. Being a great Support Worker



The role of a self advocacy *support worker* can be hard.

The role of a self advocacy *support worker* can be rewarding.

Good support workers help groups to:

- Achieve their goals and dreams
- Share ideas
- Be involved in their community.



Self Advocacy Support Workers:

- Listen
- Support
- Organise
- Plan
- Act
- Know the group is the boss
- Ask the group 'How can I do the best job?'





9. Checklist for Self Advocacy Support Workers

This checklist is for *group members* to fill out.

Does your self advocacy support worker....	Answer			Notes
	Yes	No	Don't know	
Listen to everyone in your group				
Help your group to know it's goals				
Help your group to achieve it's goals				
Know all members strengths, talents and interests				
Support members to use their strengths, talents and interests				
Take criticism well				
Respect all group members				
Help your group to plan and be organised				
Ask for help when they need it				
Report to your group about the work they are doing				
Use their time well				



This **Code of Conduct** is part of a **Support Workers** kit produced by:



Please contact SARU if you have any further ideas for the *code of conduct* or if you have any comments on this discussion paper and its content.

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