

## 3a1

# Values Training for Care Staff

### Do

Train health and social care staff to recognise the potential of people using services to live an included life.

### Story

Sometimes Paul was aggressive towards himself and the people around him. Because of this, some time ago the people who support him made the assumption that he does not like company and is a risk to other people. Because this was written in Paul's notes,

new people supporting him believed it to be true. Paul became more lonely and began to hurt himself. Then he moved home and had a new key worker who spent time getting to know him and realised that he didn't have any friends or informal contacts in the community. The worker offered to help him join a local swimming group. Over time, Paul has begun to make new friends in the group and now looks forward to seeing them each week.

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### Hints & Hazards

Rather than jump to conclusions on the basis of a diagnosis, we need to listen carefully to what people want and then build up the person's self worth and beliefs. Sometimes we assume that people who have very significant disabilities do not desire company and friendship as much as everyone else.

Staff may have negative assumptions and beliefs about the impact of participating in community life. For example, they may think that spirituality is pathological or that employment is beyond reach. Try writing out a statement of values that drive your inclusion work. *See Davis, 2002.*