


BROTHERS OF CHARITY SERVICES IRELAND

CODE OF PRACTICE FOR ALL PERSONS WHO SUPPORT ADULTS USING THE BROTHERS OF CHARITY SERVICES

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Introduction

The Brothers of Charity Services Ireland seeks to promote and uphold the dignity of all those who are associated in any way with our Services.

The Brothers of Charity Services Ethos states:

“We are committed to working with people with an intellectual disability to claim their rightful place as valued citizens. Inclusion is a fundamental principle that underlies all aspects of our work”

“We believe in the intrinsic value of every person and aim to further the dignity of all those associated with our services – people with disabilities, their families and those who work with them.”

We recognise that all staff members*, paid and unpaid, are our most important resource in providing innovative, quality supports that are individually responsive to persons supported by the services.

We are committed to supporting and empowering staff to fulfil their roles in a competent and confident manner, in the ever-changing environment in which they work.

This Code forms part of a wider package of legislation, Organisational Policies, Procedures and Guidelines to support and guide staff. It should be read in conjunction with the Brothers of Charity Services Ireland Employee Handbook.

The purpose of the document is to set out the standards that are expected of staff and to support them to have a clear understanding of their role in ensuring a quality, person centred service.

Staff are required to use these Standards to assist them in decision making, and to reflect on their own practice.

Managers will take account of the standards set in this Code of Practice in considering issues of misconduct.

*** Note. The term “Staff” is used through out this document to refer to all persons including paid staff, volunteers, students and others working on behalf of the Brothers of Charity Services Ireland to support people who use our services.**

CODE OF PRACTICE

Staff members of the Brothers of Charity Services Ireland shall undertake to abide by this Code of Practice and the fundamental values that underpin all the activities of the Brothers of Charity Services Ireland, and shall embody the principles of good practice in all their actions.

The key principles underlying this Code of Practice are that Staff will:

1. Treat all people who are supported by our services with dignity and respect;
2. Protect the rights and promote the independence and interests of people who are supported by our services;
3. Respect the rights of people who are supported by our services whilst seeking to ensure that their behaviour does not harm themselves or other people;
4. Strive to establish and maintain the trust and confidence of people who are supported by our services;
5. Support people who are supported by our services to protect themselves from danger or harm, using least restrictive practices;
6. Uphold public trust and confidence in the Brothers of Charity Services Ireland;
7. Be personally accountable for the quality of their work and take responsibility for maintaining and improving their knowledge and skills.

- 1. As a staff member you must treat all people who are supported by our services with dignity and respect, being mindful at all times that you are a role model for those with whom you work.**

You must:

- 1.1 while on duty, both day and night, be modest in your dress, conscious that it is suitable to your interactions with people who are supported by our services and respectful to them and to your colleagues;
- 1.2 remember, when working in residential settings, that these are not solely workplaces, they are primarily the homes of the people who are supported by our services and must be respected as such;
- 1.3 interact in your manner and language in a way that is positive and cannot be construed by others as demeaning, belittling or degrading;
- 1.4 not consume alcohol, or any other chemical substance which might impair your faculties prior to reporting for, or while on, duty;
- 1.5 avoid taking or making unnecessary personal phone calls or accessing social media while on duty;
- 1.6 always treat people who are supported by our services as you would wish to be treated yourself;

2 As a staff member, you must protect the rights and promote the independence and interests of people who are supported by our services

You must:

- 2.1 treat each person as an individual, with equal rights as a citizen;
- 2.2 assist each person who is supported by our services to understand and exercise their rights and responsibilities;
- 2.3 respect and promote the individual views and wishes of people who are supported by our services;
- 2.4 support the rights of people supported by our services to control their lives and make informed choices;
- 2.5 respect and maintain the dignity and privacy of each person who is supported by our services;
- 2.6 facilitate people supported by our services in developing and maintaining relationships with friends and family;
- 2.7 support each person who is supported by our services to experience the same freedoms, and to have the same opportunities for participation and inclusion as all other citizens;
- 2.8 respect diversity in culture and values;

3. As a staff member, you must respect the rights of people who are supported by our services to take risks whilst seeking to ensure that their actions do not harm themselves or other people.

You must:

- 3.1 recognise that people who are supported by our services have the right to take risks;
- 3.2 support people supported by our services to identify and manage potential and actual risks to themselves and others;
- 3.3 follow risk assessment procedures to assess whether the behaviour of people who is supported by our services presents a risk of harm to themselves or others;
- 3.4 take appropriate steps to minimise the risks of people who are supported by our services doing actual or potential harm to themselves or other people;
- 3.5 ensure that the outcomes and implications of risk assessments are documented and communicated to people supported by our services, team members, and relevant managers.

4. As a staff member, you must strive to establish and maintain the trust and confidence of people who are supported by our services.

You must:

- 4.1 be honest and trustworthy;
- 4.2 communicate in an appropriate, open, accurate and straightforward way;
- 4.3 respect confidential information and clearly explain the Brothers of Charity Services Ireland's policies about confidentiality to people who are supported by our services;
- 4.4 be reliable and dependable;
- 4.5 honour work commitments, agreements and arrangements and when it is not possible to do so, explain the reason to people supported by our services;
- 4.6 declare issues that might create conflicts of interest and make sure that they do not influence your judgement or practice;
- 4.7 in the interests of avoiding a conflict of interest, exercise caution and transparency in the acceptance of any personal gifts or tokens of appreciation from people supported by our services, families or suppliers;
- 4.8 not seek to obtain any benefits, fees, services or any personal advantage arising from your work for the Brothers of Charity Services Ireland except those outlined in your employment contract.

5. As a staff member, you must support people supported by our services to live and work in a safe environment, using least restrictive practices.

You must:

- 5.1 use established policies, guidelines, processes and procedures to challenge and report dangerous, abusive, discriminatory or exploitative behaviour and practice;
- 5.2 follow practice and procedures designed to keep you and other people safe from violent and abusive behaviour at work;
- 5.3 bring to the attention of your manager any resource or operational difficulties that might impede safe practice;
- 5.4 inform your manager where the practice of colleagues may be unsafe or adversely affecting standards of care;
- 5.5 comply with the Brothers of Charity Services Ireland's policies and procedures relating to Health & Safety;
- 5.6 take complaints made by people supported by our services seriously, ensuring that you respond to them promptly, record your response and/or pass them to the appropriate person;
- 5.7 recognise the power that comes from your position in your work with people who are supported by our services and use that power responsibly, ensuring that your influence is always directed to meeting their needs and not your own.

6. As a staff member, you must uphold public trust and confidence in the Brothers Of Charity Services Ireland

You must not:

- 6.1 abuse, neglect or cause harm to people who are supported by our services or colleagues;
- 6.2 exploit people who are supported by our services or colleagues in any way;
- 6.3 abuse the trust of people supported by our services or the access you have to personal information about them, their families, their property, their home or workplace;
- 6.4 form inappropriate personal relationships with people supported by our services;
- 6.5 discriminate unlawfully or unjustifiably against people supported by our services or colleagues;
- 6.6 condone any form of discrimination of, or by, people who are supported by our services or colleagues;
- 6.7 put yourself or other people at unnecessary risk;
- 6.8 misappropriate any monies or property belonging to people supported by our services or the Services in general;
- 6.9 make representations or statements, or take any other actions on behalf of the Services, unless you have specific authorisation to do so.

7. As a staff member, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills.

You must:

- 7.1 adhere consistently to agreed approaches and interventions in service provision, meeting relevant standards of practice and working in a lawful, safe and effective way;
- 7.2 ensure that your work is compliant with the Ethos of the Brothers of Charity Services Ireland;
- 7.3 seek to ensure that your work complies with the relevant HIQA standards and the measures set out from time to time in respect of Quality and Risk in the Brothers of Charity Services Ireland;
- 7.4 maintain clear, accurate and objective records;
- 7.5 inform your manager about any personal difficulties that might affect your ability to do your job competently and safely;
- 7.6 seek assistance from your manager if you do not feel able or adequately prepared to carry out any aspect of your work or you are unsure about how to proceed in a work matter;
- 7.7 work openly and co-operatively with colleagues recognising and respecting their individual roles, skills and responsibilities;
- 7.8 recognise and respect the roles and expertise of workers from other agencies and work in partnership with them;
- 7.9 undertake and apply relevant training and development opportunities to maintain and improve your knowledge and skills, and contribute to the learning and development of others.

References

We would like to acknowledge the work of the South East Region who led the way in relation to this document and its attached training programme.

Care Council for Wales, (2002) Code of Practice for Social Workers, Cymru.

U.K.C.C. (2004) Nursing & Midwifery Code of Professional Conduct, London.