



# HEARTH TRUST KEY PRINCIPLES

## 1 Enact the Enablement Philosophy

- **Adopt** practices and **demonstrate** a commitment to supporting the men into experiencing agency in their lives, where they have the opportunity to make significant and meaningful choices and decisions.
- **Create** and **promote** opportunities for the men to continue learning and developing new skills in a safe and supportive environment.
- **Demonstrate** knowledge of the *individualised* support needs and strategies for enablement, and **skill** in applying this knowledge.
- Wherever appropriate, **enable** the men to do tasks for themselves rather than doing the tasks for them (do a new task together as a first step to learning).
- **Demonstrate** patience, observing closely and allowing processing time, giving plenty of space for each of the men to respond and carry out an activity at their own pace.
- **Create** and **support** opportunities for each of the men to experience success by breaking down tasks into manageable steps, supporting them to learn each step, and gradually reducing support as confidence and competence grows.
- **Demonstrate** a can do attitude, for yourself and for the men.

## 2 Communicate appropriately with the men

- **Develop** and **apply** an understanding of the different means by which the men communicate.
- **Communicate** in a respectful way, and in a way that recognises the men's adulthood and their status as peers.
- Where appropriate, **engage** the men directly in conversations that involve them, finding ways to include and address them rather than talking about them in their presence.
- **Uphold** and **protect** the men's privacy and dignity by treating sensitive matters with an appropriate level of confidence and respect.
- **Use** language around disability that is respectful, sensitive and empowering.

## 3 Strive for ongoing personal growth and professional development

- **Seek** and **receive** feedback about your performance in an open way.
- **Reflect** critically on your own practice.
- **Use** self-reflection and feedback to help you improve and develop into a skilled enablement-focused support worker.
- **Seek** and **attend** professional development opportunities and **demonstrate** that they inform and shape your practice.
- **Give** feedback honestly, respectfully and constructively.



#### 4 **Be creative, collaborative and self-directive**

- **Demonstrate** creativity in exploring ways to enhance the life experiences of the men and in responding to challenges, both independently and as part of team discussions.
- **Collaborate** proactively and creatively as a member of a support team that shares aspects of management and leadership.
- **Demonstrate** knowledge of your role and the individual tasks involved, **showing** self-direction and responsibility in carrying out all aspects of it.
- **Enact** and maintain agreements that have been made as a team.
- **Communicate** professionally and constructively with members of the team and the wider community.

#### 5 **Take care of the health of the environment and of the men**

- **Care** for the house and its immediate surroundings, keeping it tidy, clean and in good repair, and **apply** protocols to ensure high standards of hygiene are being maintained.
- **Show** respect for and **contribute** to the care of the natural environment through conscientious choices around shopping for the home, the disposal of waste and the general use of the property.
- **Support** and **promote** the good health of the men through the provision of nutritious, balanced meals, minimising the use of highly processed food and foods that are high in sugar, salt and chemical additives.