



Key Principles for Working at Hearth Trust

1 Enact the Enablement Philosophy

- **Adopt** practices and **demonstrate** a commitment to supporting people to experience agency in their lives, where they have the opportunity to make significant and meaningful choices and decisions.
- **Create** and **promote** opportunities for people 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 **skills** in applying this knowledge.
- Wherever appropriate, **enable** people 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 person to respond and carry out an activity at their own pace.
- **Create** and **support** opportunities for each person 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 those being supported.

2 Communicate appropriately

- **Develop** and **apply** an understanding of the different means by which the people we support communicate so you can understand what they are expressing, and how best to communicate with them.
- **Communicate** in a respectful way, and in a way that recognises people's adulthood and their status as peers.
- Where appropriate, **engage** people directly in conversations that involve them, finding ways to include and address them rather than talking about them in their presence.
- **Uphold** and **protect** people'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 those we support 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** good health 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.