

Disabled Adults and Social Workers Charter



**This document is about the rights of disabled adults.
And how disabled adults and social workers will
work together.**



Inside this booklet

- Page 3** What this document is about
Our promise
- Page 4** We believe
- Page 5** How we will work together
- Page 6** Working together
- Page 7** Disabled Peoples Rights
- Page 8** Supporting Disabled Peoples Rights
- Page 9 - 11** [Difficult Words.](#)



This document explains how we can work together in the best way.



Some of the difficult words are explained on the last page. The words we have explained are coloured in **blue**. Please ask someone if you need more help to understand.

We promise that we will always try to -



- respect each other



- be honest and open



- be fair



- do a good job
- do what we say we will
- do it on time



- be honest and sort things out if we make a mistake.

We believe



- that each person is different. Everyone has different likes and dislikes and needs



- that everyone has rights. Disabled peoples rights are written down in the [Care Act](#). And the [Equality Act](#). And the [United Nations Convention on Human Rights](#)



- that everyone should be valued equally
- that everyone should have equal chances
- [discrimination](#) is wrong and we will fight it



- that people are happiest when they have good relationships with their families, friends and communities



- that people are happiest when they are supported to live independently.

How we will work together

When disabled adults and social workers work together we will -



- listen to the person to find out how they feel and what they want



- ask the person how they choose to work together. People don't have to do things the same way



- be honest about what is possible and what is not possible and explain why



- work together to get the very best for the person



- talk honestly about how things are working out



- try something different if the person is not happy with how things are going.

Working together

Disabled adults and social workers will work together to -



- get the **resources** that are needed from anywhere possible
- get benefits sorted out
- talk honestly about money



- make sure people have good advice and support
- make sure people have an **advocate** if they need one



- look at all choices to help someone have a good life
- look at different ideas as well as regular care services



- plan for the future



- make **best interest decisions** for people who are not able to decide about something for themselves



- help people stay safe and not be at risk of abuse or neglect.

Disabled Peoples Rights

Social workers will -



- respect different choices and **cultures**



- give information in ways people can understand



- keep working to understand the needs of disabled people



- find out about new ways to help people have a better life



- ask for help if we don't know something



- learn from disabled people through education and training.

Supporting Disabled Peoples Rights

Disabled adults and social workers will -



- make sure disabled people are equal partners
- make sure disabled people have an equal say in decisions
- make sure disabled people are included in everything
- help disabled people be in control of their lives



- speak up about barriers that affect disabled people
 - work to make things like work and travel more accessible
- We believe that people are made more disabled by what other people think. And by places not being accessible



- share good practice about ways to help disabled people overcome barriers
- get other people and organisations to help



- help give a bigger voice to people with disabilities



- look at policies made by the government and local councils. And by health and social care services. We will help people to speak up about how changes affect them.

Difficult Words



Advocate

this is a person who will work with someone to help them speak up for themselves.



Best interest decisions

if someone is not able to understand and make a decision for themselves a best interest decision is made for them. People who know them well and professional people like doctors will make the decision.



Care Act

this was made law in 2014 to set out the rights of people getting care. And the rights of carers. It tells care providers and councils what they have to do.



Culture

this is the ideas and traditions and behaviour of a group of people. Like Muslims or Travellers or Welsh people.



Discrimination

this is when someone is treated differently in a bad way because of something like a disability. Or because they are older or because they are female or male. The [Equality Act](#) says which groups of people are protected by law against discrimination.

Difficult Words



Equality Act

This is a law that protects groups of people like disabled people. It says that society and people in work places have to give them equal opportunities. It says that Reasonable Adjustments should be made. These are changes that might make things easier for disabled people.



For example, if someone with a learning disability can't understand information the company has to make it easier to understand. Or if someone with a disability can't get up a step the company needs to put in a ramp.



Resources

this means what money or support is available to help people.



United Nations Convention on Human Rights

The United Nations is a group of leaders from different countries that meet to make rules. The rules make things better for people. In 1948 they agreed about Human Rights. These say things like everyone has a right to be free and to feel safe and have their own belongings.

Difficult Words

You can use this space if you need to write more of your own difficult words.



If you would like more information or have any questions about this Charter, please get in touch with us.

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