



The Qualities, Skills and Support we want from Staff



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“How often are people with a learning disability actively and meaningfully involved in the recruitment and selection of their support staff?”

“What opportunities are readily available for people with a learning disability to say what kind of person they want to support them and what skills and qualities are important in a support worker?”

These are questions and issues that the Voice for All self-advocacy group wanted to answer and address to further and better the involvement of people with a disability in the recruitment and selection process. Voice for All want all commissioners and providers to actively engage people with a disability in the recruitment of support staff and in the training and induction of their employees.

Self-advocates and members of Voice for All had a clear message and a voice that needed to be heard. They wanted to find a way of getting it across to anyone entering or already working in the field of Social Care.

Some providers and commissioners of services may consider themselves to be the professionals and experts but Voice for All believe it is the people living with a disability who are the real experts and better placed in choosing and selecting the right person and support worker for them.

“We are all experts about our own lives and who we are as individuals ...and people with a learning disability are no different. We want to tell you about the support we want and need, what great support should look like and the qualities, gifts and skills we want in our support staff.”

Over several months, members of the Voice for All Advocacy Group met to discuss and agree what it was that made a support worker a **‘great support worker’**!

It resulted in the writing and publication of a booklet called “The Qualities, Skills and Support we want from Staff”. This booklet gives people with a learning disability a voice in clearly letting a support worker know how to be the best they can be, how to work together in creating a great partnership that produces positive outcomes and helps people with a disability realise their full potential as valued and equal citizens in society.

The booklet concentrates on 9 different areas;

- **Me and My Life**
- **Help and Support**
- **Freedom**
- **Love, Friendships and Relationships**
- **Communication**
- **Home**
- **Community**
- **Gifts and Skills**
- **Future Goals and Direction**

‘Voice for All’ want to share this booklet with as many providers and commissioners and as many people as possible. They want others to use this booklet in whatever way they feel to best help and ensure that people with a disability will in future be actively and meaningfully involved in the recruitment, selection and training of their support staff.

These are voices and messages that need to be heard, listened to and acted upon.

John Whitehead