Case study

Common Core Principles

Dignity

Compass Disability Services
Background
Compass Disability Services is a user led organisation whose mission it is ‘to enable disabled people and carers to have equality of opportunity’. Compass Disability Services works through consultation, representation and service provision to fulfill this mission. They work in partnership with local government, the Health Service, Social Services, other voluntary sector and charitable organisations and anyone else who can benefit from their knowledge and expertise.

Getting involved
In March 2013, Compass Disability became one of the project sites working with Skills for Care to test out the newly launched common core principles for dignity in practice settings. They aimed to introduce the common core principles to new staff as part of the induction process and to support existing staff through a training session that would look in detail at the principles.

Putting the principles into practice
Initially aiming to work only with internal staff (Carers Support Workers and Independent Living Advisors) the opportunity arose to include the common core principles in a broader workshop for local authority staff and direct payment users. Within the training sessions the principles were well received, with staff wanting to know how the impact of them would be tested in practice.

Most staff were in agreement with the content of the dignity common core principles packs, and social workers in particular saw the principles as a useful tool in developing more personalised services that upheld the dignity of individuals. Principle 7 (recognise the need to challenge care that may reduce the dignity of the individual) reinforced the need to challenge poor practice wherever it was identified.

Making the difference
- The project has increased awareness of maintaining dignity, and kept it in the forefront of the minds of those in the social care sector.

"It has given weight to what many felt as the ‘proper’ way to do things and therefore increased confidence in challenging practices that do not support dignity in the sector."

Stop! Think dignity
As a result of this project, Compass Disability has decided that the common core principles will form the basis of future training delivered around personalisation. This will include training taken up by local authority social workers and social care staff, NHS Personal Health Budget commissioning teams and direct payment users (social care and health).