



Disabled person silhouetted against sunset.

We, disabled adults and social workers, will strive for relationships that are respectful, honest, transparent and consistent.

We will work in the following way so that we can achieve as much as possible together

Guiding Principles

- We will use the social model of disability and draw on social approaches to distress, whilst recognising unique identities and experiences
- We will take a rights-based approach – based on the United Nation convention on the rights of persons with disabilities, the Equality Act and the Care Act
- Social workers will promote Independent Living as the corner-stone of wellbeing
- We will always value the voice of people with lived experience of disability
- We are committed to opposing discrimination and to promoting social justice
- We will not be satisfied till everyone has full and equal citizenship.

A Personalised Approach

- We will start with the disabled person's own views of their situation, priorities, aspirations and preferences
- We will be honest about what is possible and what is not
- We will have conversations rather than being bound by forms and procedures
- The conversations will be meaningful and will be about what disabled adults want.

The Process

- We will act like people, and not just follow mechanistic processes
- We will be ambitious for each other, thinking big and creatively
- We won't be frightened of new initiatives and will work carefully to make them accessible and useful
- We will have open conversations about how things are going and what is possible
- Social workers will communicate in an accessible format
- Social workers will work in a timely, reliable and consistent way.

Relationships and Respect

- We will show respect for each other's choices, preferences and cultures
- We will listen to and act on what is not working
- We will use our expertise to help improve lives and ask for help if we don't know
- We will continue to work to overcome power imbalances between disabled adults and social workers leading to equal relationships and co-producing solutions
- Disabled adults will support social workers to learn and develop through full and equal involvement in education and training
- Social workers will continue to develop their understanding of the needs of disabled adults throughout their careers.

Rights and Welfare

- We will take action together to get the resources that are needed
- We will be prepared to talk about how the context is impacting on us

- We will talk about money
- We will look at all options to promote wellbeing, not just formal care services
- We will work to secure disabled adults' entitlements to benefits
- We will work to increase disabled adults' access to mainstream public, commercial, retail, transport and leisure provision
- We will work with disabled people's organisations to enable greater voice, choice and control for disabled adults
- We will strive to ensure that advocacy is available for people who need it
- We will work together to plan for what may happen in the future
- Social workers will work with other professionals to ensure decisions are made in people's best interests if they are not able to make a decision themselves
- We will work together to ensure disabled adults are in control of what happens to safeguard them if they are at risk of abuse or neglect
- Social workers will join their work up with that of other services
- Social workers will enable people to take advantage of the Care Act duty to provide people with information and advice relating to care and support
- Social workers will seek to maximise access to resources from all quarters
- Social workers will be accountable for their practice.

The Wider Context

- We will highlight the barriers that prevent disabled adults from living full lives, including barriers to work
- We will be aware of the impact of policies across central and local government, and health and other services on disabled adults' lives
- We will jointly gather and speak up about evidence of how the context impacts on disabled adults
- We will work for diverse and inclusive involvement of disabled people
- We will advocate for solutions to overcome the barriers that are highlighted by disabled people, practice experience and research evidence
- We will gather evidence about what is helpful and share this
- We will tackle poverty and discrimination together
- We will look for allies to work with us.