
Code of Practice

Anthroposophic
Social Care
Professionals

May 2009

Contents

Foreword 3

Introduction 4

Code of practice 6

Glossary 9

Foreword

The Council for Anthroposophic Health and Social Care has associated itself with the following standards which have been adopted by the UK regulatory bodies for social care workers¹.

Common Standards of Professional Conduct and Practice for Social Care Workers

These are the standards of professional conduct and practice required of social care workers as they go about their daily work. They aim to ensure that workers know what standards of conduct employers, colleagues, service users, carers and the public expect of them. Social care workers are responsible for making sure that their conduct does not fall below these standards and that no action or omission on their part harms the wellbeing of service users.

Social care workers must:

Protect the rights and promote the interests of service users and carers

Strive to establish and maintain the trust and confidence of service users and carers

Promote the independence of service users while protecting them as far as possible from danger or harm

Respect the rights of service users while seeking to ensure that their behaviour does not harm themselves or other people

Uphold public trust and confidence in social care services

Be accountable for the quality of their work and take responsibility for maintaining and improving their knowledge and skills

¹Care Council for Wales, General Social Care Council, Northern Ireland Social Care Council and Scottish Social Services Council.

Introduction

About the Council for Anthroposophic Health and Social Care

The Council for Anthroposophic Health and Social Care (CAHSC) is a voluntary regulator for the anthroposophic health and social care professions in the UK and Ireland.

The CAHSC exists to help protect the public who use the services of anthroposophic health and social care professionals. To do this we regulate, develop and promote the anthroposophic health and social care professions by:

- Registering professionals who demonstrate that they meet our standards for their knowledge, skills, character and health
- Setting standards of education and training for registrants
- Setting standards of practice and conduct for registrants
- Ensuring continuing professional development of registrants
- Dealing with registrants whose fitness to practise is in doubt

Our register

Our register enables members of the public to identify anthroposophic health and social care professionals who have demonstrated that their practice meets the CAHSC's standards.

We register anthroposophic health and social care professionals in the following disciplines:

- Anthroposophic Therapeutic Arts: Singing, Therapeutic Speech, Visual arts
- Anthroposophic Medicine
- Anthroposophic Nursing
- Anthroposophic Pharmacy
- Anthroposophic Counselling and Psychotherapy
- Curative Education and Social Therapy
- Eurythmy Therapy
- Rhythmical Massage Therapy

The register opened to anthroposophic health professionals in May 2006 and to anthroposophic social care professionals in June 2007. Only those entered on the register are entitled to call themselves 'CAHSC Registered' and use the 'CAHSC Registered' logo. They must pay their registration fee annually and renew their registration every three years.

What registration means

Registration as an anthroposophic social care professional carries obligations as well as privileges. The people supported by anthroposophic social care professionals rely on and put their trust in them. They are entitled to good standards of care, practice and conduct, based on anthroposophic social care principles.

About our Code of Practice

This Code sets out the standards of practice which the CAHSC expects of anthroposophic social care registrants.² It is based on the principles and values which are the foundation of good practice. The Code is addressed to anthroposophic social care professionals but it is also intended to let the public know what they can expect from our registrants.

How our Code of Practice applies to you

The Code contains guidance on good practice in anthroposophic social care and the principles of personal and professional conduct and ethics.

It is your responsibility to be familiar with the Code and to follow its guidance.

The Code is not a set of rules governing all aspects of conduct in every circumstance. It is guidance and you must use your professional judgement to apply the principles to the professional situations you will face. Throughout your professional practice you have a responsibility to make informed and reasonable decisions. This may require getting advice from other people (e.g. employers, professional bodies, colleagues) to make sure that you protect the wellbeing of the people you support at all times. You are accountable for the way in which you conduct yourself and your professional practice. You must always be prepared to explain and justify your decisions and actions.

The Code is used when a registrant's fitness to practise is in doubt. While it is primarily designed as constructive guidance for anthroposophic social care professionals, failure to comply with any of its principles may bring your fitness to practise into question and endanger your registration.

The Code also applies to people who wish to be registered. It helps us make decisions about their character when they apply for registration.

² There is a separate CAHSC Code of Practice for anthroposophic health professionals

Code of Practice: Good Practice in Anthroposophic Social Care

As an Anthroposophic Social Care Professional you must apply with integrity the principles of anthroposophic social care to your professional practice.

You must:

1. Uphold, foster and protect the physical, psychological and spiritual wellbeing of each person you support.

This includes:

- I.1 Recognising the unique potential of each person you support to develop according to their individual life aims and choices
- I.2 Respecting the individuality, dignity and privacy of each person you support
- I.3 Encouraging the inner growth and maturation of each person you support, as well as their outward independence
- I.4 Acknowledging and, where appropriate, promoting the views and wishes of the people you support and their representatives, irrespective of individual differences or backgrounds
- I.5 Supporting equality of opportunity for the people you support and their representatives
- I.6 Respecting and protecting the rights of the people you support and their representatives
- I.7 Facilitating the people you support in exercising their rights and choices whilst encouraging them to recognise their responsibilities within their social context
- I.8 Recognising that the people you support have the right to take risks and to learn to manage their lives responsibly in the light of this
- I.9 Protecting the people you support from risk of harm and ensuring that their behaviour does not harm themselves or other people
- I.10 Nurturing the integration and interdependence of the people you support and their representatives within their social context
- I.11 Protecting and promoting the interests of the people you support and their representatives
- I.12 Providing a good standard of social care which integrates the anthroposophic understanding of the individual.

2. Meet and promote high standards of practice and conduct in all aspects of your work in social care

This includes:

- 2.1 Being honest, reliable and conscientious
- 2.2 Being accountable for your decisions, actions and the quality of your work
- 2.3 Acting within the limits of your knowledge, skills and experience
- 2.4 Maintaining and developing knowledge and skills appropriate to your professional practice
- 2.5 Engaging in personal development to develop your anthroposophic perspective
- 2.6 Contributing to the learning and development of others
- 2.7 Respecting and engaging co-operatively with colleagues and other professionals
- 2.8 Communicating in an open, accurate and straightforward way
- 2.9 Recognising and respecting the need for confidentiality where appropriate
- 2.10 Using responsibly the power that derives from working with the people you support
- 2.11 Acting promptly if you believe your own or a colleague's conduct, health or professional practice may place any person you support, his or her representatives or your colleagues at risk
- 2.12 Ensuring that your behaviour, in or outside of a working situation, is such that your suitability to work as an anthroposophic social care professional is not called into question.

3. Uphold and foster public and professional trust and confidence in anthroposophic social care professionals

This includes:

- 3.1 Ensuring that statutory standards of practice and conduct are met
- 3.2 Complying with health and safety policies
- 3.3 Following suitable policies and procedures for risk assessment to minimise the risk of actual or potential harm to the people you support or others
- 3.4 Ensuring accurate and appropriate records are kept
- 3.5 Handling confidential information according to organisational procedures
- 3.6 Communicating clearly, and in a way that the people you support and their representatives can understand, any relevant policies and procedures
- 3.7 Helping the people you support and their representatives to make complaints and responding promptly to complaints according to procedures
- 3.8 Declaring any conflicts of interest related to your work and the people you support
- 3.9 Following policies and procedures about the acceptance of gifts from, and the handling of money belonging to, the people you support
- 3.10 Challenging and reporting dangerous, abusive, discriminatory or exploitative behaviour and practice
- 3.11 Informing the CAHSC without delay if you:
 - a. accept a police caution
 - b. are charged with or found guilty of a criminal offence
 - c. have a civil proceeding issued against you in relation to your professional practice
 - d. have a finding made against you as a result of fitness to practise proceedings by any organisation responsible for regulating or licensing a social care profession
 - e. are suspended or have restrictions placed on your practice by an employer or similar organisation because of concerns about your conduct or competence.
- 3.12 Ensuring that positive attitudes to good practice in anthroposophic social care are upheld in your organisation or community.

In particular you must not:

- 3.13 Engage in any action which could result in the harm, neglect, abuse or exploitation of any person you support, his or her representative or your colleagues
 - 3.14 Form inappropriate relationships with any person you support
- 3.15 Engage in or condone unlawful or unjustifiable discrimination against the people you support, their representatives or your colleagues
- 3.16 Misuse information about any person you support or the organisation you work for.

Glossary

The glossary provides explanations of the terms used throughout this Code.

Anthroposophic social care professions: are curative education and social therapy as defined below

Anthroposophic social care professionals: individuals practising an anthroposophic social care profession. Those registered or seeking registration with the CAHSC must be qualified and/or trained in an anthroposophic social care profession to standards set by the CAHSC which enable them to provide safe and competent professional therapeutic services to the people they support, based on anthroposophic social care principles.

Curative education: a multi-disciplinary professional approach, based on anthroposophy, to children and young people with special and/or complex needs, including those 'at risk'. It encompasses care, education and training, as well as therapeutic and craft activities.

Parent: means those with parental responsibility for a child or young person. Others who might have parental responsibility for a child include adoptive parents, guardians and the local authorities. You should get legal advice when in doubt about who has parental responsibility.

Parental responsibility: means the rights and responsibilities that parents have in law for their child, including the right to consent to medical treatment for them, up to the age of 18 in England, Wales and Northern Ireland and 16 in Scotland and Ireland.

Person you support: is used to denote the service user or client i.e. the child, young person or adult with special and/or complex needs, including those 'at risk', with whom a registrant is engaged in a professional capacity

Representative: means parents, legal representatives, guardians or advocates.

Social therapy: means life-sharing and/or work within a mutually supportive, co-creative, social environment, based on anthroposophy, with adults with special and/or complex needs, including the elderly, those 'at risk' and the disadvantaged.

Contact us:

**CAHSC Office
St Devenick's
Murtle Estate
Bielside
Aberdeen AB15 9EP**

T: 01224 869844

E: admin@cahsc.org

www.cahsc.org
