



POL 0044	Valued Status Policy
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Responsibilities and Delegations	
The Policy Applies To	<ul style="list-style-type: none"> Committee of Management Administration Staff Support Workers Program Managers / Program Developers / Assistant Program Managers Senior Management Assistant Executive Director Executive Director
Specific Responsibilities	<ul style="list-style-type: none"> Administration Staff Support Workers Program Managers / Program Developers / Assistant Program Managers Senior Management Assistant Executive Director Executive Director
Policy Approval	Committee of Management (Aurora Support Services)

Policy Context – this policy relates to :	
Standards	<ul style="list-style-type: none"> NDIS Practice Standards Core Module 1, Rights and Responsibilities – Person Centred Supports (Clients Rights) NDIS Practice Standards Core Module 1, Rights and Responsibilities – Privacy and Dignity (Personal Records and Privacy)
Legislation	<ul style="list-style-type: none"> • Australian Human Rights Commission Act 1986 • The Equal Opportunity Act 2010 • Charter of Human Rights and Responsibilities Act 2006 • Anti Discrimination Act 1991 • NDIS Act 2013
Contractual Obligations	<ul style="list-style-type: none"> • NDIS Terms of Business • Disability Support for Older Australians Program (DSOA) • Department of Environment, Land, Water and Planning
Organisational Related Policies / Procedures	<ul style="list-style-type: none"> • Code of Conduct Policy • Compliments and Complaints Management Policy • Employee Professional Standards Policy • Equal Opportunity Employment Policy • Individual Needs Policy • Privacy, Dignity and Confidentiality Policy • Staff Training and Development
Organisational Related Forms / Documents	<ul style="list-style-type: none"> • Code of Conduct Diagram • Compliments and Complaints Register • Staff Training Record (Access Program) • Induction Schedule – Staff / Volunteers / Committee of Management • eTrainu Portal

**POL 0044****Valued Status Policy****Purpose and Scope**

This policy is to ensure Aurora Support Services recognises, respects and promotes the valued role and status of the participants we support.

This policy applies to all of Aurora Support Services programs and activities.

Aurora Support Services is committed to ensuring all participants have the opportunity to develop and maintain skills to achieve and fulfil roles in the community.

Procedures

The following procedures are to implemented to enable the organisation to meet its policy objective of ensuring participants and develop needed skills to achieve valued social roles in the community.

Aurora Support Services will:

- Structure its programs and services in a culturally normative and age appropriate manner.
- Design and deliver its training programs and activities in a culturally normative and age appropriate manner.
- Ensure every participant has a current Person Centred Plan that includes their NDIS goals to build on existing competencies and increases the prospect of fulfilling valued roles in the community.
- Make every effort, within available resources, to accommodate the participant's skill development preferences as stated in their Person Centred Plan and / or NDIS plan.
- Wherever practicable, deliver training to participants in appropriate community settings.
- Ensure Aurora Support Services staff, students and volunteers are adequately equipped to co-ordinate and / or deliver the skills development activities specified in the participant's Person Centred Plan and / or NDIS plan.
- Actively promote the valuable contribution of participants in the For Your Information Newsletter (FYI), organisational websites and expos.

Continuous Improvement

The Executive Director / Assistant Executive Director is responsible for reviewing and updating this policy on a two yearly basis. However, if at any time the legislative, policy or funding environment is so altered that the policy is no longer appropriate in its current form, the policy will be reviewed immediately and amended accordingly.

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