

## Disability Sheffield

### SUPPORT WORKER POLICY

#### SOCIAL MODEL OF DISABILITY

Disability Sheffield is committed to the 'social approach' to disability, rather than the 'medical approach'. We believe that people with impairments are disabled by the barriers they face in everyday life such as inaccessible communication formats, people's attitudes or inaccessible buildings not by the way their minds and bodies work.

#### STATEMENT OF INTENT

People who come to the cycling sessions at Disability Sheffield / Sheffield Cycling 4 All may have support needs due to disabilities or difficulties they face.

We aim to ensure that all External Support Workers are informed, act appropriately, sensitively, and follow best practice at all times.

#### RESPONSIBILITY FOR THE POLICY

The maintenance and operation of the policy is the responsibility of Sheffield Cycling 4 All Project Co-ordinators, overseen by the Chief Executive to ensure the wellbeing of people who attend cycling sessions.

#### THE POLICY

- Sheffield Cycling 4 All is an activity provider not a care provider.
- We provide good chat, tea/coffee, cycles and the safety equipment to use them. We have volunteers, who will be happy to cycle around with people if they are available, but this is not guaranteed.
- Priority goes to people who have self-travelled and are not part of a group. If you are bringing people as part of a group, it is your responsibility to provide enough staff to cycle with your group.
- You take part in our sessions at your own risk.
- Make sure you know how to stop a bike before you start riding it. Our staff and volunteers will show you how everything works on your bike. Listen to them before you start riding.
- We share space in the park with lots of other people. Please respect other park users and give plenty of warning of your approach using the bell.
- Helmets are available to use at all our sessions. It is your choice about whether you want to wear one.

- Please remember that our bikes are designed to be ridden at slow speed on smooth tarmac surfaces.
- We don't cycle around the lake or outside the park.
- Make sure you know where all the exits/entrances to the park are. There are three that lead straight onto Peniston Road, which is a very busy road.

## ACCOMPANYING PROCEDURES

We ask all involved with supporting people whilst at Disability Sheffield to acknowledge and agree the following guidelines:

- If people have an assessed need for a support worker they must bring someone with them. Disability Sheffield staff cannot provide people with any personal care or support people with challenging behaviour.
- It is the individuals support worker role to support the person they are with and to lead on strategies to de-escalate people when they are upset or agitated
- If a client needs one to one support, their worker should always be with them, we can provide a bike for them to do so
- If the person being supported needs constant supervision, it is the one to one workers responsibility to ensure that a Disability Sheffield staff member is able to provide cover when the worker needs to take a toilet break or something equivalent and is not guaranteed
- Mobile phones should only be used in break times, unless it is an emergency.
- We encourage partnership working and an exchange of relevant and appropriate information confidentially and on a need-to-know basis
- Physical contact should be kept to a minimum and within professional boundaries
- All support workers must make sure they are aware of Disability Sheffield Health and Safety policy and fire and accident procedures. All support workers are expected to adhere to Disability Sheffield rules during sessions and social times and ensure that the person they are supporting does so too.
- All support workers must sign in on the register when they attend a Disability Sheffield session.
- It is expected that support workers will have enhanced DBS check and all the relevant training to support the person they are with i.e. accredited positive behaviour training

We use the term external support worker to mean anyone who has accompanied someone to a cycling session in order to support them at the session. We recognise that people may use different job titles including (but not exclusively); Support Worker, Carer, Personal Assistant (PA).

## RELATED POLICIES

- Confidentiality Policy
- Safeguarding Adults Policy