



THE NATIONAL ASSOCIATION OF CARE & SUPPORT WORKERS

Code of Ethics

In order to deliver on its mission, the National Association of Care & Support Workers wants to elevate the profession and protect the vulnerable members of the public we serve by ensuring that members are competent and act in an ethical manner. The NACAS's Code of Ethics accomplishes this objective by providing guidance to its members as to what is it feels is acceptable professional conduct, and by establishing and encouraging the acceptance and maintenance of standards of knowledge and ethics for all NACAS members. The Code of Ethics sets out the principles that should guide member conduct.

In Wales, this Code of Ethics promotes and endorses the Social Care Wales Code of Professional Practice in Social Care, and likewise promotes and endorses similar Codes of Professional Practice currently applicable in England, Scotland and Northern Ireland.

The NACAS Code of Ethics consists of four overarching principles.

Working with Skill and Competence

- Members should and at all times, provide excellence in the quality of the care and support given to the individuals under their care.
- Members should and at all times, employ and observe all appropriate health and safety measures in the work environment in which they are practicing.
- Members should and at all times, ensure that their work activities are within the scope of their knowledge, experience and skill, and aligned with the defined professional responsibilities of NACAS membership.
- Members should and at all times, strive to balance the needs of the individuals under their care with the interests of the individuals' families/guardians and/or the member's employer, acting in good faith towards all parties at all times.

Working with Integrity and Respect for the Law

- Members should and at all times work with integrity, in a manner that supports and advances our profession, their employer, and will not bring the care working profession, their employer or NACAS into disrepute.
- Members should and at all times, provide services in an honest and diligent manner.

- Members should not knowingly assist in or encourage dishonesty or illegal conduct.
- A member who discovers or believes that dishonesty or an illegal activity has been occurring in an organisation or workplace should take every appropriate to report and where it is safe to do so, stop the activity.
- Members should and at all times, not permit or allow to permit any personal interest that may lead to a lack of judgment or to cause them to act in an unprofessional manner.
- Members should and at all times, maintain the strictest confidentiality, all information acquired in the course of the performance of their duties, unless required by law and/or where abuse is suspected.
- Members should and at all times, refrain from using such information with a view to obtaining a direct or indirect benefit for him/herself or for another person.

A Commitment to Respect and Dignity

- Members should and at all times, respect the rights and dignity of all individuals for whom they provide care and support.
- Members should and at all times, and as far as they are able, protect the physical and mental health of all individuals for whom they provide care and support.
- **Under no circumstances** should a member, in the course of their work, engage in or condone any of the following acts directed against the individuals for whom they provide care and support:
 1. Any acts of physical or psychological violence;
 2. Any acts of harassment or intimidation.
 3. Any acts or suspected acts of financial impropriety
 4. Any acts of discrimination on the grounds of race, colour, ethnic origin, citizenship, gender, sexual orientation, age, marital status, family status or disability;
 5. Any sexual impropriety.
- **Under no circumstances** should a member engage in or condone any of those same acts directed against their fellow care working colleagues.

A Commitment to Individual Professional Development

- Members should and at all times, make every effort to keep their knowledge and skills up to date.
- Members should, as far as they are able, partake in activities and professional development sessions organised for the members of the Association.
- Members should, as far as they are able, contribute to the development of colleagues by sharing their knowledge and experience with other members of the Association

Compliance

The NACAS Code of Ethics is intended as a guide as to what the Association considers to be acceptable professional conduct, and we reasonably expect our members to comply and abide by its content.

NACAS has as one of its core aims for care workers to be seen as professionals in their chosen care working career, or if they are using care working as a stepping stone to further their career in the health sector, or if care working is just a temporary work option. In whatever capacity an individual is working as a care or support worker, it is our aim as an Association to see our vocation be given professional recognition. The NACAS Code of Ethics is one of a number of measures the Association is adopting to achieve our aims.

Cancellation of Membership

As a membership organisation, NACAS reserves the right to cancel the membership of any member, who the Association reasonably believes has acted in manner that brings dishonour or disrepute to our vocation, our colleagues, fellow members, employers and NACAS.

We fervently hope that we never have to cancel anyone's membership for any of the above.