

Australian Tertiary Education Network on Disability (ATEND)

Professional Standards of Practice for Members

August 2013



ATEND

Australian Tertiary Education Network on Disability

Preamble

The Australian Tertiary Education Network on Disability (ATEND) is the peak professional organisation for Disability Practitioners within the Higher Education and Vocational Education and Training sectors and the National Disability Coordination Officers program.

These Standards of Practice for ATEND members are aligned with, and informed by, current legislation applicable to people with disability (see reference section for full list).

The ATEND Standards of Practice are intended to provide guidance to ATEND members.

ATEND Standards of Practice

The goal of the ATEND Standards of Practice is to:

- Guide disability practitioners in delivering quality and professional disability services to their students.

Definitions

The following definition of a disability practitioner was accepted by the ATEND Committee meeting on the 22nd of August 2013:

ATEND accepts the definition of what constitutes a disability practitioner as one whom is involved in the Higher Education, Vocational Education and Training sector and/or the National Disability Coordination Officers program, and delivers **some or all** of the following services (ADCET, 2013):

- Assessment of student needs (including documentation of disability and health conditions)
- Identification, implementation and evaluation of support plans and reasonable adjustments required by the student
- Induction/management of disability support workers
- Disability education, training and awareness for academic and general staff
- Provision of advice regarding assistive technology and learning strategies
- Liaison with teaching and other support staff in order to assess the implications of disability for learning
- Assistance in the development and implementation of institutional Disability Action Plans, policies and procedures to ensure disability services and supports comply with relevant disability legislation and standards.
- Mediation between rights of the individual student and the interests of the institution.

Professional Standards of Practice for ATEND members

Standard 1. ATEND members shall function in accordance with the ATEND Code of Ethics and the Professional Standards of Practice.

Interpretation

ATEND members have a fivefold responsibility: to clients, to their profession, to self, to their employing agency and to society which are reflected in the Standards and the Code of Ethics. As ATEND members they shall be familiar with and adhere to the ATEND Code of Ethics and Professional Standards of Practice.

Standard 2. ATEND members shall have and continue to develop specialised knowledge and understanding of people with disability.

Interpretation

The application of professional knowledge by an ATEND member should address the following:

1. The social, psychological, and health factors and their interplay on educational or training outcomes and include:

- Theories of disability
- Social-cultural influences
- Environmental influences
- Knowledge about a wide range of disabilities and how these are likely to impact on a student's function in an educational setting
- Educational theory and practice
- Reasonable adjustment and how to negotiate and implement.
- Legislation and standards relevant to the area.

2. Community resources

- Awareness of available resources in the community and their operation and how to utilize them for the student's benefit
- Knowledge about services, supports and systems within education and training institutions that support students with disability, and
- Identify, in consultation with a student, the appropriate support requirements or services to meet their needs.

3. Specific practice skills, including the ability to

- Establish a relationship of mutual acceptance and trust, Assess a student's support requirements in an education or training setting by sourcing appropriate documentation from an independent expert assessment, working collaboratively with relevant academic staff and consulting the student on past assistance required and individual impacts of condition.

- Develop a plan to enable the student to access their studies on the same basis as other students
- Establish effective working relationships, process and services within the institution to enable a supportive and accommodating environment for the student
- Provide advice and training to staff within the institution to enable them to provide appropriate support for students with disabilities
- Engage in ongoing professional development to ensure their knowledge and skills are current.

Standard 3. ATEND member are bound by their employing agencies employment arrangements

Interpretation

ATEND members will abide by their employing agencies policies and guidelines as they relate to conditions of employment and the employing agencies arrangements for the delivery of disability services.

Standard 4. ATEND members shall respond in a professional manner to all persons with disability who seek their assistance.

Interpretation

ATEND members shall respond to each student regardless of the student's lifestyle, origin, race, sex, religion, disability or sexual orientation in accordance with their employing agencies policies, procedures, guidelines and legislative obligations.

ATEND members will abide by their employing agencies policies, procedures, guidelines and legislative obligations and their own professional guidelines (where applicable) in providing reasonable adjustments within the context of their professional judgment, skills, knowledge and expertise. ATEND members shall operate on the principles of inclusive education.

Standard 5. ATEND members shall safeguard the confidential nature of the student disability information and shall only share that information after informed consent has been provided

Interpretation

Respect for the student as a person and for the student's right to privacy underlies the maintenance of confidentiality in the student-practitioner relationship. ATEND members will work within their employing agencies policies and procedures and within their own professional guidelines (where applicable) for confidentiality. Where a conflict of interest arises, the ATEND member should work on the principle of least harm.

However, there will be times where information will need to be shared with other agencies where there are risks to the student under mandatory reporting legislation.

Standard 6. ATEND members shall establish and maintain professional records.

Interpretation

ATEND members will work within their employing agencies policies and procedures for creating and maintaining professional records. They will also abide by Standard 5 in treating student information within the policies and procedures relating to their employing agencies rules on confidentiality.

Standard 7. ATEND members should represent themselves to the public with accuracy.

Interpretation

ATEND members should ensure that their disability services are presented in a professional manner, and that accurate information about the services is readily available within their institutions and for the general public.

ATEND members, representing ATEND, should ensure that where applicable, they make themselves and their membership of ATEND available to students and potential students to provide these clients with the confidence that the person who is providing the service is a member of a professional association.

References

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NVR. Accessed 15/04/2013 at <http://www.asqa.gov.au/about-asqa/national-vet-regulation/standards-for-nvr-registered-training-organisations.html>

These Professional Standards were ratified by the ATEND Committee on the 22nd of August 2013.



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