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## Perspective for STEPS

### Foreword:

Non-discrimination and inclusion means participation and valuing people. The partners in STEPS are looking for best practices and methods to meet individual needs according to individual preferences. Structures in politics and the institutions which do not correspond with this issue should be dissolved. New methods, financing structures and best practices will have to cope with the ambivalence of risk and shelter, the ambivalence between organised services and individual needs, and between care and autonomy. They should help to balance these ambivalences in order to support full participation, emancipation and solidarity.

The following thirteen key-values are shared by the partners involved in STEPS.

#### 1.

People with learning disabilities have to be recognized first of all as equal members and citizens of society. They should be recognised as men and women, children, adults and seniors, members of specific cultures and different ethnic groups. Their different needs and experiences have to be part of contracts on behalf of them.

#### 2.

In order to avoid discrimination and to strengthen participation, inclusion and solidarity, society and cities need to change the structure of social services and health services towards equal access to basic resources. Keen attention should be paid to individual life-planning, assistance and advocatoric support. The services should be based on a person centred planing.

#### 3.

Human rights, such as the right for participation and non-humiliation should be worked out in details by the community, the city and by social services. Methods of quality control should be developed and implemented according to these rights.

#### 4.

Building new structures should be considered as a participative process according to the individual needs, wishes and dreams. They should be evaluated by men and women with learning disabilities as well as by professionals in the social services.

**5.**

Family structures and their care involvement should be respected and supported.

**6.**

These developments should emphasize the needs of severely disabled people and of people with challenging behaviour. Finding solutions for these people will by definition include the solutions for the less disabled and other marginalized groups in society.

**7.**

Participation and autonomy should be more important than charity. The right to take risks in life has the same priority as the right for shelter. Services should support the user and take risks together with them.

**8.**

After a period of decentralisation institutions and providers should strive for “care in the community” and for the “caring community”. Ways of assistance, in partnership with the regional, personal and community-structures and resources, should be developed. The providers should contribute to the Community Development.

**9.**

The Community is a vivid and dynamic system which has its own identity and also hidden minorities. Social and health care have to respect this and have to be aware of how to get these hidden minorities.

**10.**

Control- and advocatoric systems in- and outside the institutions and the administration should be established as an instrument of evaluation and control. Users and user's representatives have to get democratic control on the money which is spend for their support.

**11.**

Housing, care, case-management, work and leisure should be separate areas of services. Individuals should be able to choose as they wish.

**12.**

Work and employment are a key instruments of inclusion and thus of great importance. The access to the non-subsidized labour market and work assistance should have priority to sheltered workshops.

**13.**

Administrative regulations should convince, support and even force providers of social services to deliver services responsive to individual needs. Financial regulations should support the aims of individual life-planning, emancipation and participation.

**14.**

Professional training and methods of practice should support a change of attitudes and methods. They should dissolve the institutions in mind of the professionals.

**15.**

Steps to reduce exclusion and discrimination of people with learning disabilities are also steps to reduce exclusion and discrimination for other marginalized groups. Delivering flexible services responsive to needs, working in partnership and demonstrating value are also key-issues for other fringe groups.

Hamburg, 17<sup>th</sup> of January