

Embracing and Embedding Equality, Diversity and Inclusion

- Louise Hunt and Natalie Spinks



3 As Model

The 3 As model is an intervention framework developed to support anti-racist practice.

It supports you to:

- reflect on your understanding of racism
- have discussions with colleagues in a supported session to share different perspectives and views
- develop actions to challenge racism



Awareness

-To increase understanding of 'race' and racism in society
-To help managers and workers understand where we are now and why.

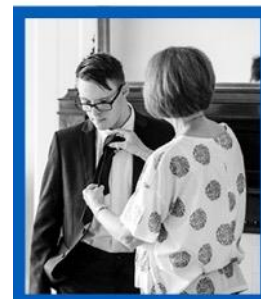
Appreciate

To bring people together by fostering a better understanding of the different perspectives and starting points that people have in relation to 'race' and racism

Action

To set out ways of intervening and developing strategies to challenge racism

Why is it important to embrace equality, diversity and inclusion?



Confident with Difference

The films

For leaders and managers to use with their teams:

- What does being confident with difference mean?
- Sexual orientation and gender identity
- Engaging with your community
- Beyond the label



For leaders and managers to use with their peers:

- Leadership



Exercise

- Having heard what being ‘confident with difference’ means to people on the film, consider what it means to you
- How confident and comfortable are you talking about difference with the people you support and with your colleagues?
- How do you know your organisation is welcoming to people from different backgrounds?



LGBTQ+ Care in Later Life

What is it?

- A learning framework for knowledge, skills, values for working affirmatively with LGBTQ+ people in later life
- Commissioned by Skills for Care, led by Dr Trish Hafford-Letchfield, University of Strathclyde, with Lawrence Roberts, LGBT Foundation
- Coproduced with members of the LGBTQ+ community



How will it support you?

- include LGBTQ+ issues in the education and training of the workforce
- include LGBTQ+ issues in the everyday care and support of people in later life
- guide the aims and focus of LGBTQ+ education and training based on evidence
- conduct a training needs analysis and design training



How will it support you?

- embed the relevant topics, areas, guidance and learning resources into recruitment, induction, supervision, appraisal and career progression processes
- keep a record of key activities that have happened benchmarked to the framework.
- demonstrate legal compliance during statutory regulation and inspections.



How to use the framework

The framework is presented under four domains comprising nineteen subject areas.

Each subject comprises:

- key messages from the research evidence
- suggested target audience
- key learning outcomes – Tier 1,2 & 3
- references to relevant guidance, legislation and/or national standards
- sources of further guidance
- suggested learning materials.



Tiers of core knowledge and skills

- Tier 1 - a baseline for everyone in the social care workforce.
- Tier 2 - refers to all people in social care settings where they are likely to have regular contact with people in later life including individuals with diverse sexual and gender identities.
- Tier 3 - refers to people with leadership roles and staff working intensively with people including those who take a lead in decision making and developing or disseminating good practice



Exercise

- Domain 1 - LGBTQ+ Awareness and Affirming Practice
 - Subject 2 - Language, terminology and communication
- On your table chose either Tier 1, 2 or 3 and discuss how you could use the learning objectives identified to improve the quality of care given to LGBTQ+ people who use your services.
- Identify key actions to take back to your organisation.



Links

- Confident with difference -
<https://www.skillsforcare.org.uk/Developing-your-workforce/Care-topics/Equality-and-diversity/Confident-with-difference.aspx>
- LGBTQ+ learning framework -
<https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Supporting-a-diverse-workforce/LGBTQ-learning-framework.aspx>
- Supporting a diverse workforce: Understanding racism -
<https://www.skillsforcare.org.uk/resources/documents/Support-for-leaders-and-managers/Supporting-a-diverse-workforce/Supporting-a-diverse-workforce-Understanding-racism.pdf>

