

# NURSDOC

<b>REFERENCE NUMBER OF DOCUMENT:</b>	11.1.30.03
<b>COMMITTEE IDENTIFICATION:</b>	Galago Directors
<b>SECRETARIAT:</b>	MS
<b>DOCUMENT TYPE:</b>	External Policy
<b>DOCUMENT LANGUAGE:</b>	E
<b>THIS POLICY IS FOR:</b>	Staff including Agency Workers (temporary workers), Commissioners and Service Users

## AWARENESS OF CULTURE, ETHNICITY & ANTI-DISCRIMINATION

### WARNING:

If the document contains proprietary information, it may only be released to third parties after management has approved its release.

Unless otherwise marked, documents are uncontrolled; uncontrolled documents are not subject to update notifications.

The latest revision of this document can be found in the reference panel above. It can also be determined and double checked by checking the 'Master Document List' before using or sending.

Any changes must be requested through the 'Document Control Manager' by submitting a 'Document Change Request' form.

# AWARENESS OF CULTURE, ETHNICITY & ANTI-DISCRIMINATION

## THE PURPOSE OF THIS POLICY

- To create awareness of anti-discriminatory policies that should be adopted by temporary workers towards clients, their families, their advocates as well as toward fellow staff members.
- To raise awareness amongst temporary workers that they must show respect for the culture, ethnicity, values and beliefs of different groups. These may affect the client's care plan.
- To avoid stereotyping on the grounds of culture, ethnicity, creed, religion, age or marital status.
- To ensure that there are mechanisms in place to address grievances, so that all issues of discrimination are addressed, challenged and eliminated.
- To provide support to the existing policy relating to Equal Opportunities.

## WHAT YOU MUST NOT DO!

### DISCRIMINATION

No temporary worker must discriminate against any staff member or client, directly or indirectly, on any of the following grounds: race, colour, age, gender, sexual orientation, marital status, parenthood, cultural difference, ethnicity, religious beliefs, political beliefs or affiliation, creed, disability or impairments.

## WHAT YOU MUST DO!

### LANGUAGE

Temporary Workers should be aware of, sensitive to and become basically conversant with the client's first, preferred or mother tongue language.

### DEATH ARRANGEMENTS

Temporary Workers should be aware of, sensitive to and become basically conversant with the clients preferred last rites e.g. request for a priest, last offices and requests for organ transplants if any..

### DIETARY NEEDS & PREFERENCES


Temporary Workers should be aware of, sensitive to and become basically conversant with the client's dietary preferences, foods/alcohol forbidden by their religion and manner of preparing foods.

### PERSONAL CARE

Temporary Workers should be aware of, sensitive to and become basically conversant with the client's preferred dress code, hygiene needs, hairdressing needs and other personal care requirements.

### FAMILY VALUES & OTHER BELIEFS

Temporary Workers should be aware of, sensitive to and become basically conversant with the client's beliefs in terms of women at work, contraception, pregnancy, childbirth and naming systems and ceremonies.

<b>COMPLETED DATE:</b>	21.05.2020
<b>SIGN OFF DATE:</b>	21.05.2026
<b>REVIEW DATE:</b>	21.05.2027
<b>SIGNED:</b>	 Marc Stiff – Group Managing Director