



**DARLINGTON**  
Borough Council

# **Promoting Equality, Diversity, and Inclusion in Adult Social Care Practice**

*“Making Darlington a fairer place is at the heart of what the Council does”.*

May 2024



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### Introduction – Equality, Diversity and Inclusion

***We have a personal and professional duty to know where inequality persists and call it out if we see it. We must address issues together as colleagues, citizens and make society fairer and support each other.***

This Adult Social Care Equality, Diversity, and Inclusion (EDI) Practice Guide aims to provide staff with an improved understanding of Equality Policies and the Human Rights Act and their role in applying equalities within professional practice. This includes delivery of our statutory public duty requiring the local authority to promote equality, diversity, and inclusion through public support and services.

During our Care Act assessments and reviews we must evidence how our engagement with people we actively listen and consider people's feelings, wishes, culture and beliefs and co design care and support plans with arranged person-centred support that provide the right support, at the right time in the right ways that matter to them and promote their independence and wellbeing.

Under the Equality Act 2010 reasonable adjustments must be arranged to ensure people are not at a disadvantage at work, education, and social access. This includes when arranging meetings and events take a lead from people to what they need to fully participate. Reasonable adjustments may mean arranging communication support, hearing loops, interpreters, signers, independent advocates, accessible venue access and tailored information provided in the right formats.

By Engaging and working in co production with people we should work at their pace to identify their priorities developing person-centred care valuing cultural diversity, so services are flexible and adapted to needs so people to achieve their personal outcomes in ways that matter to them.

The Adult Social Care Engagement and Co Production' Stronger Together' Strategy 2024 aligns the Adult Social Care Vision 2023-2026 with a commitment to work with people as our equal partners and involve people with lived experience to be actively involved in joint service planning for change and introduction of policies or strategies that may affect them.

When supporting people including unpaid carers and families, our staff must assure that their practice promotes equality and equity for people with legal protected characteristics. Through strength-based practice approaches we build on people's strengths and community assets. However, we recognise people may have societal disadvantages and therefore we need flexible and adaptable services to enable people to attain their outcomes using culturally sensitive approaches.

It is recognised that every person has unique lived experiences and personal aspirations, so we want to harness people's valuable insights to inform future care and support arrangements tailored in ways that work best for people. We should address with people any barriers that may prevent people from attaining their personal outcomes and seek to minimise and manage identified risks.

We also need to be aware of our own unconscious bias and do not stereotype groups of people by assuming that we know what people want as their outcomes or make assumptions to people's choices when we are commissioning services for them on their behalf, e.g. age specific service opportunities.



The Adult Social Care Mandatory Pillars of Practice include mandatory staff training including Equality, Diversity, and Inclusion, as well as Corporate Equality Training at Inductions and separate Human Rights and Mental Capacity Act modules. Targeted staff training evidence our commitment to promoting Equalities and investment in promoting staff awareness and skills so equalities is embedded in professional practice.

Staff will also be expected to adhere to Darlington Borough Council Behaviours and Values including valuing diversity and staff represent the service and work with people in anti-oppressive and non-discriminatory way.

The Corporate Equality Group oversees the delivery of the Council Equality Policy 2023- 2027 and deliver our public duties. The Equality Reference Group is open to all Council staff as representatives from their service area our to review how we are delivering our Equality Duties delivery and contribute to the learning culture and considering Equality issues and practice compliance and influence and review how proposed new Council policies and procedures may impact on people.

The Adult Social Care Engagement and Co-production' Stronger Together' Strategy commits to engaging with people as equal partners valuing the experience of people especially from those with protected characteristics looking at informal ways to engage with local people in especially seeking the voice of all demographic groups and ways to include people with seldom heard voices.

Adult Social Care have embedded staff evidencing Equality, Diversity and Inclusion considerations through our assessment, care planning and review case stages within our quality case file audits and staff supervisions and capturing your feedback questions using Think Local Act Personal quality statements and delivering outcomes that people tell us matter to them. This includes person-centred care and support arrangements taking people's views, feelings, culture, beliefs, and circumstances into account when looking at choices available to them including Direct Payments.

By seeking opportunities to engage with local communities and people who draw on care and support we can better understand the diverse needs of our local population trends also through local Joint Strategic Needs Assessments and Census information. This assists with our market planning in future commissioning models of services to meet people current and future needs.

***We actively seek out and listen to information about people who are most likely to experience inequality in experience or outcomes and tailor the care, support and treatment in response.'***

We consider approaches and forums to better capture feedback from seldom heard voices and engage with community groups and other statutory agencies, e.g. health, housing, voluntary services, and community enterprise (VSCE) to consider collaborative systems with people to promote joint arrangements so seamless transfers and support for people, especially those with protected characteristics so equal and equitable access for local health and social care support.

The Health and Care Act 2022 is a 10-year strategy with ambitions for Adult Social Care to ensure we are putting '*People at the Heart of Care*' with the key aims of

- ***People can access outstanding quality and tailored care and support.***



- ***People find adult social care fair and accessible.***
- ***People have choice, control, and support to live independent lives.***

Therefore, the CQC will have new duties to inspect how Adult social Care is delivering its statutory duties under Part 1 of the Care Act 2014 underpinned by new Quality Statements which include how we ensure our professional practice and services are accessible and equitable.

Our Strength based practice framework addresses inequality through the Social Model of disability and the key principles recognising that inequality and social exclusion is caused by social and organisational barriers so we should identify and tackle these barriers , including through Equality Impact Assessments so fulfil our duties under the Equality Act 2010 ( Section 149 ( 4) recognising disabled people’s needs are different from non-disabled people and we make reasonable adjustments when needed.

### **Equality and Human Rights in Social Care- (Equality and Human Rights Commission)**

***Social Care has a critical role in protecting people’s fundamental human rights to a life ensuring basic needs are met including nutrition, hygiene, clothing, and medication.***

- (a) Aims that we make Equality and Human Rights a reality for everyone built into the heart of Social Care which guides decision making and reforms.
- (b) Promotion of dignity and respect fosters good relationships connecting us with others.
- (c) The 9 principles setting the standards for Adult Social Care when designing and delivering good quality care should be:
  - (i) Availability of appropriate provision.
  - (ii) Access by available choice options.
  - (iii) Person centred.
  - (iv) Services that enable people remaining in control of their lives.
  - (v) Promotion of community cohesion.
  - (vi) Effective redress when needed, e.g. any form of discrimination.
  - (vii) Robust, consistent, and regular staff supervision that looks at equality.
  - (viii) Ensure the equality of support to unpaid carers.
  - (ix) A diverse, valued, and skilled workforce.
- (d) These principles ensure everyone who needs (are eligible for) Adult Social Care and support get the right support they need to live a dignified life with systems that enable this.
- (e) The public sector equality duty must consider how to prevent discrimination and promote good relations between people with different protected characteristics.



## **Adult Social Care Equality, Diversity and Inclusion Action Plan 2024**

***'Empowering people to continually feel valued in their communities'***. (Adult Social Care Vision 2023-2026)

### **Introduction**

Within the overarching Adult Social Care vision and plan we strive for high quality and strength-based practice centred improving promoting equalities in practice and delivering equality, inclusion and diversity and outcome based flexible service responses when delivering our Care Act and statutory duties.

Adult Social Care in relation to the Darlington Borough Council Equality plan 2023-2027 will deliver Equality, Inclusion and Diversity objective by developing Equality, Engagement and Co production champions to raise awareness across team and embed equalities and anti-discriminatory professional practice across the service.

The Adult Social Care Equality, Diversity and Inclusion information and action plan (figure 1) will be shared and adopted by adult social care teams and accessible within the Adult Social Care Intranet within a designated reference folder for Equalities, Diversity, Inclusion documents, training and practice.

The action plan will be developed, managed and reviewed on a quarterly basis by the Heads of Service and Senior Leadership Team to ensure we are meeting the Council and service key objectives.



**Figure 1: The Adult Social Care Equality, Diversity and Inclusion Action Plan 2024 onwards**

<b><u>Theme</u></b>	<b><u>Objective</u></b>	<b><u>Actions</u></b>	<b><u>Leads</u></b>
<b>1. Adult Social Care embed the priorities of DBC Equality Plan 2023-2027 and public duties</b>	All staff members to understand the aims of the DBC equality plan and public duty. Ensure all ASC Policies and procedures are EDI compliant and involve people with protected characteristics.	Share summary and awareness of the Council's Equality Plan.	SLT and Wider SLT
<b>2. Mandatory Staff Training and Equality, Diversity and Inclusion as a mandatory Pillar of Practice</b>	Mandatory EDI yearly Training for staff under ASC Pillars of Practice.	Implement ASC Pillars of Practice and ensure staff have awareness and access to mandatory training.	Workforce Development/ Head of Quality and Practice/ PSW
<b>3. High quality Professional practice and quality monitoring</b>	Robust scrutiny of equalities in practice and case management and key element in supervision and quality case practice audits.	Evidence equalities through practice and supervision audits.	As above
<b>4. Raise team Equalities awareness and attend representative groups.</b>	To promote the EDI practice framework and the objectives of this action plan.	<p>Increased engagement and staff presence at EDI awareness events working with Corporate Equality Team communications.</p> <p>Develop Team EDI Champions and Experts in Practice in EDI with Champion roles to raise awareness of issues and provide good practice information etc at Team Meetings.</p> <p>Ensure Equality, Diversity and Inclusion is on standing team meeting agendas to sustain awareness.</p>	SLT/WFD and Team Managers
<b>5. Staff recruitment to ensure people from diverse backgrounds</b>	Ensure staff inclusivity in recruitment	Managers trained in interviewing and recruitment and unconscious bias and	HR and WFD (as part of the TM)



<b>apply for roles and we have in place reasonable adjustments for interviews, and Managers suitably trained.</b>	especially locally. representing our diverse population.	making reasonable adjustments for interviews and on recruitment.	development programme)
<b>6. Health and Safety awareness and support</b>	Ensure staff report and investigate complaints of anti-discriminatory practice under our Health and Safety and wellbeing duty.	Staff actively report incidents and complaints including Hate Crime reporting.	Wider SLT
<b>7. Designated ASC intranet and DBC webpage links for EDI linking key practice documents and local diverse local services</b>	DBC webpage with key vision and links.	Develop the ASC intranet to include EDI documents /practice links in designated folder.	Web team with wider SLT and Champions
<b>8. Regular monitoring of action plan</b>	Governance and compliance.	Add to SLT forward Plan.	SLT/AD Personal Assistant





## APPENDIX 1

### Darlington Borough Council Equality Policy 2023-2027 summary

***“Equality means building fairer and more inclusive communities and addressing the gaps in health attainment promoting prosperity and a better quality of life for the most vulnerable and disadvantaged.***

The Darlington Equality Policy outlines its duties requires us to ‘have due regards ‘in all its activities and eliminate discrimination, harassment and victimisation and advance the equality of opportunity and encourage positive relationships.

Equality is about everyone having an equal opportunity to make the most of their lives and that no one should have poorer life chances because of where they live, where they were born, their beliefs or if they have a disability.

The Equality Act 2010 defines nine legally protected characteristics:

- (i) Age
- (ii) Disability
- (iii) Sex
- (iv) Sexual orientation
- (v) Race
- (vi) Religion and beliefs
- (vii) Gender reassignment
- (viii) Pregnancy and maternity
- (ix) Marriage and Civil Partnerships

Darlington Borough Council promotes equality in all that we do treating people valuing diversity and removing barriers that prevent people from being able to fully participate in public life and fulfil their potential. This includes:

- \* How we treat our staff.
- \* How we commission and deliver services and work in partnership with other organisations.
- \* How we make decisions within our regulatory duties.
- \* Lead the community and work in partnership with other people and agencies.

Darlington Borough Council has a diverse community, and we need to ensure that our actions do not cause inadvertent discrimination so we should support our staff to serve people to the best of their abilities and monitor and review the way that we work ensuring we work in line with equality information and best practice.

The Policy key principles include recognising that inequality and social exclusion is caused by social and organisational barriers than people’s medical, economic, culture or personal circumstances. Therefore, we need to work with partners to narrow the gaps in health inequality and improve the quality of life for local people and not limit choices.

We should consciously consider the **three aims of our Equality duty** and how we enable people to influence our decision-making processes including:

- How we develop, evaluate and review policy.
- How we design, deliver and evaluate services.



- How we commission and procure services from others.

**Having due regards for advancing equality** involves-

- (a) Removing and minimising disadvantages suffered by people due to their protected characteristics.
- (b) Taking steps to meet the needs of people with protected groups where needs are different from others.
- (c) Encouraging people from protected groups to participate in public life and activities where their participation is disproportionately lower than others.
- (d) Have due regards to foster good relationships with people with protected characteristics by promoting understanding and tackling prejudice.
- (e) Therefore, the Council must work in diverse ways to promote equality and community cohesion and improving staff awareness of equality and diversity issues.

**The Equality Action Plan includes.**

- (a) Equality objectives and equality data analysis
- (b) Leadership roles and co-ordinated responsibilities
- (c) Staff Training
- (d) Engagement Framework
- (e) Performance management framework.

Service Managers and leads are responsible for ensure the implementation of our Equality principles and meeting the requirements of our Equality duties within their services. Equality is an integral part of mainstream practice and need to embed this in all we do.

There also needs to be considerations for Care Leavers, though not a legally defined characteristics but face disadvantage as do not have the same support networks other younger people, who have not been in care have in progressing to adulthood.

When we engage with people, we should ask two vital questions dependant on the nature and scale of the activity and event,

- (i) Have we all the right people who will be affected been identified, informed and invited to be involved through suitable and accessible ways and promotes equality of opportunity?
- (ii) Is the activity proposed or actions been framed in a lawful way following legal advice?

*'One Darlington, perfectly placed'* also highlights priorities in tackling disadvantage, improving good outcomes for people and communities as well as caring for the economy and the environment so:

- (a) More people being independent and having good health.
- (b) Children having the best start in life and reaching their potential.
- (c) Safe and caring communities and social cohesion.
- (d) People being more active and involved and increasing participation.



- (e) Enough support for people with needs receiving the right type of support so can live independently.
- (f) Places and physical infrastructure for people to prosper.

**Darlington Public Sector Equality Duty.**

The Public Sector Equality Duty (PSED) requires Councils and other organisations when carrying out public functions on our behalf must advance equality and demonstrate understanding how people with protective characteristics are affected by our policies and services.

**Darlington Borough Council Public Equality Duty for 2023- 2027**

***“Providing ongoing training and support to staff and members to help them meet their duties under the Equality Act 2010 and raise awareness of the Equality Policy- ensuring that the residents or Darlington are treated with dignity and respect.”***

Through external engagement we will involve local community representatives and experts by experience to inform our Equality Impact Assessments to capture their perspective on approaches in service changes and implementation of new policy and practice which may affect them.

The Head of Strategy, Performance and Communication oversees Equality performance management, high level reports of performance progress and reports at the Corporate Equality Group how we are delivering our Equality Practice and Plans working towards a fairer society as a Council making real differences for people.

Indicators of success include improved staff perception and understanding of equality and responsibilities which are evidenced in staff surveys and training feedback as a baseline.

We have a duty to make reasonable adjustments for people with disabilities and impairments which include.

- \* Enabling people to be able to use our services by reviewing equity in access services things are done, easy entry to public buildings and providing appropriate information in accessible formats.
- \* Ensuring during staff recruitment and at work have personal adjustments enable them to attend interviews, access buildings and have office adapted equipment so people can effectively undertake their job and be at equal advantage at work.
- \* Encourage people who have legal protective characteristics to participate in public life and activities and make reasonable adjustments for people with disabilities and tackle prejudice.

Failure to demonstrate our legal duties can result in the Council facing legal challenge and our Equality Impact assessments are published on the Council website and intranet demonstrating transparency and consideration of people’s needs and impact when making key decisions and policies that will affect them.



## APPENDIX 2

### **The Equality Act 2010 summary**

The Equality Act 2010 reinforces the principles of Equality and underlines the public sector statutory equality duty in relation to people with legal protected characteristics.

These statutory acts provide organisations with a legal framework which underpins discrimination law in Britain. There must be prevention of unlawful discrimination, harassment, and victimisation.

Social Care must be available and provided based on an equality basis including to those with protected characteristics linked to the Care Act 2014 statutory guidance and national eligibility framework.

All policies must consider when implementing aims that practice is inclusive, meets people's diverse needs and does not place a particular group at any disadvantage.

Services should be commissioned with understanding of population needs and have in place anti-discriminatory/ Equality policies, so we commission the right models of services for our community based on local need, trends and which promote health, independence, and wellbeing.

Making reasonable adjustments requires managers anticipating steps which can support people with disabilities to avoid substantial disadvantage in the workplace due to their disability.

Working in partnership with people ensures the service understands what people will need including sensory, physical and communication support and the Council enable accessible and flexible meeting times around people's caring and working patterns with adapted equipment and environments.

Information provided should be in accessible formats, e.g. digital software for voice recognition, digital and translated as needed and auditory websites.

Equalities in Practice expects evidence of feedback from people with lived experience and align these to the Care Quality Commission's quality statements demonstrating we have considered people's values and beliefs and cultural diversity through practice and policies.

### **Equality can be demonstrated by:**

#### **(a) Person centred support and strength-based practice.**

All assessments, support planning and reviews are driven by people and care and support plans are co designed. Health and Social Care should provide care co-ordinated around a person's whole needs. Quality Case File audits scrutinise professional practice as well as evidenced in staff supervisions and audits with a designated area related to Equality practice.

#### **(b) Choice and Control**

People report they have maximum choice and control over how much level of Social Care they need and how they want it delivered with a person's voice being central decision making in the spirit of participation and co-production in designing their care and support plan. This can be evidenced in Case File audit interviews and capturing your feedback during case management.



(c) Accessibility

Easy to navigate and accessible systems, digital platforms, and processes enabling people to access more timely information and options. Services should anticipate the needs of disabled people and make reasonable adjustments to enable them to make informed decisions. This includes our duty to arrange independent advocacy where people may lack mental capacity or/and *have substantial difficulty* understanding our assessment and care planning processes.

(d) Continuity and connections

People are supported to live in their own homes for as long as possible including a range of supported accommodation nearby to their community. This enables continuity of support, continued connections with family, friends and religious places of worship. This links to the Planning for adulthood and the Care Act 2014 guidance on Continuity of Care duties.

(e) Challenging decisions

There should clear routes for people to challenge decisions and raise formal statutory complaints and people being given information to do this. We also should provide timely feedback from Formal Complaint outcomes which outlines our continuous service learning across the service and accountability for practice decisions and prevention.

(f) Unpaid Carers

Services should recognise the role of unpaid carers, as outlined in the Care Act 2014 as having equal rights to assessment and support in parity with the person they care for. Services must promote carers wellbeing when arranging services. Early referral to carers' organisations e.g. Darlington Carers will also enable unpaid carers to access support they need. The **Darlington Commitment for Carers 2023- 2028** partnership strategy highlights these priorities alongside the Adult Social Care Carers action plan.

(g) A valued workforce

Services should recognise and develop paid carers as a valued profession with fair access in recruitment, fair pay, fair treatment at work and are provided with mandatory and including Equality, Diversity and Inclusion and feedback through Staff Survey feedback and Annual Staff Health check surveys.



**APPENDIX 3**

**The Human Rights Act 1998**

The Human Rights Act 1998 outlines the fundamental rights and freedoms that everyone is entitled to under the European Convention of Human Rights (ECHR) and enshrined into law.

The main articles include:

(i) **Article 2**      **Right to Life**

Safeguarding lives includes those with serious medical conditions and access to treatments including those at risk of suicide.

(ii) **Article 3**      **Prevention of degrading treatment**

Including dangerous restraint or humiliation.

(iii) **Article 5**      **Right to Liberty and Security**

Protecting those who have care needs freedoms, so no inappropriate decisions made to restrict a person's movements and contacts unnecessarily or unlawfully. This includes Deprivation of Liberty Safeguards under the Mental Capacity Act 2005.

(iv) **Article 8**      **Right to Family and Private Life**

Protection of those care and support needs can see and communicate with loved, e.g. family and friends. Provision of support so people can remain as long as possible in their own or family homes.

(v) **Article 1** **Prevention from discrimination**

Enabling everyone with care and support needs do not have their human rights impacted by discrimination including organisational processes.

(vi) **Article 19** **Right to Independent Living**

As defined by the Convention of Rights of people with disabilities.



## APPENDIX 4

### **Research – Key national reference documents.**

There are key national documents which guide local authorities to adopt best practices with positive actions that promote Equality, Diversity and Inclusion and leading positive behaviours.

The recommendations of each key research document highlight the steps local authorities should adopt to ensure effective equality, diversity and inclusion is being considered and embedded in their service. Also, what we need to deliver sustainable change and better outcomes for people.

### **Diverse by Design - Local Government Association**

Recommends developing steps fundamental to embedding core values, systems, and behaviours.

- (a) Achieve authentic and sustainable change management so there are improved experiences for the community, partners and employees which foster a culture of equality.
- (b) Effective use of facilitated focus groups, equality-specific themed groups and which promotes Equality and diversity champions within staff networks as a resource.
- (c) Ensure transparency in policy development and decision making and understand the impact people who use our services and staff and gather performance data, which is scrutinised, and the story of trends and outcomes understood.
- (d) Setting the right targets - what gets measured gets done - so need clear equality goals which can be robustly achieved, tracked, and reported.
- (e) Understanding that so embed meaningful change. This may mean sponsoring targeted training for underrepresented groups to level any 'playing fields.
- (f) Ensuring fairness in equity to services and not putting any groups at a disadvantage. Not everyone is at the same starting point but should have the equality of outcomes.
- (g) Appoint equality and diversity champions who model positive behaviours and awareness including Senior Managers so a high-level commitment to enable capacity for champions to work on equality action plans ensuring diversity is embedded in practice.
- (h) Inclusion happens when workplaces create environments that encourage, understand and respect differences promoting an inclusive timetable of cultural and themed local celebrations as part of getting to know your communities.
- (i) Ensuring inclusive language is adopted by staff and that information and advice is available in accessible formats and at a time when people need it.
- (j) Rethink recruitment - know your existing staff demographics and evidence inclusive and fair recruitment that represent the community they work for, so the service benefits from the rich diversity of staff skills and experience. Ensure job descriptions are inclusive with diverse representation on recruitment panels.



- (k) Make equality a business strategy - ensure equalities training and developing interpersonal skills into practice and challenging any system bias.
- (l) Promote inclusive working with people as equal partners so share different ideas, harness background experiences and perspectives generating innovative solutions.
- (m) Equity in experience and outcomes for people means we have actively sought and listened to people who do not feel they have equality to care and support and understand what is needed to resolve these barriers by.
  - (i) Promotion of equality in experience.
  - (ii) Understand and address barriers to care and support.
  - (iii) Ensure care and support meets diverse needs for people through joint review.
  - (iv) Effective feedback and ideas are acted on to drive improvement.
- (n) Ensure people have accessibility to translation, advocacy services, use of BSL, interpreters so people are confident they can express their views.
- (o) Ensure safety through the implementations of statutory adult Safeguarding duties delivered under S42 of the Care Act 2014 including clear processes and systems and keep people central.
- (p) We work in partnership with people and local partner agencies to establish and maintain safe systems of care where safety is well managed, monitored and assumed.
- (q) Ensure continuity of care and statutory Care Act guidance and protocols especially where people moving across care settings or from one local authority to another.
- (r) Plan with people for “what happens next” arrangements and contingency planning practice and support arrangements including replacement care for when unpaid carers can no longer care.
- (s) Promote effective equality and diversity networks, with visible senior manager *buy in* to meet organisational objectives and positioning work at the ‘top table’ so share ideas and promote inclusive working cultures.

**Inclusive by Instinct - Diversity and Inclusion Strategy 2018-2025 - Home Office**

***‘Where we understand and respect each other’s differences enabling staff to behave “inclusive by instinct”.’***

The ***Inclusive by Instinct*** strategy supports how services should better serve the public by exploring new ways of doing things and ensuring keeping people engaged.





- (a) Diversity is about recognising the value of difference and inclusion means bringing together people from different backgrounds, promoting inclusive environments so achieve better outcomes and results for people.
- (b) Create a listening and engaging culture where people have the confidence to share ideas so together, we identify new ways of doing things that matter to people.
- (c) Adopt recruitment practices that attract and retain the best talent which enables staff to reach their potential and access training. Should reach by out to local diverse communities when recruit.
- (d) Everyone is unique, so need to ensure an organisation is representative of our local population that we serve so we continually flourish.
- (e) Ensure people feel valued for their contributions as appreciating others unlocks the potential and motivation so staff develop as individuals and team workers.
- (f) Need to foster an environment where staff feel they can be themselves selves and work to the best of their abilities led by inclusive and effective leaders.
- (g) At work we promote positive behaviours, are intolerant of discrimination and have a commitment to equality, diversity and inclusion delivering planned actions.
- (h) Ensure the local authority is a Disability Confident workplace - linked to ABLE networks ensuring they have staff trained as mental health first aiders and flexible working arrangements.
- (i) Reduce harassment and bullying at work, and reports, so staff feel they can be their authentic selves and enabling staff to disclose any discrimination they experience so this can be addressed.

**Equality and Human Rights in Social Care- (Equality and Human Rights Commission)**

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- (c) The 9 principles setting the standards for Adult Social Care when designing and delivering good quality care should be:
  - (i) Availability of appropriate provision.
  - (ii) Access by available choice options.
  - (iii) Person centred.
  - (iv) Services that enable people remaining in control of their lives.
  - (v) Promotion of community cohesion.



- (vi) Effective redress when needed e.g. any form of discrimination.
- (vii) Robust, consistent, and regular staff supervision that looks at equality.
- (viii) Ensure the equality of support to unpaid carers.
- (ix) A diverse, valued, and skilled workforce.

(d) These principles ensure everyone who needs (are eligible for) Adult Social Care and support get the right support they need to live a dignified life with systems that enable this.

(e) The public sector equality duty must consider how to prevent discrimination and promote good relations between people with different protected characteristics.



## APPENDIX 5

### **Equality and Diversity Awareness and Engagement events**

Adult Social Care will develop Team Equality champions to embed equalities, diversity, and inclusion in practice and where possible represent the service at Corporate and community engagement events and be a resource for their team. We are also building on more staff as Experts in Practice.

There are national and local events that celebrate and acknowledge annual themed awareness weeks which link to worldwide, national and local events. Key national examples only below highlight selected national events which Corporately is being developed into a wider diary. These include:

#### **(a) LGBTQ History Month – February**

The LGBT month commenced following the Stonewall Inn riots so there could be a promotion of people's gay liberty rights. This month provides the history of gay and civil rights movements which celebrate and promote diversity. Pride month is June with the first Pride in 1972.

Workplaces should identify and address any discrimination for staff from LGBTQ so inclusive workplace policies and strategies.

Trans-inclusive EDT policies should include "transitioning at work" policies so trans-inclusive and support. This includes staff who describe themselves as non-binary or gender non-conforming.

#### **(b) Autism Awareness - World Autism Acceptance week is usually held in April.**

Global chance to raise awareness of autism supported by the National Autistic Society looking at "spectrum colour challenges".

Autism seen as a lifelong development disability which affects how people communicate and interact with people and the world. One in 100 people have autism which is categorised by people having difficulty interpreting verbal / non-verbal gestures, tones of voice, oversensitivity to sound and difficulty in social situations.

Promoting Autism Awareness champions ensures better understanding and acceptance of autism in society. Building the right support within Health and Social Care should combat inequality for people with autism are overrepresented in hospital care and criminal youth justices' systems. Links to Autism Act 2009 and National Strategy for Autistic Children 2021-26.

#### **(c) Gypsy, Roma and Travellers Awareness month – June**

Since 2008 June celebrates the Gypsy, Roma, and Traveller history month. The aims are to tackle prejudice, challenge myths and amplify the voices of gypsy and traveller communities.

"Weaving journeys" looks at the history of the culture of Gypsy, Roma and Travellers (GRT) with a focus on past and future learning and communities.

- (i) Gypsies - English, Scottish, Welsh.
- (ii) Irish travellers and roots.
- (iii) Romany - migrants from Central and Eastern Europe.

Romany gypsies and Irish travellers are recognised in law as distinctive ethnic groups and legally protected from discrimination under the Equality Act 2010.



The right to roam is protected by Human Rights Act legislation, Housing Act 2014 and the Children's Act 2014.

The Travellers Show Persons' Guild ensures their recognised communities follow a strict Code of Practice and Licensing requirements when based in designated caravan sites.

In Darlington the 2021 the national census recorded that there were 350 people declared themselves as gypsy or Irish travellers (0.3percent) 3 times higher than the national average. The 2015 School Census recorded attendance of 310 children in this group in their school population which again is above the national average.

**(d) Carers Week – June**

This recognises and support unpaid carers by recognising their valuable role in society.

There is also a Carers Awareness event day the third week in October led by Darlington Carers linking to the Darlington Commitment for Carers 2023- 2027 strategy.

**(e) Refugee Week usually held in June.**

**(f) Armed Forces Day – usually held in June.**

**(g) Black History Month – October**

This was developed in the USA in the 1920's and first celebrated in the UK in 1987. The aim to give everyone the opportunity to understand, share and understand the impact of black culture.

There has been increased focus nationally with regards to the Windrush generation experience and Black Lives Matter movement as well as increased promotion of black history in schools.

In 2023 the Black History month theme celebrated black women in history and highlighted black women achievements in sport, culture, influencing change, entertainment, and science.

**(h) World Mental Health Day – October**

Mental Health is a universal human right, so the aim is to raise awareness of people's mental health rights and issues. By driving actions, we promote and protect everyone's mental health as a universal human right. One in eight people live with a mental health condition which impacts on their physical, mental health and access and sustaining employment.

**(i) Men's Health Awareness Month – November**

This is focused on promoting men's physical and mental health wellbeing and prevention with a focus on prostate cancer and suicide prevention. (Moustaches-Movember are grown to raise awareness and fund raising) It aims to provide safe platforms for men to seek support.

**(j) Disability Awareness month - November - December - Valuing difference**

In 2023 with a focus on disability themes the focus was on young people's experience of disability centred around the social model of disability and Human Rights approach.

The ambition is for actions to reduce negative experiences of exclusion and people's negative attitudes due to socially created barriers. Disabled people reject the idea of wanting to be "normal" but an acceptance of who as people they are and removing barriers to active participation whether this is attitudinal, organisational, or environmental.