

Company Name: Integrative Supported Living Care

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| Policy No: 03-1008 | Authorised: Pellagia Margolis | Date: 15/01/2020 |
| RACE RELATIONS POLICY | | |

This Policy is designed to achieve the following objectives:

To enhance and improve staff awareness and appreciation of the beliefs, values and cultures of different ethnic groups which may directly impact upon both our employment policies for staff, and the services we provide for our service users;

To enable staff to address, challenge and eliminate discriminatory practices within the Organisation and ensure conformance to the requirements of the Equality Act 2010. This Policy will complement the Equal Opportunities and Diversity Policy No 1006.

1. It is the policy at Integrative Supported Living Care that all of our staff members and service users will be treated equally and with respect, regardless of race or ethnic origin, creed, colour, or religion. It is our belief that no culture or religion is inherently superior to any other. We acknowledge and respect the diversity of cultural and religious practices, customs and festivals.
2. The Organisation's staff will be encouraged to positively promote role models and equal opportunities for all. It is our policy that staff will continually review and challenge their working practices and relationships with other staff and service users to ensure that we continue to deliver the highest quality care service at all times.
3. It is the policy at (*Integrative Supported Living Care*) that racism in any form, whether it be racial abuse, harassment, victimisation or discriminatory practices on the grounds of ethnic or national origins, creed, colour, nationality or religion, will not be tolerated under any circumstances. Discriminatory practices will be challenged with the objective of eliminating them. Violating this Policy will lead to immediate disciplinary action and depending on the severity of the circumstances may be treated as gross misconduct.
4. The organisation has a duty of care to all staff and may be held vicariously liable for any unlawful act listed in clause 3. committed by an employee in the course of their employment, unless the organisation can demonstrate it took all reasonable steps to prevent it. Furthermore, under Section 40 of the *Equality Act 2010*, any employee subjected to racial harassment on at least more than 2 occasions by the service user or any other third party agent, may also render the organisation in breach of the *Equality Act 2010*.
5. An appreciation of cultural and ethnic awareness will be included in the Induction Training Programme for all staff. This ethnic awareness training will focus upon the following issues, according to the ethnic mix of the service user base and the community at large. Staff will be required to become conversant with the following considerations relating to the various ethnic groups:
 - First language / mother tongues.
 - Principal festivals, ceremonies and religious celebrations - dates / dress codes / activities / fasting.
 - Religious beliefs - Holy Books / places of worship / religious symbols / prayers / Ministers of Religion.
 - Family values - naming systems / contraception / pregnancy / childbirth.
 - Diets - foodstuffs forbidden by religion / consumption of alcohol and stimulants (e.g. caffeine).
 - Personal care and hygiene - special hairdressing needs / special requirements for personal car
 - Dress codes.
 - Women at work.
 - Death and Last Offices - last rites / handling of the deceased / organ transplants. .
6. This information is considered to be essential to enable the following to be achieved:
 - Avoidance of stereotyping on grounds of race, ethnic origin or culture;
 - Addressing and challenging discriminatory practices;
 - Active support and enhancement of the Organisation's Equal Opportunities and Diversity Policy

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provide a sound foundation for the provision of care to all, regardless of personal circumstances and in accordance with the Organisation's *Equal Opportunities and Diversity Policy, No 1006*.