**Core Dimension 6 - Equality & Diversity**

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| **Level 1 - Acts in ways that support equality and diversity** | **Level 2 - Supports equality and values diversity** |
| * I am aware of my organisational values and carry out my work in line with these. * I understand my organisation’s duties under the Equality Act and my personal responsibility to stand up for people’s dignity and rights. * I treat each person as an individual and with dignity and respect. * I respect other people’s experiences, values and beliefs and pay attention to their different needs so that everyone is treated fairly. * I know that prejudice and intolerance are not acceptable and I report any inappropriate behaviour to my manager or supervisor. | * I understand my organisation’s duties under the Equality Act, how these relate to my service area and my personal responsibility to deliver these requirements. * I work in a person centred way respecting people’s background, beliefs, cultures, values and preferences and I respond to people’s individual needs. * I am aware that my own values, attitudes and assumptions can have an impact on othersand I ask for, listen to and accept feedback to improve my own behaviour. * I challenge bias, prejudice and intolerance if appropriate or I bring it to the attention of a manager**.** |

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| **Level 3 - Promote equality and value diversity** | **Level 4 - Develop a culture that promotes equality and values diversity** |
| * I understand my organisation’s equality outcomes and strategies and its requirements under the Equality Act, and I can advise others about what this requires our team or service area to do. * I assess how my team is delivering our organisation’s values and legal duties and identify areas for improvement where required. * I help my service or team identify ways to make sure our work is person-centred. * I use feedback, complaints, engagement with community groups or other appropriate data to identify potential barriers or risks of discrimination and identify actions to address these issues. * I support others in my team to learn about equality and diversity and to deliver our organisation’s values and equality duties. * I support service users, their families, carers or staff members who require reasonable adjustments, and who might experience discrimination or who need help to make a complaint or challenge others. | * I advise my colleagues, including the senior team and the Board, on what equality and diversity and human rights legislation, policy and strategy means for our organisation. * I support my organisation to develop strategy, policy and processes to deliver our equality duties. * I actively promote and champion equality and diversity to my organisation through visible leadership and strategic advice. * I support my organisation to learn from complaints and feedback about accessibility, discrimination, harassment, or inequalities in services or employment. * I support the organisation to develop systems which empower people to claim their rights. * I support my organisation to implement systems for equality impact assessment, measuring equality outcomes and identifying areas for improvement. |