

Let's talk... inclusion Being the Change



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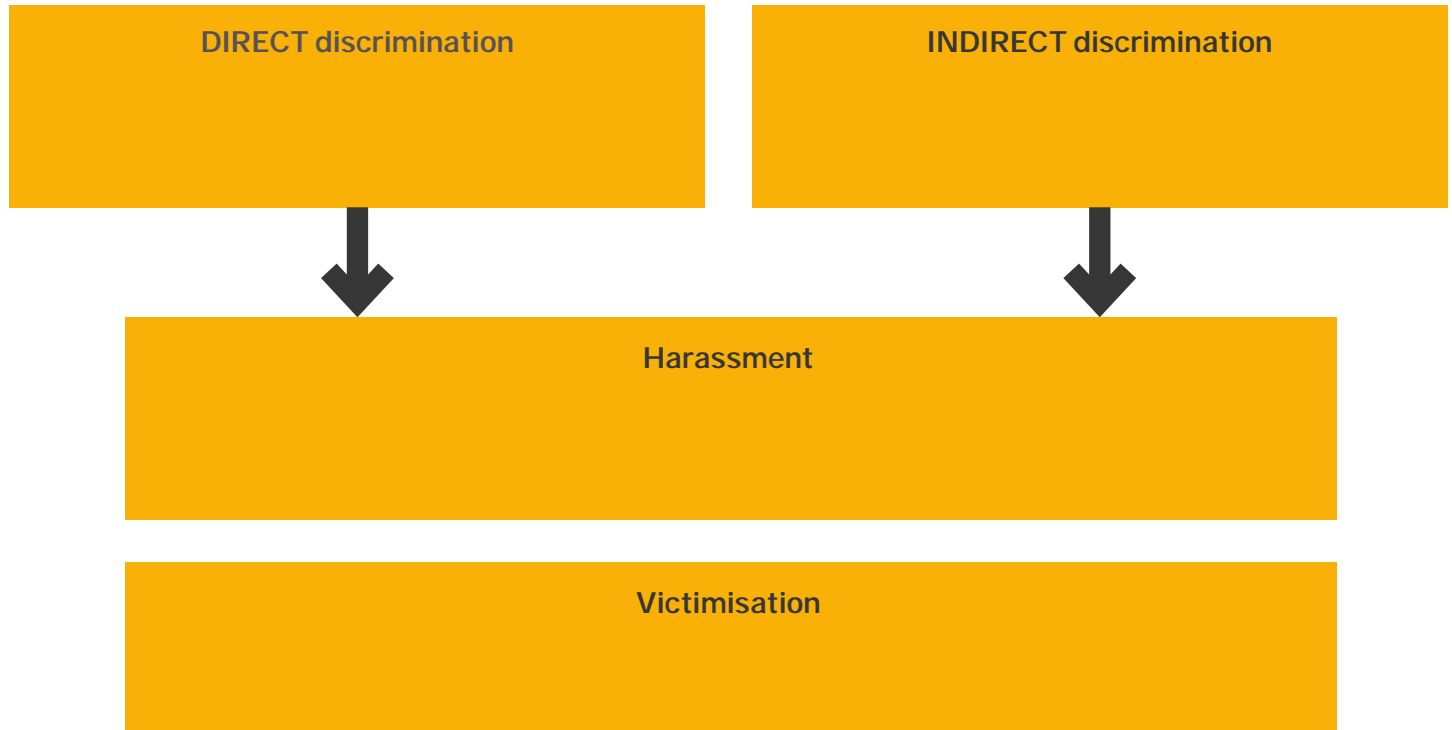
What is an inclusion café?

The inclusion café concept is based around the idea of a café where difficult conversations can be started.

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What is Discrimination? From the Equality Act (2010)



Using inclusive language

Language constantly evolves and changes and it is important to note that there may be different uses of terms or phrases that are acceptable in different groups or settings.

Members of marginalised or oppressed groups cannot tackle inequalities on their own.

Workplace civility matters

Workplace incivility is defined as low-intensity poor behaviour. This could be subtle rudeness or discourtesy without intention to cause harm. This kind of behaviour tends not to fit formal definitions of bullying or discrimination.

Psychological safety

In order to address incivilities and be an active ally you need to be in a position where you feel psychologically safe.

“Psychological safety is the absence of interpersonal fear. Feeling
peo erbrpmthe inrbe sst&ormef,

Disability

Under UK legislation disability is defined as having “a physical or mental impairment that has substantial and long-term adverse effects on your ability to carry out normal day to day activities.”

The RCN is committed to working within the social model of disability. This model subscribes to a lack of inclusive cultures, environments and attitudes that have a disabling impact on individuals and groups rather than a medical condition being the cause of the disabling impact.

Scenario

Gender identity/gender reassignment

The Equality Act 2010 provides protection from discrimination on the grounds of gender reassignment. Gender reassignment has been used as the legal term, but gender identity is the more inclusive term. In both cases, they refer to a person's intrinsic sense of being male (boy or man), female (girl or woman) or another gender identity. You can be at any stage in the transition process, and it is not necessary for you to have completed treatment or undergone surgery for the protections to apply.

Scenario

Tips for dealing with this scenario

Pregnancy and maternity

Just because you are pregnant, have recently given birth, or are on maternity leave, it doesn't mean that it is acceptable for employers to treat you unfairly.

Scenario

Tips for dealing with this scenario

Marriage and civil partnership

The Equality Act also provides protection against discrimination in the workplace on the grounds of marriage and civil partnership.

Scenario

Religion and belief

In the Equality Act (2010), religion or belief can mean any religion, for example an organised religion such as Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. The Equality Act also covers non-belief or a lack of religion or belief.

Scenario



Sexual orientation

Whether you identify as straight, bi, gay, lesbian or any other identity, you are protected from discrimination and unfair treatment on those grounds. "Workplace bullying is prevalent among health and social care staff, with a quarter of lesbian, gay and bisexual staff experiencing homophobic and biphobic abuse from colleagues in the last five years." Stonewall, *Unhealthy Attitudes*: 2015.

Scenario

Tips for dealing with this scenario

Political opinion (unique to Northern Ireland)

It is against the law for an employer to discriminate against you because of your religious or similar philosophical beliefs or political opinions.

Scenario

Tips for dealing with this scenario

Carers (unique to Northern Ireland)

In Northern Ireland, carers are protected from workplace discrimination by the Human Rights Act, and Section 75 of the Northern Ireland Act.

Scenario

Tips for dealing with this scenario

