

In your reflective activity, you should have covered all of these points:

- You did the right thing when you found an opportunity to tell Tom that the joke was inappropriate. You were also right to tell your line manager what happened.
- Your line manager needs to know what happened so that she can record it. There might have been other incidents like this. Telling her means that she can take action to address Tom's behaviour and to improve awareness of equality and respect at work. She might plan training to make sure that everyone knows that telling racist jokes and similar behaviour is not acceptable.
- You appear to know that jokes can cause harm to those who overhear them, even if the person telling the joke claims no offense was meant. Racist jokes usually rely on stereotypes. Stereotypes not only cause offense, they lead to people being treated unfairly. It can feel humiliating, intimidating, or hostile when the joke is about your own community or people you care about.
- You also appear to recognise that a climate of respect in a care setting begins with the staff. When staff tell racist jokes it sends a message to residents that this is acceptable and may lead to further racist comments or jokes.
- The SSSC Code of Practice for Social Service Workers says that social service workers are expected to promote equal opportunities for people who use services and carers. You are expected to respect diversity and different cultures. This promotes a safe workplace for residents, carers and visitors.
- The Equality Act (2010) is the law that protects people from unwanted behaviour that is directed at them because of their race, sex, disability, sexual orientation, age and so on. This law covers all workplaces. By challenging and reporting racist comments, you are helping to uphold this law.
- You have shown that you meet the standards expected of a social services worker. You appear to know how to deal with and challenge discrimination. You understand the legal and work setting requirements on equality, diversity, discrimination and rights.