

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

- You did the right thing when you found an opportunity to tell Jim the joke was inappropriate. You were also right to tell your line manager what happened.
- Your line manager needs to know what happened so they can record it. There might have been other incidents like this. Telling your line manager means action can be taken to address Jim's behaviour and to improve awareness of equality and respect at work. They might plan training to make sure everyone knows telling racist, homophobic, or similar jokes is not acceptable.
- You know jokes can cause harm to those who overhear them, even if the person telling the joke claims no offence was meant. Racist and homophobic jokes usually rely on stereotypes. Stereotypes not only cause offence, 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 recognise a climate of respect in a care setting begins with the staff. When members of staff tell racist and homophobic jokes it sends a message to residents this is acceptable and may lead to further inappropriate comments or jokes.
- The SSSC Code of Practice for Social Service Workers says social service workers are expected to promote equal opportunities for people using 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 and homophobic comments, you are helping to uphold this law.
- You have shown you meet the standards expected of a social service worker. You know how to deal with and challenge discrimination. You understand the legal and work setting requirements on equality, diversity, discrimination and rights.