

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

- You have taken responsibility for putting things right, now that you realise just talking to George was not enough. It is clear to you that George and your colleagues need more support. Properly supporting George and the people who work with him to manage his behaviour is essential to his dignity, identity and self-esteem.
- While you have now made the right decision, you made a mistake earlier when you limited your actions to telling George to be mindful of the comments he makes. This has led to further incidents, including George making inappropriate comments to others. Ruth remained uncomfortable.
- Remember to treat each person you work with as an individual. You should work openly with and cooperate with colleagues and treat them with respect.
- Talking to your manager is a good idea. In future, you should always ask for assistance when you don't feel well-prepared to deal with a matter at work, or are unsure of how to proceed.
- Be aware of the importance of maintaining clear, accurate and up-to-date records in line with procedures relating to your work.
- Don't condone any discriminatory behaviour, whether it is by people who use services, carers, or colleagues. This promotes a safe workplace for everyone.
- You have now shown that you know how to deal with inappropriate behaviour. Make sure you understand the legal and work setting requirements on equality, diversity, discrimination and rights.
- The Equality Act 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 taking the complaints seriously and making a plan to address George's behaviour, you are helping to uphold this law.
- You have shown that you have the knowledge required to make good decisions. Next time you need to act sooner and with more confidence. Getting to Know the SSSC Codes of Practice and the National Occupational Standards (NOS) will help you to do this. It is important that you continually develop your own practice through reflection and learning.

When Ruth first mentioned that she was uncomfortable working with George, the correct thing to do would have been to set aside time to speak to her. This would have enabled you to get more information and to explore why she is feeling uncomfortable. You could then consider the support that you could put in place and discuss this with Ruth's placement coordinator. These discussions and an action plan for Ruth should be recorded. Depending on what Ruth tells you, you might also speak to George and other members of staff, including George's care manager.