



Principles to practice

Principle 6

Value workplace cultures that actively promote the dignity of everybody

Summary

If you feel positive about your work, you are more likely to be positive and respectful to the people you work with and so promote their dignity. It is everyone's responsibility to maintain a sense of positive purpose in the work place. Positivity can be promoted by encouraging new ideas, celebrating successes and minimising the fear of failure.



Good practice scenario

Situation

Managing a care and support service.

Ensuring that dignity is at the heart of what is done and encourage the promotion of dignity in the workforce from the very start at recruitment stage. This includes:

- Ensuring there is a clear statement about the mission to uphold each individual's dignity relating to the workers responsibility to do this and that this statement is in job descriptions and personal specifications.
- At interview stage, asking the interviewee what dignity means to them, how they will ensure an individual's dignity is upheld in a particular scenario and what they would do if they thought that someone's dignity was being compromised.
- Embedding dignity into induction into the service and that all staff, regardless of role or position, are required to undergo a day's training in dignity and respect every year, which is delivered by a trainer who is also a person who uses services. Following on from this having all staff complete a reflective learning account and this is then followed up in supervision.
- Having dignity and respect as a standing agenda item in all team meetings where any issues, concerns or new good practice examples can be shared.
- Having dignity champions who have particular responsibility to keep up to date with the latest news and information as well as resources and best practice examples available. Disseminating this through the rest of the team.

Dilemma

You are a care and support worker in a staff meeting where you have a standing agenda item on dignity. This morning you are discussing how you can better promote a culture of dignity and respect within the team.

- What ideas do you have about promoting the idea of dignity and respect in your own team?
- What barriers might you come across in doing this and what solutions can you find?
- How can team working be strengthened and what management support might you need?

"I support my carers, they support each other and they all support me!"

Person who uses services

“It’s a positive cycle, if staff are treated with dignity and respect by their managers, then they will come to value and respect the dignity of those they care for”

Manager

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