



Six Stages Framework

STAGE 1

I am aware of my own preferences and biases

STAGE 2

I actively seek out perspectives different from my own and take advice

STAGE 3

I enable everyone to contribute.

I respond appropriately to the needs of all different groups and individuals in practice.

I recognise this can be affected by difference of any kind including, but not limited to, protected characteristics, intersectional experiences and cultural differences

STAGE 4

I adapt my own style to work effectively with others.

I recognise the potential impact of my own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity.

I recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups

STAGE 5

I open my decision making to other perspectives

I understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others' practice

I actively challenge barriers to inclusion, supporting the implementation of change wherever possible

STAGE 6

I make success possible for all

I understand equality legislation and apply it to their own work and practice

I recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

I recognise need to embed equality, diversity and inclusion across all areas of practice

I recognise need to embed EDI in the application of all service standards, and have a commitment to using EDI frameworks and embedding these throughout the organisation and practice.

