



Respecting culture and cultural differences

STAFF SELF-ASSESSMENT TOOL



Loddon's Commitment to Supporting Families

Our shared core competencies

for staff working indirectly or infrequently with children, young people and families (tier 2)

In 2017, the Loddon Children & Youth Area Partnership identified four 'pillars of competency' that are essential in supporting vulnerable children, young people and families.

The purpose of this tool is to:

- assist staff working indirectly or infrequently with children, young people and/or their families (for around 30-60% of the time) to assess levels of competence for **respecting culture and cultural difference**
- facilitate discussions between staff and managers about professional development and training needs in relation to the competencies
- provide the basis for self-reflection and planning
- provide a baseline for tracking progress in building competency over time

Name:

Role/Position:

Email:

Phone:

Respecting culture and cultural difference

This competency refers to practice that recognises and respects the cultural diversity in our community and is informed by an understanding of cultural history, difference, strengths and safety. Examples include cultural awareness and cultural safety training. This competency involves being able to build a culturally safe workplace.

Check the appropriate box:

- I have completed training in this competency and know how to apply it in my work
- I have completed training in this competency but need to update my learning
- I have not completed training in this competency
- Yes No I have a good understanding of the organisation's rationale for building this competency

For each statement below check the appropriate box:

	Often	Sometimes	Rarely/ Not at all	Not Applicable
I have accessed the online information about this competency (e.g. resources, Fact Sheets)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel confident referring others to an interpreter if needed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I display pictures, posters, artwork and other artefacts that reflect the cultures and ethnic backgrounds of our clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure that information and resources provided by my organisation reflect the cultures and ethnic background of our clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I challenge racist attitudes if I hear these in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I examine my own cultural assumptions and biases to recognise and address how these affect my interactions with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>