

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY AN EXAMPLE OF BIAS THAT REQUIRES SOME FORM OF RESPONSE

### Scenario 1

A multidisciplinary team were assessing a 16 year old. The young woman mumbled the words “Ni\*\*ers wanna try, ni\*\*ers wanna lie then ni\*\*ers wonder why, ni\*\*gers wanna die”. There was a White male doctor and a Black female social worker. Steered by the doctor, a conversation ensued about whether the young person was in a gang and also had internalised racism and whether this made for a particularly serious risk. The social worker noted a rhyme pattern and tried to explore whether there was more to it, for example poetry but more likely rap. There was a disagreement during the discussion. Afterwards as the doctor and social worker walked to their cars the doctor said “You weren’t going to let it drop, were you? It’s like your gangster side came out”.

0	1	2	3	4	5	6	7	8	9
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### Scenario 2

A psychologist who identifies a British Pakistani was used (fully consensually) as the ‘go to’ person in the team for asking questions about being Muslim and South Asian. He was known as an expert on the subject amongst colleagues. When a job for a Band 8d arose elsewhere in the Trust he asked his manager for her thoughts on whether he should apply and her response was “...oh, but I really value your expertise around the diversity stuff”.

0	1	2	3	4	5	6	7	8	9
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### Scenario 3

During an assessment of a Pakistani Muslim young man the family described that the young man “.....began acting strange, going out with White girls and drinking” During the discussion amongst the mental health professionals one of the doctors said “I’ve dealt with these families before. They are known to blow things up (he then winked) out of proportion”.

0	1	2	3	4	5	6	7	8	9
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### Scenario 4

Whilst discussing the candidates at the end of a day of interviewing for a new psychologist, the panel chair said “We are lucky to be in this luxurious position of having the two top candidates from a BAME group. I think Estelle has an advantage, particularly in our area because she is more understandable.”

0	1	2	3	4	5	6	7	8	9
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