

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY DISCRIMINATORY. STICK WITH YOUR FIRST RESPONSE

Scenario 1

A social worker returned from an assessment on someone who is at risk in relation to hoarding. Upon returning to the office a colleague turned round and asked "How bad was it then?". The social worker replied "He's a Polish old man, what do you think?". **"Lots of empty bottles amongst it all I imagine, hahaha"**.

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

A Christian member of the team announces at the end of team meeting that her party is this coming Saturday evening. She reminds colleagues that partners are welcome. After the meeting she speaks privately to Phil, who is in a same sex relationship and says "I didn't want to embarrass you in the team meeting but it's mainly going to be my church folk there and you may find it better to come on your own or just give it a miss".

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Scenario 3

Chris is a social worker in a community mental health team. She identifies as a trans woman and has just joined the team. The team manager had, at Chris's suggestion, spoken to the team and explained that Chris was joining and that she is not hypersensitive and hopes to fit into the team. On the first morning Chris was welcomed and the team were warm, having left a welcome card on her desk. During the morning Chris went to visit the toilet and noticed that beneath the 'Ladies' sign was a printed sign stuck on the door saying 'Women born as women'. A member of the team said "It's just until we get to know you and trust you".

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Scenario 4

A local authority councillor who is a Christian of Caribbean background was on an interview panel for a senior operations manager. During the decision-making discussion about the candidates, whilst referring to an internal Pakistani Muslim candidate she said "I'm not sure about him, I've dealt with him before. He is known to blow things up (she then winked) out of proportion".

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Scenario 5

Two social workers who have worked with the same client, Evie, are in conversation. Social worker Paul said: *“You won’t believe it, I saw Evie today. She reckons that really good bloke who’s been there for her a lot and who was bringing her food and risking dropping it off when she had covid – she’s accusing him of molesting her. Its hard to know...I mean she’s been a prossie and been mixed up in all sorts. I don’t even know what to make of it”*.

0	1	2	3	4	5	6	7	8	9
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