



Respecting culture and cultural differences

STAFF SELF-ASSESSMENT TOOL



Loddon's Commitment to Supporting Families

Our shared core competencies

For staff who do not work directly with clients (tier 3)

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 whose role does not require them to work with children, young people and/or their families to assess levels of competence in **respecting culture and cultural differences**
- facilitate discussions between staff and managers about any professional development and training needs in relation to this competency
- provide a baseline for tracking progress in building competency over time

The Tier 3 staff self-assessment tool is for staff whose role does not require them to work with children, young people and/or their families (i.e. less than 10% of their 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 activities to increase my understanding of this competency
- I have not completed any activities to increase my understanding of 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 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"/>