

Facts for Families: Welcoming diversity

As parents, relatives and friends of people from different backgrounds, nationalities and cultures, with a wide range of disabilities, we have all witnessed the effects of prejudice and discrimination on our loved ones. These can be anything from a simple lack of understanding, a denial of opportunity or limited expectations, to fear and even hatred. All common experiences with which many of us will be familiar.

Many of our families and friends have defied conventions and the expectations of society and have fought hard to ensure our relatives are loved and included in every aspect of our lives – within our families and in our schools and communities. We know that everyone has something to offer even if it isn't immediately obvious to others and that something is what makes every one of us diverse, unique and ultimately special.

Our diverse workforce

At Dimensions our employees are no different – like the people we support, they too are equally diverse: they may also be black or white, gay or straight, of any or no faith, disabled and non-disabled, or belong to travelling or settled communities. Some may dress conservatively, others in an 'alternative' fashion that may not be the same as us. One thing you can be certain of is that they have been selected because of their values and their ability to do a good job, to work as part of a team and most importantly, to understand and be understood by your relatives.

People from different communities and backgrounds often bring lived experience and insight into what it is like to be on the receiving end of prejudice and discrimination. This helps both the people we support and our colleagues identify new ways of tackling these issues which can make a significant contribution to ensuring the best possible outcomes for our loved ones. We respect and value the diversity of our staff and expect people we support and their families to respect them too.

We respect the culture and values of every person we support and their families and want to work with you to make sure we get it right. Using our support planning framework, we will identify what is important to you and make sure that cultural and religious matters are included in a one page profile and in their daily routine. Where practical we would also aim to explore the possibility of reflecting these in the support team.

Sometimes, when we are carrying out anonymous surveys we will ask you for information about your age, gender, sexuality and faith. We do this so that we can make sure we can take action if we need to change the ways we approach a particular group or issue. You don't have to answer these questions but it is very helpful if you do.

We would love to hear your views on how we could improve the way we work with equality and diversity issues, please get in touch with:

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Family Helpline
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