

Ethnicity, Race and Culture Competencies

Attitude		
Ethnicity	Race	Culture
A1 Shows appreciation of the value of different ethnicities	A2 Engages with race as having a significant impact on experience	A3 Shows respect for different cultures
A4 Curious about how ethnicity affects service user	A5 Shows an appreciation of the social function of categorising people into racial groups	A6 Identifies the elements of various cultures that are represented in society.
		A7 Shows appreciation that society is multicultural and that the prevailing culture has many influences
Knowledge		
Ethnicity	Race	Culture
K1 Knows key beliefs and behaviours of ethnic groups represented locally, that might have an impact on the relationship between service user and worker /	K2 Knows how racism and discrimination affects people from the service user's group in mental health services and in other social contexts	K3 Knows the difference between culture and race or ethnicity

service	K5	K6
K4 Knows when to seek additional guidance on understanding potential influence of ethnicity	Knowledge of the social and psychological impacts of racism	Understands the difference between experiences of racism, discrimination and being culturally isolated, overlooked or misunderstood
K7 Know where to access additional support	K8 Understands how the social construction of race has primacy over biological aspects and how this operates in mental health services	K9 Knows some key components traditionally associated with different groups and demonstrates an understanding of variations within the group
	K10 Knowledge of different types of active, passive or avoidance manifestations of racism and the appropriate response for each	K11 Understands the difference between tradition and culture.

	<p>K12</p> <p>Knows the difference between institutional and personal racism</p>	<p>K13</p> <p>Understands the impact of culture on the expression of mental health problems</p> <p>K14</p> <p>Understands different cultural conceptualisations of mental health problems</p>
Skill		
Ethnicity	Race	Culture
<p>S1</p> <p>Includes assessment of the role of ethnicity the life of the service user</p> <p>S4</p> <p>Asks the service user about their ethnicity using their own knowledge of possible issues but without making assumptions</p>	<p>S2</p> <p>Explores how racism and discrimination have affected the life of the service user.</p> <p>S5</p> <p>Uses the evidence of greater risks that people from BME will have poorer experiences and outcomes (see chapter 2) to develop recovery based care plans that mitigate these risks.</p>	<p>S3</p> <p>Interviewing to enable individuals to explain how they view themselves culturally</p> <p>S6</p> <p>Asks the service user about their culture using their own knowledge of possible issues but without making assumptions</p>

<p>S7</p> <p>Uses additional support to overcome potential obstacles such as gender difference, language or a sense of isolation</p>	<p>S8</p> <p>Identifies and tackles racism and discrimination in language, behaviours, policies and systems that affect the service user.</p>	<p>S9</p> <p>Uses additional support to overcome potential obstacles such as gender difference, or a sense of isolation</p>
<p>S10</p> <p>Constructs a recovery based care plan with service user taking account of their ethnicity from the service user's perspective</p>	<p>S11</p> <p>Utilises appropriate support to enable the service user to develop positive relationships that allow them to tackle obstacles to their recovery.</p>	<p>S12</p> <p>Constructs a recovery based care plan with service user taking account of their culture from the service user's perspective</p>
<p>S13</p> <p>Integrates aspects of the service user's identity (woman, LGBT, disabled, mixed race parentage) into the assessment and recovery based care plan</p>	<p>S14</p> <p>Utilises personal and professional support to enable them as a worker to deal with the emotionally challenging aspects of dealing with race and racism.</p>	