



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Commitment 2. fair treatment, dignity and respect for all

Guidance and resources to make sure there's fair treatment, dignity and respect for all.

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Go to <https://socialcare.wales/resources-guidance/health-and-well-being-resources/your-wellbeing-matters-workforce-health-and-wellbeing-framework/commitment-2-fair-treatment-dignity-and-respect-for-all> for the latest version.

Guidance and resources to make sure there's fair treatment, dignity and respect for all.

A positive workplace is vital to our well-being. Employers should create positive cultures with fair treatment, dignity and respect for the people they employ and the people they support.

All workers regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation must be treated with dignity, respect, and fairness and must not be subject to harassment, discrimination, abuse, or inhuman degrading treatment.

This links to the:

- Code of Practice for [Social Care employers](#), sections 1.3 and 1.6
- Code of Professional Practice for [Social Care workers](#), section 3.2

In an organisation this means:

- staff understand the values of the organisation
- treating staff with dignity and respect
- treating staff equally
- working with staff to review and improve how we work
- staff feel valued and empowered
- staff feel they are highly esteemed
- a safe place to raise concerns.

To do this, organisations can:

- ensure your values are clearly visible and communicated to your workforce
- where possible, create a strategy for the organisation that is centred around these values
- demonstrate your commitment to equality, diversity, rights and dignity, through policies or ways of working
- recognise and support staff with long term mental or physical health conditions to do their job
- provide meaningful, strengths-based supervision so staff feel valued, reflect and grow
- challenge behaviours in your workforce that don't reflect your core values and support your staff to do the same.

As a manager I:

- lead by example by working in the way I'd like others to work and treating others the way I'd like to be treated
- challenge my leaders or managers if I'm not being treated in line with the organisation's values
- make sure I have regular supervisions for myself and do regular supervision sessions for my staff
- ask for the same supervision from my manager if this isn't in place for me
- support staff when challenging poor behaviours or practice.

As an individual I:

- work in a way that reflects the values of our organisation
- treat my colleagues and the people we support with dignity and respect
- understand our responsibilities and what that means for us and the people we support
- be aware of the codes of practice and work to them

- be empowered to challenge poor practice, bullying, harassment and discrimination.

Where can I see examples?

For organisations

- **[Factsheet: why well-being is good for an organisation](#)** (English only) - **CIPD**
Helps you understand the links between work, health and well-being.
- **[What a good supervision is](#)** - **Social Care Wales**
Guide for anyone responsible for carrying out supervision in an organisation.
- **[How to do supervisions](#)** - **Social Care Wales**
How to take an outcomes-focused approach to reflective practice and supervision.

For managers

- **[Video: creating a culture of well-being](#)** - **Skills for Care**
A manager talks about creating a culture of kindness and leadership.
- **[First steps in management guide](#)** - **Social Care Wales**
A guide to help new managers in the social care sector.
- **[What a good supervision is](#)** - **Social Care Wales**
Guide for anyone responsible for carrying out supervision in an organisation.
- **[How to do supervisions](#)** - **Social Care Wales**
Taking an outcomes-focused approach to reflective practice and supervision.
- **[How to have a good two-way discussion](#)** - **Social Care Wales**
Video showing an example outcomes-focused supervision session.
- **[How to have difficult conversations with staff](#)** - **Social Care Wales**
How to have a difficult conversation with your staff.
- **[Healthy Working Wales: fair work for health, well-being and equity](#)** - **Public Health Wales**

Information on becoming a fair work employer.

For everyone

- **Factsheet: employee voice** (English only) - **CIPD**
Explains how the employee voice can make positive changes in an organisation.