

Facts for Families: Welcoming diversity

As parents, relatives and friends of people with learning disabilities and autism we have almost definitely witnessed the effects of prejudice and discrimination on our loved ones. Denied opportunities, low expectations, fear and even hatred are common experiences.

Many families and friends have defied conventions and the expectations of society, and have loved and included our relative in our families, schools and communities to the best of our ability. We have learned that everyone has something to offer even if it isn't immediately obvious to others.

Our diverse workforce

At Discovery you will notice that our employees are a diverse group too. They may be black or white, gay or straight, of any or no faith, disabled and non-disabled, and belong to travelling or settled communities. Some may dress conservatively, others in an 'alternative' fashion. One thing you can be certain of is that they have been selected because of their values and ability to do a good job, to understand and be understood by your relatives and work as part of a team.

People from different communities can also bring a great deal of insight into what it is like to be on the receiving end of prejudice and discrimination and support people with learning disabilities and autism as well as staff to recognise and find new ways to tackle these issues. We respect the diversity of our staff and expect people we support and their families to respect them too.

We will respect the culture and values of every person we support and their families and work with you to make sure we are getting it right. Using our support planning framework we will ask **what is important to you** and make sure that cultural and religious matters are included in a **perfect week**.

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:

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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.

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