



## AGED CARE INDUSTRY TRAINING

Respectful workplace cultures shouldn't be difficult.

**Respect at Work** has content specifically tailored to the Aged Care industry.

Our aged care training will raise awareness through discussion and activities and look at strategies to support the three specific diversity groups (CALD, Aboriginal and Torres Strait Islander and LGBTI) identified in the Aged Care Diversity Framework<sup>1</sup>. Our training will also assist you to respond to the proof of inclusivity compliance requirements of the new Aged Care Quality Standards<sup>2</sup>.

**Respect at Work's** training unpacks the simple yet effective messages of respect, fairness and empathy that underpin workplace policies and legislation.

**Respect at Work** training sessions are interactive and use discussion and activities to encourage better awareness and communication amongst your teams. Sessions will identify both appropriate and inappropriate workplace behaviours and the impact of each to the workplace culture.

To discuss how **Respect at Work** can assist your teams:

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1 <https://agedcare.health.gov.au/support-services/people-from-diverse-backgrounds/aged-care-diversity-framework>

2 <https://www.agedcarequality.gov.au/providers/standards/quality-standards-summary>

# Respect at Work

## **AGED CARE DIVERSITY**

### **STAFF WORKSHOPS**

3.5 to 4 hours duration

Your staff will discuss, workshop, and find the answers to these questions:

What is a respectful workplace?

What is diversity?

Understanding CALD, Aboriginal and Torres Strait Islander and LGBTI clients

What is unconscious bias and why does it matter?

What are cultural considerations?

What is appropriate language?

What are strategies for inclusive and culturally responsive practices?

Do you have a code of conduct / behaviour policy / anti-discrimination policy? What do these mean?

Can a respectful workplace exist within an environment of strong personalities?

What is and isn't workplace bullying?

Can you overcome conflict in a workplace?

How do you contribute to and achieve a mentally safe workplace?

What are your legislative rights and responsibilities in regard to workplace behaviour and duty of care?

## **AGED CARE DIVERSITY**

**MANAGER WORKSHOPS** are also available

**Respect at Work** will work with your organisation to assist you to develop and maintain a more positive environment for everyone.

FEES | Contact **Respect at Work** for a training chat and a quote