



Level 2

To do this effectively each of us needs to:

- Promote **equality and diversity**
- **Value others and celebrate success**

BEHAVIOURS

What this looks like when we're at our best ...

- We treat people with dignity and respect – we're all equal – we're all people
- We act and speak in a way which is positive, motivating and encouraging
- Thank you goes a long way – we appreciate each other
- We notice, recognise and celebrate good work
- We value everyone but call out poor performance when we see it

What this looks like when we're at our worst...

- Plenty negative feedback but not so much positive
- Deliberately putting someone else down
- The more you do, the less thanks
- Being spoken to like a child
- Getting defensive
- Using jargon

KNOWLEDGE

Equality and diversity

I understand

- The Equality Act (2010) and how it influences employment and the services we deliver

SKILLS

Equality and diversity

I show I can

- Communicate in a way which is inclusive

Valuing others and celebrating success

I understand

- The impact of individual and generational differences on what people want from work

Valuing others and celebrating success

I show I can

- Encourage challenge from others
- Coach others and encourage self-leadership
- Motivate and encourage others
- Adopt a coaching/ mentoring style in order to develop others
- Hold myself and others responsible for demonstrating the Guiding Principles
- Recognise and celebrate success