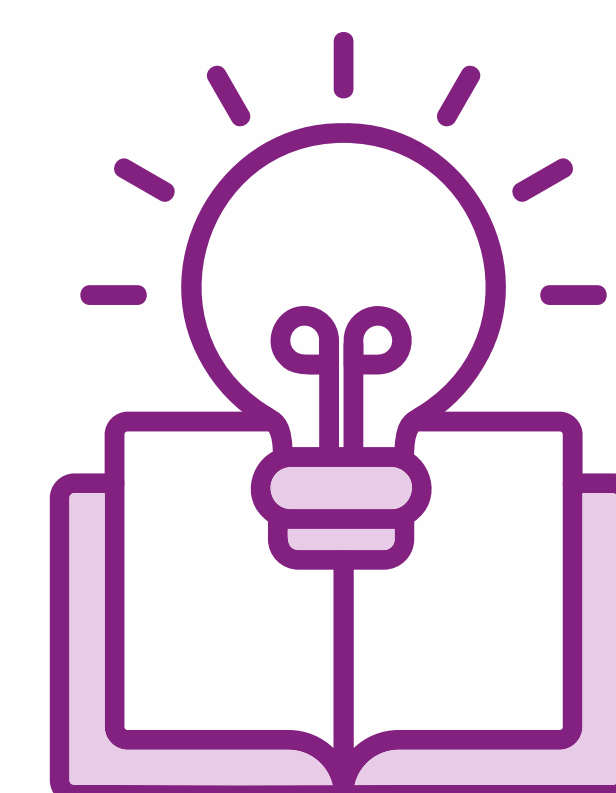




INTRODUCTION

- Discriminatory abuse is one of the categories of abuse identified within the Care Act 2014. It includes abuse, harassment, bullying, unfair treatment or victimisation based on a person's protected characteristics, including disability, race, religion, sex, sexual orientation, gender reassignment, age or other personal characteristics.
- Discriminatory abuse is not always obvious. It can be subtle, cumulative and embedded within everyday interactions, organisational culture or wider social attitudes. Effective safeguarding therefore requires professional curiosity, reflection and a willingness to consider whether someone is being targeted because of who they are.
- A key finding from the Lee Irving Safeguarding Adult Review was that "mate crime" was not consistently recognised as discriminatory abuse. Lee was befriended, groomed and exploited, but professional attention often focused on Lee's behaviours and perceived choices rather than the actions and motivations of those targeting him.
- Recent self-assessment work identified that professionals may not always recognise discriminatory abuse when it occurs. Abuse may be recorded as emotional abuse, physical abuse or exploitation, resulting in missed opportunities to understand the true extent and impact of discriminatory abuse across Newcastle.



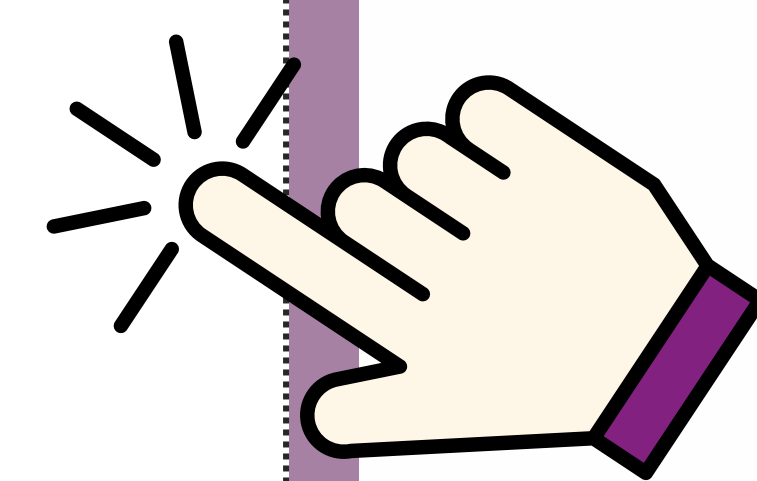
TEAM TALK REFLECTIVE QUESTIONS

1. What does discriminatory abuse look like within your area of practice?
2. Have you ever worked with an adult where discriminatory abuse was present but not initially recognised?
3. Are there groups within Newcastle who may be at greater risk of discriminatory abuse or barriers to accessing safeguarding support?
4. Have you observed examples of indirect discrimination, unconscious bias or stigma affecting safeguarding decisions?
5. What signs might suggest somebody is being targeted because of their disability, ethnicity, faith, sexuality, age or another aspect of their identity?
6. Final reflection – how will discussions today impact upon the things you do to keep adults at risk safe?



FURTHER RESOURCES AND TRAINING

- [Lee Irving SAR](#)
- [NSAB Cultural Competence Guidance](#)
- [Local Government Association Discriminatory Abuse: a briefing for practitioners](#)
- [Crown Prosecution Service Hate Crime Guidance](#)
- [Research in Practice: Developing practice with discriminatory abuse](#)





- The Newcastle Safeguarding Adults Board is exploring different ways that key messages can be cascaded to front-line staff. Although formal training can be an important aspect of learning, we are trying to encourage creative ways of learning - in diverse, flexible, and innovative ways. The Team Talk training tool is intended to be used in a Team Meeting but could equally be used in a supervision scenario.
- The tool is divided up into three sections:

INTRODUCTION

Details any relevant legislation or learning from Safeguarding Adult Reviews (SARs). This information could be used to provide an introduction to the topic – why it is being discussed.

TEAM TALK REFLECTIVE QUESTIONS

Suggested questions which should prompt discussion around a particular topic area. Is it not intended that there are right and wrong answers to these questions, hopefully they will facilitate discussion around the topic and give the opportunity for practitioners to share experiences and knowledge that are relevant to their role/p rofession/ service. Try to take an appreciative approach (see below).

FURTHER RESOURCES/TRAINING

Includes a variety of resources, some of which could potentially be used within the team meeting e.g. showing a video/animation or are there for team members to access at a later date.

The Manager of the Team could send out the information in advance to allow team members to consider the topic and questions that are posed. Using the Team Meeting Training Tool could be used to evidence Continuing Professional Development (CPD) for those professions who are required to evidence this.

TAKING AN APPRECIATIVE APPROACH

Focus on Strengths and Positive Outcomes:

- What went well? Celebrating successful safeguarding interventions and good practice.
- Encouraging staff and volunteers to recognise and build on strengths within their teams and cases.

Solution-Focused Reflection:

- “What solutions can we implement to improve this situation?”
- Focus on next steps and positive change.

Collaborative and Open Discussion:

- Foster an open dialogue where everyone feels heard and valued.
- Share ideas and experiences to promote mutual learning and team building

We'd like to know more about the use of the Team Talks, please complete this [short survey](#) to help us understand their use and improve them for the future.