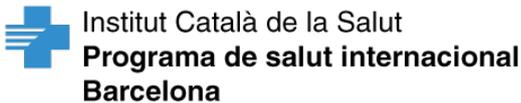
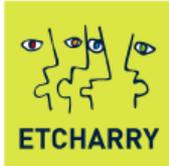


Cultural
and linguistic
tools to work
c r o s s
culturally
with health
and social work
service
users



KNOWLEDGE
IDENTITY
LANGUAGE
TOOLS





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Introduction

The KILT project resulted from observation of the difficulties experienced by health and social care workers in delivering effective care to diverse population groups who face barriers in accessing mainstream services.

A number of partner agencies from five European countries, including educational and cultural organisations as well as health, came together to explore these issues, and consider ways to develop skills in person centred and cross cultural working.

The result was to develop a programme, or suite of training exercises, which would focus on these important aspects and complement the training currently offered to health and social care professionals in the different countries. The ultimate aim is to improve the provision of care by developing the capacity of health and social care professionals to take account of the complexity of people's lives, and develop the skills to work effectively cross culturally within their specific local contexts.

The work will be continued under the auspices of the "**KNOWLEDGE IDENTITY LANGUAGE TEAM**" which was established at the end of the project.



KILT – training and transformative process

Core objectives and guiding principles of the KILT programme

The KILT training is designed as an interactive process which leads the participant through a series of exercises that aim to challenge and promote critical reflection at a personal and professional level. The more theoretical elements of the programme are intended to support the implementation of these practical exercises, which are the cornerstone of the programme.

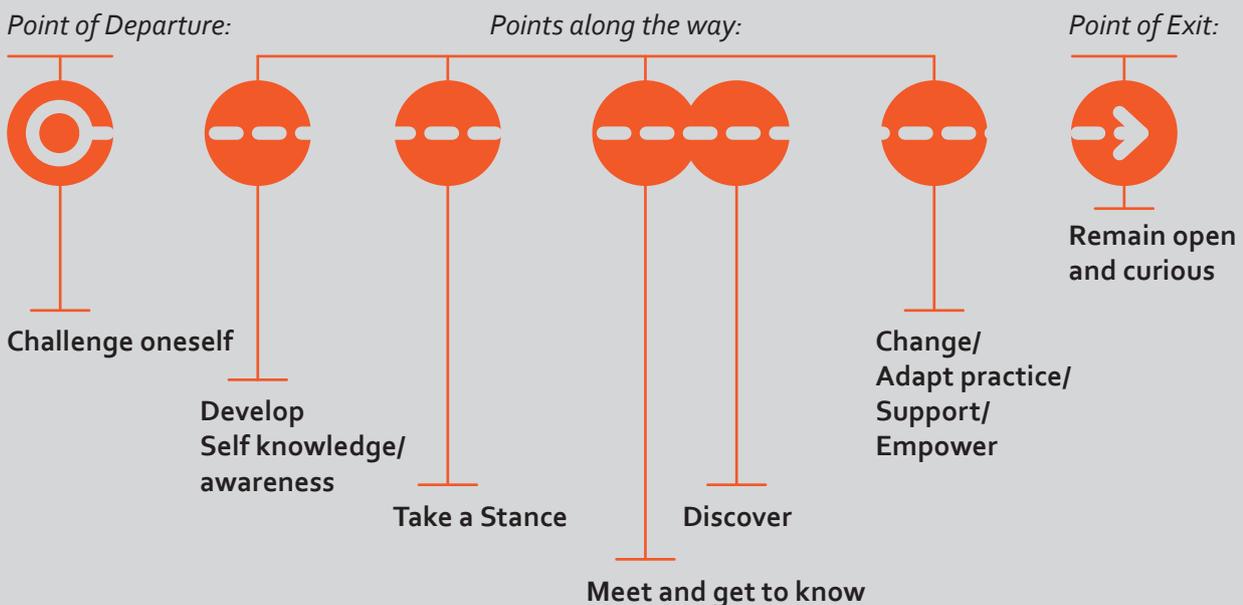
The programme aims to promote change, the ability to adapt and an increased and ongoing awareness with regard to one's own identity and that of the person (or the community) being supported.

KILT is based on the assumption that being challenged, critically reflecting and being willing to be open to new perspectives on the part of the practitioner encourages an easier and more open and sharing relationship with the service user.

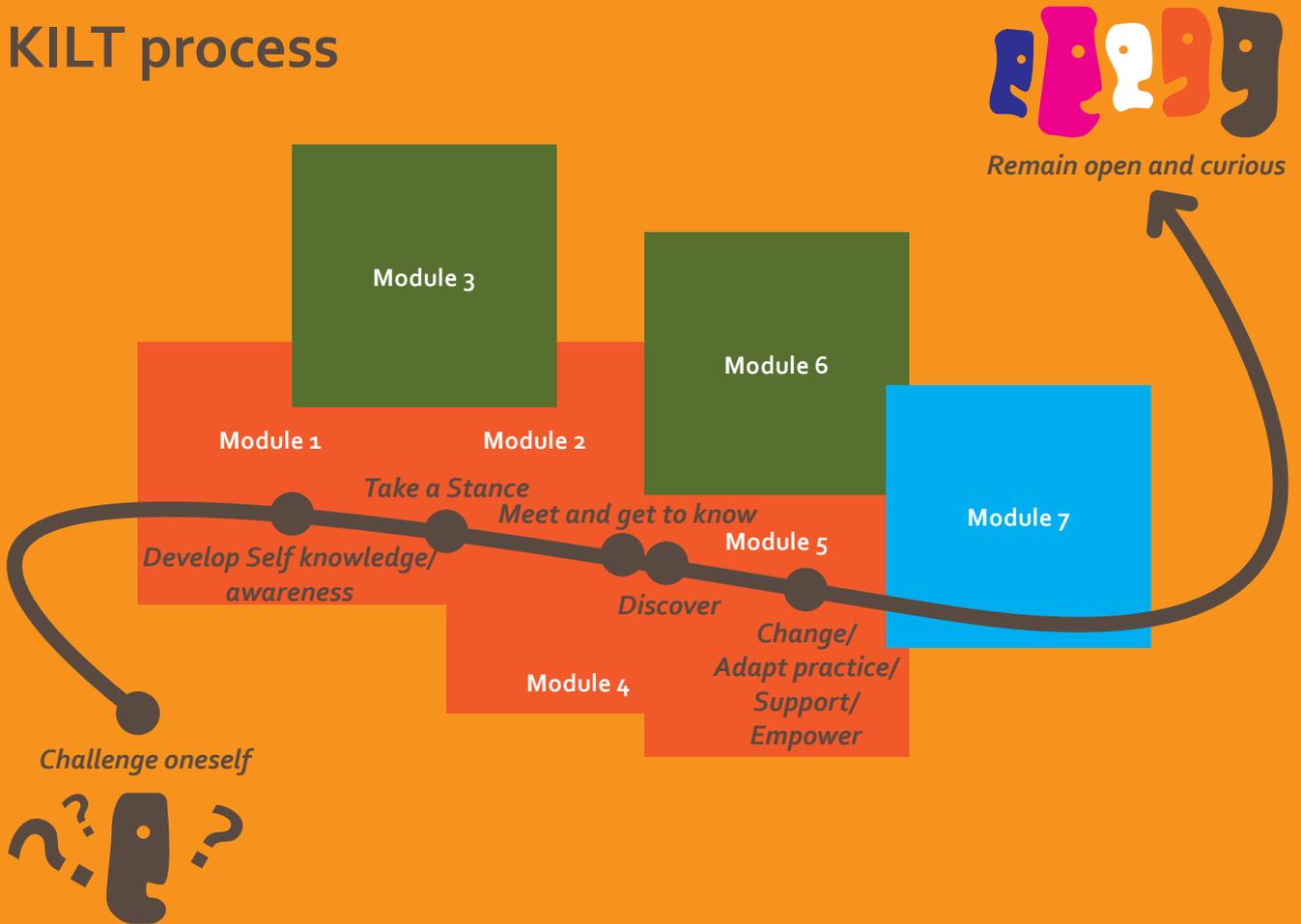
KILT is a transformative process which promotes individual change through encouraging both self-reflection and an exploration of the way we relate to others. It is a process that involves a reframing of sense and meaning. This is reflected in the training approach, and the premise that each participant undergoes a process of reconstruction and reaffirmation at their own pace.

KILT is a pathway for transformation and change.

We propose setting benchmarks for the construction of the change, through “**key transformation verbs**”:



KILT process



With reference to how the programme has been designed as a teaching tool and how it will be delivered, the choice of the various modules and the way in which they interact with each other has been informed by the end goal of leading to and delivering change.

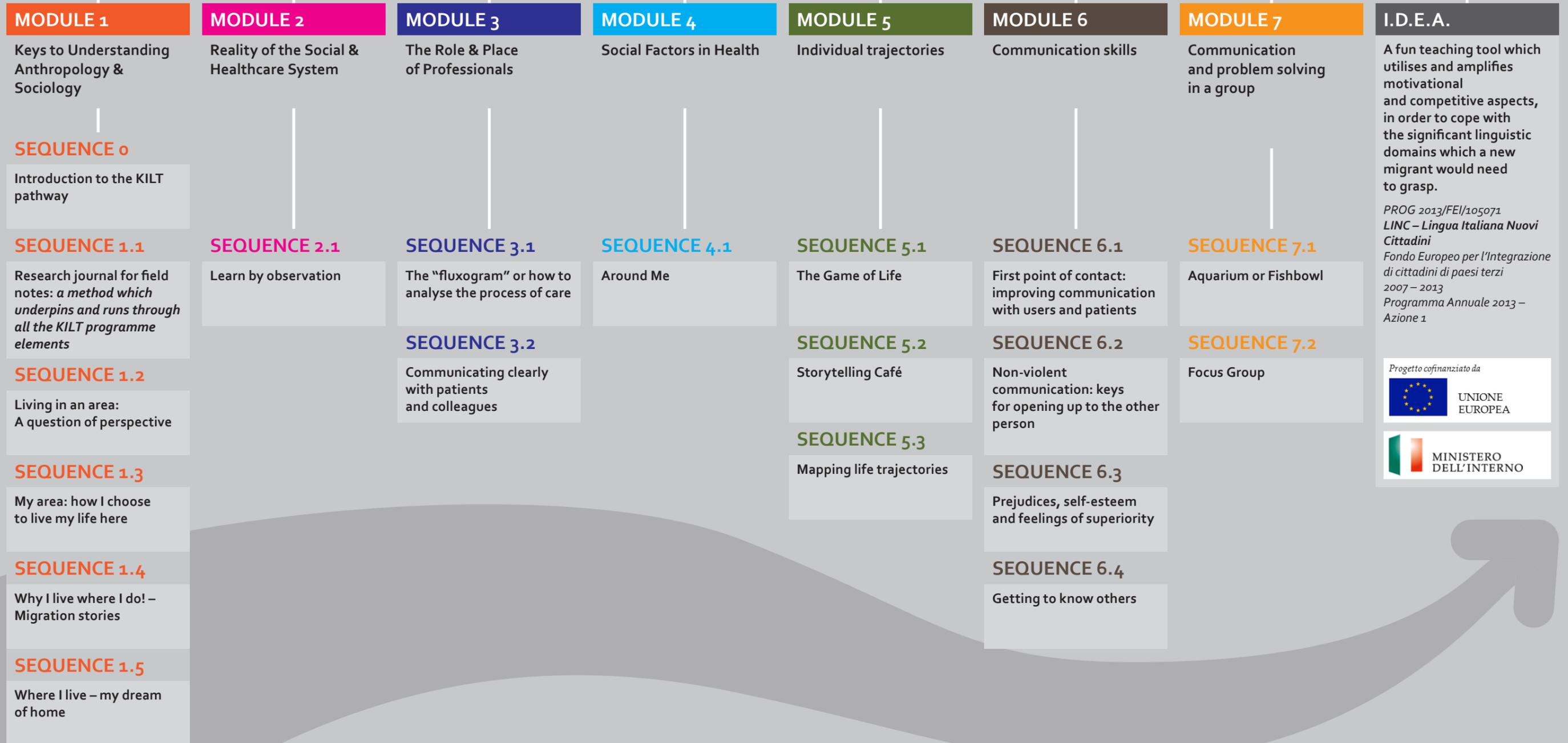
Equally, **each tool** (by 'tool' we mean a period of time spent in a given situation e.g. in a professional environment or embedded in a team, or a period of time consisting of simulation exercises or role-playing) **has been designed with a view to enabling the participant to progress through the various stages involved in this process of change** (question/challenge oneself; develop self knowledge/awareness; take a stance; meet and get to know; discover; change, adapt practice, support, empower; remain open and curious).

For ease of presentation, the content and structure of the training programme has been presented in a standard linear fashion. However this is a process of transformation that is more 'circular' in reality: advancing before going back over ground already covered to advance once again, resulting in a progressive process of change involving self-interrogation, which challenges representations and preconceptions and consequently our individual and collective attitudes.

KILT training programme - structure

Cultural kit

Linguistic kit



State of structure in October 31, 2015