**Equality, Diversity and Human Rights**

*Level 1 – All staff, including unpaid   
and voluntary staff*

*Assessment 1*

**Instructions**

All 10 questions must be answered.

Select the correct answer for each question and tick the box. Some questions may require more than 1 answer to be chosen. There is no time limit for this assessment but it should take no more than 15 minutes to complete.

Please submit completed assessments to:*(Insert contact details…)*

**Please enter your details below:**

|  |  |
| --- | --- |
| **Name** |  |
|  |  |
| **Trust** |  |
|  |  |
| **Department** |  |

**Q1. NHS Trusts should have a \_\_\_\_\_\_\_ tolerance to discrimination towards its staff by service users.**(Select ONE of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Compassionate** |  |
| **2** | **Zero** |  |
| **3** | **Relaxed** |  |
| **4** | **Reasonable** |  |

**Q2.** **A job description asks for "ten years' experience" rather than recent experience or listing essential skills. Which of the following best describes this scenario?**(Select ONE of the following options)

|  |  |  |  |
| --- | --- | --- | --- |
| **1** | **Directly discriminating** | |  |
| **2** | **Indirectly discriminating** | |  |
| **3** | **Victimising** | |  |
|  | |  |
|  | |  |

**Q3. In the Health Service, unlawful discrimination applies to:**(Select ONE of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Employees only** |  |
| **2** | **Patients only** |  |
| **3** | **Patients and employees** |  |
| **4** | **Neither patients nor employees** |  |

**Q4. Where are your human rights set out?**(Select ONE of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Age Discrimination Legislation 2006** |  |
| **2** | **Equality Act 2010** |  |
| **3** | **Human Rights Act 1998** |  |
| **4** | **Disability Discrimination Act 1995** |  |

**Q5. Why do NHS Trusts need to know the sexuality of their staff?**(Select ONE of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **To share information with managers and colleagues** |  |
| **2** | **To not discriminate against people who are disabled** |  |
| **3** | **To ensure that all staff are being treated fairly and equitably** |  |

**Q6. Bullying is:**(Select TWO of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Abusing power in such a way that a person feels threatened** |  |
| **2** | **Humiliating staff or patients** |  |
| **3** | **Giving constructive criticism on performance** |  |

**Q7. What is equality?**(Select TWO of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Treating everyone in exactly the same way** |  |
| **2** | **Treating people according to their individual needs** |  |
| **3** | **Removing barriers to give individuals equality of opportunity** |  |
| **4** | **Understanding different cultures** |  |

**Q8. Would you be justified in reporting harassment, even if the harassment was not directed at you?**(Select Yes or No)

|  |  |  |
| --- | --- | --- |
| **1** | **NO** |  |
| **2** | **YES** |  |

**Q9. Which of the following could be deemed to be offensive or inappropriate?**(Select ALL that apply)

|  |  |  |
| --- | --- | --- |
| **1** | **Calling a colleague "darling”** |  |
| **2** | **Putting your arm around someone when offering advice** |  |
| **3** | **Hugging an upset colleague** |  |
| **4** | **Speaking loudly to older people** |  |

**Q10.** **Which of the following is the correct definition of Direct Discrimination?**(Select ONE of the following options)

|  |  |  |
| --- | --- | --- |
| **1** | **Treating someone less favourably due to their protected characteristics** |  |
| **2** | **Shouting or screaming at someone** |  |
| **3** | **Unwanted conduct which affects another person’s dignity** |  |