**Respecting Equality & Diversity**

**Learning outcomes**

Understand the importance of equality and inclusion

2. Work in an inclusive way

3. Access information, advice and support about diversity, equality and inclusion.

Working in ways that promote Equality, Diversity and Inclusion ensures that care is fair and individuals are not discriminated against.

1. **Equality**

Means giving everyone equality of opportunity in line with their needs

1. **Diversity**

Can be described as the differences that make people unique

1. **Inclusion**

Means involving people within a group or within society

1. **Discrimination**

Discrimination: means to exclude people because of their differences. It involves treating people differently because of assumptions made about a person or group of people based on their differences.

**Differences could include:**

- Age - Appearance - Ability - Disability

- Job role - Health - Background - Gender

- Family - Friends - Sexual orientation - Religion

- Belief - Values - Culture - Marital status

**Discrimination is often based on:**

**Labelling** means to give a group of people a name because of characteristics, for example cast or religion.

**Stereotyping** means having an opinion about a group and applying this to anyone belonging to this group, for example no woman can park a car.

**Prejudice** means to not like someone just because of the group they belong to.

* Direct or deliberate discrimination is done on purpose and is easy to recognise
* Unintentional or inadvertent discrimination may not be as easy to recognise.

**Examples of Discrimination.**

* Activities organised in a place without wheelchair access
* Meals are only served between 8am and 5pm
* Complaint forms are only produced in English
* Smaller portions of food are given to women than men

**Examples of Diversity**

* Meals are supplied that meet individuals’ preferences
* Individuals are given the support they need to take part in activities.

**Reducing the likelihood of discrimination**

Ways of working that promote equality, diversity and inclusion reduce the likelihood of discrimination, and one should:

* Provide care that is person centred care
* Treat the individuals you support as unique
* Work in non-judgemental ways
* Follow the agreed ways of working
* Work in an inclusive way
* Challenge discriminatory practice

**Person centred care** focuses on the specific and unique needs of the individual. The individual must always be considered as an expert on their own care and needs. You must understand the likes and dislikes, beliefs and personal history of an individual to meet their needs in the best way possible.

* **Individuals that are being supported are unique.** That means that the care they require will also need to be unique if it is going to meet their specific needs.
* **Working in a non-judgemental way.** Workers must ensure that their own beliefs and judgements do not affect the care and support that is provided to the individual.
* **Agreed ways of working** for your workplace to create an environment that is free from discrimination.
* **Working in an inclusive way** means that workers see and value the positive contribution that all individuals can make to society and in their own care.
* **Challenging discriminatory practice** can take courage. Workers should have the confidence to confront and challenge discrimination and any inappropriate work practices when they witness it.

**Legislation**

**In many country Legislation may –** protect people who do not have the capacity to make their own decisions

**The Legislation may**

* Make it unlawful to treat people unlawfully because of protected characteristics
* Protect those associated with individuals with protected characteristics

**The Human Rights Legislation may –** set out the basic rights of every human being

**The Legislation may**

* Introduce the wellbeing principle
* Make care and support clearer and fairer

**The Legislation may –** aim to give individuals a greater voice in their care

**The Equality** makes it unlawful to treat people unfairly because of the things that make them different (i.e. protected characteristics). The act also provides protection for individuals who experience discrimination because they are associated with someone who has a protected characteristic. The protected characteristics are:

* Age
* Disability
* Gender reassignment
* Sex
* Sexual orientation
* Race
* Religion or belief
* Marriage and civil partnership
* Pregnancy and maternity.

**The Human Rights** sets out the basic rights of every human being which apply regardless of their situation or characteristics. Equality and inclusion are basic human rights. This sets out how everyone should be treated by the state and by public authorities.

**The Mental Capacity** is designed to protect people who can’t make decisions for themselves and sets out the rights of individuals to be supported to make their own decisions whenever possible. Where a person is assessed not to have the capacity to make decisions then the decisions made on their behalf must take into consideration the individual’s needs and preferences and be in their best interests.

**The Care** brings care and support together and introduces a new wellbeing principle. It aims to make care and support clearer and fairer and to put people’s wellbeing at the centre of decisions and include and develop personalisation in care.

**The Health and Social Care** aims to modernise care by supporting new services and giving patients a greater voice in their care.

**The code of conduct**

The code of conduct for Healthcare Support Workers and Adult Social Care Workers includes the following principles:

* Be accountable
* Promote and uphold privacy, dignity, rights, health and wellbeing
* Work in collaboration
* Communicate in an open, and effective way
* Respect a person’s right to confidentiality
* Strive to improve the quality of care and support
* Uphold and promote equality, diversity and inclusion

**Challenging discrimination**

Discrimination and discriminatory behaviour does not uphold an individual’s rights and must be challenged. It can take courage to recognise and change discriminatory practice

**6cs-Courage:**

Be courageous to challenge or confront situations that you know are not right and that do not promote the wellbeing of all individuals.

* How can you become aware of discriminatory behaviour?
* you can you do to challenge and change discriminatory practice?
* Feedback from other workers/managers on their own work and performance
* Thinking about the way they work
* Watching other people work
* Watching how the individuals they support are treated
* Identifying poor practice is the first stage in changing it for the better.
* Reflection and feedback can help to identify how to do things differently to achieve better outcomes

**Information advice and support available from;**

* + Agreed ways of working in their own organisation
  + The standards for quality and safety
  + Getting advice and guidance from their manager
  + Discussion with colleagues and managers in meetings, discussions, supervision and appraisal