

Equality and Diversity

Learning outcomes

Understand the importance of equality and inclusion

Work in an inclusive way

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

*****Standard 4 of the Skills for Health Certificate**

Definitions

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

Equality

Means giving everyone equality of opportunity in line with their needs

Diversity

Can be described as the differences that make people unique

Inclusion

Means involving people within a group or within society

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.



Discrimination



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



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**

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. You 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.**



Legislation



The Mental Capacity Act 2005

Protects people who do not have the capacity to make their own decisions

The Human Rights Act 1998

Sets out the basic rights of every human being in the UK

The Equality Act 2010

- Makes it unlawful to treat people unlawfully because of protected characteristics.
- Protects those associated with individuals with protected characteristics

Legislation relating to equality, diversity and discrimination

The Health and Social Care Act 2010

Aims to give individuals a greater voice in their care

The Care Act 2014

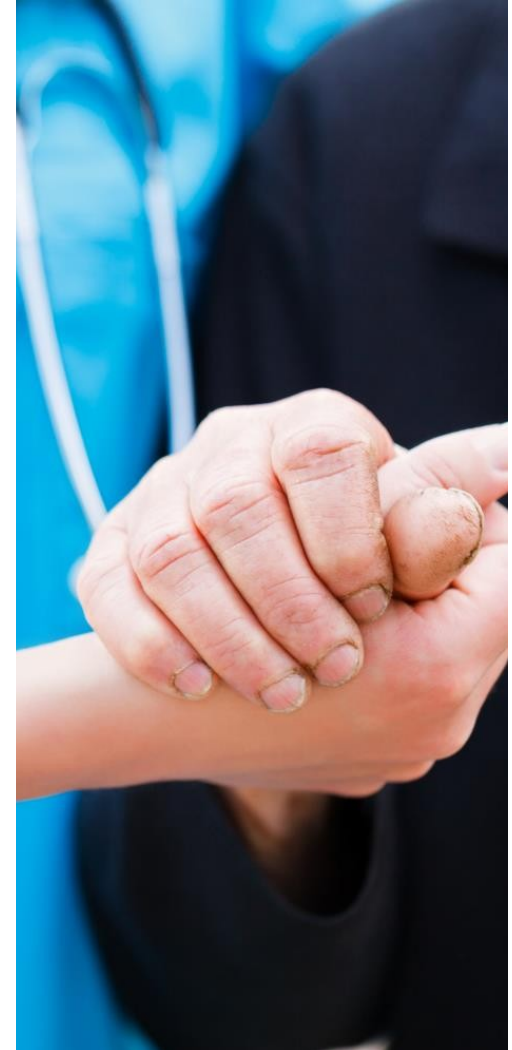
- Introduces the wellbeing principle
- Makes care and support clearer and fairer



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.



Knowledge check



Working in ways that promote equality, diversity and inclusion will help to reduce the likelihood of which of the following happening?

A

People being discriminated against or treated unfairly

B

People's individuality being valued

C

People being respected

D

People feeling included in groups and society

Click to reveal answer



Knowledge check



What should you do if you identify that an individual you support is being treated unfairly by someone you work with?

Click to reveal answer

A

You should treat the individual in the same way

B

You should discuss the treatment with your manager

C

You should report your colleague to the breaching the Human Rights Act

D

Report your colleague to Skills for Care for breaching the Equality Act



Knowledge check



What does the Human Rights Act aim to do?

Click to reveal answer

A

Protect people who can't make decisions themselves

B

Set out the protected characteristics which can be the basis of discrimination

C

Introduce the new 'Wellbeing Principle'

D

Set out the basic rights of every person in the United Kingdom

