

Understand diversity,  
equality and  
inclusions in own  
area of responsibility



Explain Models of practices that underpin equality, and diversity and inclusions in own area of responsibility.

In looking at this model I have found that many people have views that based on discrimination and prejudice they are embedded in today's society, the attitudes and the surrounding environment often focuses on what a person lacks in terms of disability and focuses on condition or illness or a person's lack of ability. To combat this prejudice within making space we use person centred care planning it is my responsibility to promote the use of this and to ensure that the support workers who deliver it are fully trained to do so. It is also vital that they have a good understanding of the model in order for them to work effectively with a service user.

Person centred care planning - views the person as individual and unique and places the person at the centre of their care whether this is physical, psychological, social, spiritual qualities, abilities, interests, preferences or needs. Offering the person full involvement in there care and input into completing their support plan is a vital part of person centred care. It is also vital that all care and support is personalized and that individuals are supported to have control of own lives.

As a manager I am responsible for ensuring that the ethos within my team promotes equality and diversity every day, that the Support that is delivered within making space and any partnership working exercises good practice in this area this could be through training, policy and procedures, support plans, health files, as well as having a good understanding of equality &

diversity. The staff are all expected to work in line with the Care Act, Mental Capacity Act 2005. Equality Act 2010, Human Rights Act 1998,

As a team leader I am also responsible for the conduct of the staff team I supervise therefore I must support my team to have the confidence to challenge discrimination in all its forms.

Analyse the potential effects of barriers to equality and inclusions in own area of responsibility

To look at the effects of barriers to equality and diversity in my area means looking at many different factors, firstly a good understanding of the issues is needed before they can be considered in any way.

Firstly looking at Diversity which simple means difference, Diversity recognises that though people have things in common with each other, they are also different and unique in many ways. Diversity is about recognising and valuing those differences. So therefore consists of visible and non-visible factors, which include personal characteristics such as background, culture, personality and work-style in addition to the characteristics that are protected under discrimination legislation in terms of race, disability, gender, religion and belief, sexual orientation and age.

By recognising and understanding our individual differences and embracing them, and moving beyond simple tolerance, we can create a productive environment in which everybody feels valued. Which then helps to combat issues with Equality which is about ' creating a fairer society, where everyone can participate and has the opportunity to fulfill their potential'

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Equality means being equal in status, rights and opportunities no matter what their race disability, gender, religion, beliefs and cultural differences, sexual orientation and age.

This also helps create an environment where Inclusion is a sense of belonging, feeling included, feeling respected, valued for who you are even if the individual lacks some advantages, Inclusion ensures everyone has access to resources, rights, goods and services, and able to participate in activities of their own free will and choice. When we exam potential issues that may arise there are many to consider such as: Cultural barriers which could for example prevent, consideration of spiritual, relational or dietary needs that do not conform to traditional expectations. This could also cause a language barrier causing issues with communication.

Personal barriers where support staff may hold individual prejudices that influence their practice, these actions may be conscious, but can often be unconscious or unwitting inflicted on an individual. Attitudinal barriers are not as easy to identify as physical barriers may be but they can feel every bit as real to those who are exposed to them. Causing low self esteem low confidence, depression ect. Physical barriers in a built up environment could be not having access into buildings, narrow doorways, or the absence of lifts and accessible toilets. When any of the above occurs individuals may feel oppressed, helpless and disempowered, low self-esteem, withdrawn and depressed.

Analyse the impact of legislation and policy initiatives on the promotion of equality, diversity and inclusion in own area of responsibility

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There are many Legislations, Codes of practice (Some of which are listed below) and also my workplace policies which regulate equality diversity and inclusion within my area of responsibility. The equality and diversity act is the most significant piece of legislation to be introduced for a long time. And has recently be modified it states that all people male or female people from different races, disabled people, people of different ages, gay lesbian, straight and bisexual people or transsexual people. People from different religions or different beliefs, pregnant women, mothers who just had baby's, all these people and more have the right to live free from discrimination, harassment and victimisation.

The four key principles that all individuals have the right to: Choice, Inclusion, Rights (human rights act), and Independence These principles are grounded in legislation that confers the rights of all citizens including people with disabilities these include: Human rights act 1998, Disability discrimination act 1995, Race relations act 1976, Race relations amendment act 2000, and Sex discrimination act 1975. It is stated that services should be person centred they should support independence not dependence. Everyone should enjoy a good quality of life.

People should be treated with dignity and respect people should be supported in overcoming barriers to inclusion, and that this support should be tailored to the religious, cultural and ethnic needs of individuals. They set out four points to help people transform their lives ensuring they have control helping in giving them more choice and helping them decide how their needs can best be met and the chance to do things that other people

take for granted giving the quality of support and protection to those with the highest levels of needs.

Be able to champion diversity, equality and inclusion

Promote equality, diversity and inclusion in policy and practice

When promoting equality, diversity and inclusion in my work place, I will ensure that my behaviour, words and actions and those of people working with me support a commitment to equality, diversity and inclusion policy. I make myself aware of personal responsibilities and liabilities under equality legislation and any relevant codes of practice within my company. I would also identify the diversity and needs of my services current service users and identify areas where needs could be better satisfied and where the diversity of the service users could be improved. This is an ongoing process with health care due the changes in needs of individual who use the service. I communicate the company's written equality, diversity and inclusion policy to my staff and other relevant parties.

I regularly communicate with my staff on equality, diversity and inclusion issues, I advise staff to seek and make use of specialist expertise in relation to equality, diversity and inclusion issues. This is to ensure that there is an appropriate response to the different needs, abilities, and values of individuals in my service. I expect staff to monitor, review and report to the relevant people on progress in relation to equality of opportunity, diversity and inclusion within our services, identifying required actions and changes to practice and reporting them to me. I feel that I promote good practice in the area of equality, diversity and inclusion within my services and with the <https://assignbuster.com/understand-diversity-equality-and-inclusions-in-own-area-of-responsibility/>

individuals I come into contact with I aim to support the team I supervise to feel confident when dealing with issues in this area.

Challenge discrimination and exclusion in policy and practice.

In order for me to challenge discrimination and exclusion and relate it to policy and practice I must have a good understanding of how it occurs and good knowledge of the relevant policy as well as the procedure to follow if action where required. (See Policy)

Discrimination is defined as unfair treatment of one person or group it may be deliberate, this is when we choose to exclude individuals or groups from employment or services, or make decisions that result in this happening.

Discrimination can also occur unwittingly, for example when we have made assumptions about what individuals or groups might want or need without asking them, or when we make decisions without considering the impact.

There are 3 types of discrimination: 1. Direct Discrimination: 2. Indirect discrimination: 3. Victimisation:

Discrimination or exclusion will occur if an individual or group finds it difficult to access things such as employment or services it also occurs when an individual or group do not understand a certain religion, culture, disability, mental health issues, race, sexual orientation or religious belief this could be as simple as differences in age, or a difference in appearance but in most cases this will be the result of stereotypical or prejudice view. I have had to challenge a service user who had been accused of making racist remarks to a visitor to one of our services. To follow company procedure I wrote to both

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the service user and the complainant to make appointments to visit them both in their own homes to discuss the matter. I meet with both and took an account of the incident I also spoke to service users that had witnessed the incident to help me collect a full picture of events.

I had to then decide an appropriate outcome for both individuals involved, this was discussed with the area manager and an outcome was decided. After this I wrote again to both with the outcome for each of them and again following policy & procedure I included information on how to appeal the decision.

Provide others with information about the effects of discrimination the impact of inclusion and the value of diversity.

See evidence.

Support other to challenge discrimination and exclusion

In our job role, we have a duty of care to challenge discrimination in a positive way and promote inclusion. If discrimination is challenged effectively, future incidents of discrimination can be prevented, as well as empowering individuals to understand their rights.

I feel it is an important part of my job to support others to challenge discrimination & exclusion to provide support I must ensure that I fill any gaps in the teams knowledge I encourage my team to find out about and learn as much as possible from other similar activities so they can start to understand what works and what does not work, it is also a chance for them to share with others what they have learned. I also feel that face-to-face  
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contact with someone who can talk about their own experiences of discrimination & exclusion is a key ingredient in breaking down stigma, and informing people of the issues, people face when suffering the effects of discrimination.

I encourage staff to attend training and provide up to date policies and procedures within our company and the local authority's, as well informing them of any outside events in this area that I am informed of. I show an example to my team in my own behaviours in work; I will also provide listening, advising, encouraging and spending time with them discussing any issues they have in this area.

When dealing with issues in this area I always try to act clearly and see things from the others persons point of view and consider that there could be other pressures different needs or cultures. I consider the appropriate use of language and I try not to use words or phrases that could be disrespectful towards another person. I don't allow any personal prejudices or ideas of stereotype cloud my judgement in my work time as a team leader I do not accept any type of discriminatory behaviours within my team.