

# Equality and diversity



In this assignment I will be describing how legislation, codes of practise, rules of conduct, charter and organisation policies are used to help promote anti-discriminatory practise in health and care work placements

The legislations that supports to

promote equality and diversity is:

- \* Human Rights Act 1998
- \* Sex Discrimination Act 1975
- \* Care Standards Act 2000 -
- \* Disability Discrimination Act 2005
- \* Race Relations (Amendment ) Act, 2000

Human Rights Act 1998 - This act allows all the individuals to react against establishments like police and government, if they think that their rights have had a negative affect. All health and care authorities are included in this act and they must respect the rights of an individual. This promotes anti-discriminatory practise by providing each and every individual with rights. Giving them the equal amount of right is being equal and giving it to every one who's different is promoting diversity.

Sex Discrimination Act 1975 - This act supports both of the gender, men and women. It has been introduced in order to provide everyone with equal rights relative to employment and services. It handles with both direct and in-direct discrimination caused due to the gender reasons. This promotes anti-

discriminatory practise by giving both genders the equal right even though they are two different genders. By giving both men and women the same opportunities it will promote equality and diversity.

Care Standards Act, 2000 - This act mended the procedures carried out in local establishments and health establishments under the Registered Homes Act, 1984. The care standards introduced a wide new system for controlling health and social care condition to include domiciliary, fostering and family care alongside residential home care. An order of national minimum standards has to be practical to all services with the plan of putting the individual at the middle of caring procedure. This promotes anti-discriminatory practise by treating individuals in care equally, even if they have differences. Even if there are diverse needs, they still care for the individuals to help them meet their needs.

Disability Discrimination Act 2005 - This act had mended the Disability Act of 1995 to make it illegal for the workers of transport to discriminate against people with disabilities. It is also illegal for private owners of clubs or rental properties to discriminate against an individual because of their disability. The act also supports individual with HIV, cancer and multiple sclerosis, as well as making sure that equal opportunities is promoted for every individual across the public area. This promotes anti-discriminatory practise by providing support for individual with disability. Providing support for individuals in the same level is promoting equality and providing support for individuals who have diverse needs will promote diversity.

Race Relations (Amendment) Act, 2000 - All the public organisations must have a responsibility to promote the racial equality. This means they have to promote equal opportunities and good relation between individual who have different ethnic backgrounds. Promoting hatred against racial id illegal and any form of discrimination because of ethnic background, race, skin colour or nationality are also illegal. This will promote anti-discriminatory practise

The codes of practise are introduced to health care workers to guide and advise them on their roles and responsibilities. They also give an idea for the individuals and service users the type of care they should expect form the care workers that care for them

The charter or the codes of practise are introduced for the health care workers to follow them and provide care according to the guidelines.

Mainly all the codes of practise and charters initially operate on a care value base for the content and the information they are providing.

#### Codes of practise

The codes are the first written law according to social care workers and their employers. It provides a guide for those who are in a health and care profession or environment. The standard care that the workers should meet is also set out. In meaning that the service users, carers and the open public will know what level of standard care the should be offer by the health care workers.

Code should be seen very important in order to improve the levels of public security within the social care workers. Social care workers can be removed

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from the list if they break the law, whilst the employers may have to face a sanction.

### Charters

Charters are basic information which is provided for the services users to keep them aware of what can be expected from that certain service. It includes rights and responsibilities of every individual, set out in an easy form to read. Different types of charters are set out in different organisations for different individuals. For e. g. an inspector may read a charter for a specific organisation and ask the service user about the organisation and their aims.

### Policies and Procedures

There are lots of policies and procedures in place in many health care places that support equality diversity and rights

### Positive promotion of individual rights

The promotion of individual rights are often shown on notice boards for the health care workers to be reminded. Confidentiality policies are also shown. It must be kept. It is meant to give the service user a support on handling their confidential information, so that they can trust it won't be spread to others. Protecting confidential information will promote anti-discriminatory for even individuals with diverse needs.

Some of the staff is capable of helping develop the policies and procedures which help promote the individual rights. For e. g. a charter for an

organisation might give a guide about what kind of behaviours are acceptable from the staff, but to make it equal, they should also have a guide for the individual services users on how they should have an appropriate behaviour towards the staff. By providing information for both sides, it will promote anti-discriminatory it will be balanced for both the service users and the workers.

### Work practises

All of the organisation must have policies and procedures that support confidentiality, disability discrimination, health and safety, bullying etc. All the guides for these policies and procedures must be aware by the staff and the service users, the main of health and care is to promote these policies to promote anti-discriminatory practises.

### Staff development and training

All staff should get updates about their training. As nowadays technology is moving faster, the policies and procedures should have been updated by the government, but there is no point if the staffs have not had a chance to update their knowledge about it. The service users have all the right to expect a standard good care from their carers.

So the staff must be helped to update and expand their understanding and knowledge on the policies and procedures which promote equality, diversity and rights.

### Quality issues

The entire organisations must do all they can to provide the highest quality of care for their service users.

An organisation should try and maintain the standards that support equality and diversity.

They should consider:

- \* How they would monitor the policies and their effectiveness
- \* How they could update the content in order to keep in line with the legislation
- \* What kind of staff training is required
- \* What impact the policies are having on their service

Try to consider these standards and providing care is the main part of quality control

Promoting anti-discriminatory practise

All the health care staffs have a role of promoting equality, diversity and rights so the individuals may be benefited because of their diverse needs. Information can be accessed by individuals having special needs, by providing translators, Braille, hearing etc, so that this can promote the needs of individual with special needs.