

Principles of diversity, equality and inclusion in adult social care settings ess...

[Sociology](#)



1. 1 Explain what is meant by a) Diversity

Diversity means varied or different, so in a social care setting the importance of diversity means to recognise and respect the importance of people's wishes and to treat them as individuals. b) Equality

Equality means ensuring that everybody is entitled to equal rights and opportunities and therefore preventing discrimination. c) Inclusion

Inclusion means to ensure that everybody is made to feel respected and has a sense of belonging. They should feel included and be able to actively participate in activities and be valued for who they are. d) Discrimination

Discrimination means unfair or unequal treatment to either an individual or a group on the grounds of race, age, sex, gender, disability, religious beliefs or sexual orientation. It means that they are treated less favourably than someone else in the same situation and unfairly disadvantaged or excluded.

1. 2 Describe the potential effects of discrimination

Discrimination can affect not only the individual it is directly affecting, but also their relatives or friends and will also affect those who are causing the discrimination. The potential effects could be; causing upset and affecting their self-esteem and confidence, stress, feelings of isolation, creating tensions, could lead to labelling or stereotyping and could also affect the individuals' hopes and expectations, and their trust.

1. 3 Explain the importance of inclusive practice in promoting equality and supporting diversity This is to hopefully reduce the likelihood of

discrimination. It is also to ensure that individuals are treated as just that, and with respect to also gain mutual respect and trust, and therefore hope that <https://assignbuster.com/principles-of-diversity-equality-and-inclusion-in-adult-social-care-settings-essay-sample/>

all clients feel included and can actively participate in all situations and activities.

2. 1 Describe key legislation and codes of practice relating to diversity, equality, inclusion and discrimination in adult social care settings

- Human Rights Act
- Equality Act
- Essential Standards
- General Social Care council (GSCC) Code of Practice

2. 2 Explain the possible consequences of not actively complying with legislations and codes of practice relating to diversity, equality, inclusion and discrimination in adult social care settings You would be held accountable for your actions and could lose your job or get fined. The organisation may get called into the place of work for disrepute, and worst case scenario would be prosecution.

2. 3 Describe how own beliefs, culture, values and preferences may affect working practice These can help staff to empathise with the clients if they share the same beliefs, therefore helping the staff to understand, and the client to be able to be more open to others. This can also help to raise awareness of individual's differences as well as influencing practices and interactions with others.

2. 4 Describe ways to ensure that own interactions with individuals respect their beliefs, culture, values and preferences It would be important to find out about their beliefs and preferences and to not make assumptions about

them. It is important to be open minded about these also, especially if these preferences differ to your own. Interacting with the client in a way that they choose and prefer would also be essential to help aid successful interactions between clients and staff.

2. 5 Compare inclusive practice with practice which excludes an individual

Inclusive practice

Fully and actively involving the clients

Showing them respect

Valuing the Clients Company and interactions

Recognising the individual needs and uniqueness of each client Practice

which excludes

Not involving the clients

Showing disrespectful actions

Making assumptions

Placing own beliefs and preferences before those of the clients

3. 1 Describe how to challenge discrimination in a way that promotes change

It is important to show that discrimination of any form is not tolerated in your place of work, and to take action immediately to eliminate the chances of it reoccurring. It is necessary to record and report all incidents that occur, and to provide information and policies and procedures that explains the discriminatory practices that should not occur. It is essential to provide training to make all staff aware of ways to prevent and challenge discrimination.

3. 2 Explain how to raise awareness of diversity, equality and inclusion

Providing adequate training and information to all staff, and by making employees and clients also aware of discriminatory factors.

3. 3 Explain how to support others to promote diversity, equality and

inclusion This can be helped by making other staff members aware of the policies and procedures, and also the law surrounding the subject of discrimination. It is important to support all staff members in attending training sessions to keep knowledge to the highest possible standards, and this is also helped by providing information and advice where possible. If discrimination does occur, evaluating these situations will help to eliminate the possibilities of it reoccurring.