

Health and social care essay sample

[Sociology](#), [Social Issues](#)



1. 1 Diversity: Diversity is where no two people are the same, we all have characteristics that make us unique: age, culture; disability (mental, learning, physical), education, ethnicity, gender, language(s) spoken, marital/partnered status, physical appearance, race, religious beliefs, sexual orientation. Equality: Equality mean no matter how different we are we have the right to be treated the same as everyone else to be treated fairly, be respected and have the same opportunities. Inclusion: Inclusion is a human right for everybody. Inclusion is to embrace all people, never mind what race, gender, they are and what disability, medical or other need, they may have or what age, culture, religion and sexual orientation they are. It is about giving equal access and opportunities no matter what.

1. 2 Potential effects of Discrimination are going to cause upset, stress, affect a person's self-esteem, hopes and expectations, leaving somebody feeling isolated and creating tension. Discrimination can have a lasting effect on someone.

1. 3 Inclusive practice is about ensuring that there are no barriers to exclude individuals from making their own choices and participating fully in their own lives. Individuals must be include in all aspects of their lives and be able to participate as fully as possible within society. This will support their diversity, respect their rights while promoting equality.(MLA)

2. 1 The legislation and codes of practice that relate to Equality, Diversity and Discrimination that apply to my own role are... Equality Act 2010: This act is there to protect the rights of people and equality of opportunity. Human Rights Act 2000: We work with in the provisions of the human rights

act which guarantees the rights to: a life, freedom of expression, respect for private and family life, home and correspondence etc. Code of Practice: Protect the rights and promote the interests of service users and carers, Strive to establish and maintain the trust and confidence of service users and carers; Promote the independence of service users while protecting them as far as possible from danger or harm, Respect the rights of service users whilst seeking to ensure that their behaviour does not harm themselves or other people; Uphold public trust and confidence in social care services; and Be accountable for the quality of their work and take responsibility for maintaining and improving their knowledge and skills.

These are the guild lines that we adhere to. These are the guild lines that we adhere to and are policies and procedure reflect this. 2. 2 You need to show interest in the service user's beliefs, culture, values and preference talk to them about it ask questions and help them go about fulfilling these, also show that you respect all these aspects of them and don't impose your values and beliefs on them keep that separate.

3. 1 Inclusive Practice is about participation, collaboration, and including people: where individuals are fully involved in choices and decisions that affect their lives and in the matters that are important to them e. g. what clothes they wear, what they would like to eat, whether they would like to carry on going to church on a Sunday or would they like a minister to visit them, another way is a best interest meeting where social workers, GPs, home manager, family discuss what would be in the service users best interest when they can no longer make informed choice themselves, the

service user is there and included in this meeting and given the opportunity to part take. Preferred priorities of care this where the service user is given the choice of how they would like their care to be and who their next of kin is etc.

3. 2 You can support others by showing that you don't accept the use of labels to describe people whatever the differences are, and while in the working environment respond to people and service users as individuals and respect everything about them, this can help others as it reflects your work ethic and can influence others that too promote equality and rights and work in an inclusive way.

3. 3 If I witness something that was a discriminating to a service user/team mate I would address the situation by reporting and recording it. By doing this it is more likely to be dealt with in the appropriate manner. If I overheard someone making a discriminatory remark or not promoting equality or valuing diversity I would challenge them in a calm and professional way and tell them that what they were saying or doing, is unacceptable and explain why. I could also add that I am upset and offended by their discriminatory words and actions and that it is unlawful. In a work setting, discrimination can be a disciplinary matter and policies and procedures will be in place to deal with this. I could actively challenge discrimination by acting as a role model for positive behaviour and by empowering people to challenge discrimination themselves. Discrimination usually occurs through ignorance. By making a person aware of the facts it will educate them and hopefully change their opinions and actions in the future.(cypw)