

Discrimination

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



It is about difference, and its value is the richness and variety that different people bring to society. There are so many ways in which people differ from each other. Examples are: Appearance-ability Gender-Talent Race-BeliefsCultureEquality: -Promotion of individual rights. It is about treating people fairly, regardless of their differences by ensuring that they have access to the same life opportunities as everyone else. People have equal opportunities as everyone else.

People have equal opportunities for everything. Examples: -Equal wages for the employees with same qualification, experience doing the same job.

Bonus is fixed according to proper performance based measurements.

Inclusion: It is about ensuring that there are no barriers that would exclude people or make it difficult for them to fully participate in society. People must be included in all aspects of life, not excluded from some of them because of an illness or disability. Example: - Providing a ramp to give wheelchair access too building. -Providing information in a range of languages and in audio format.

Discrimination: Discriminate people on the grounds of age, gender, race, sexuality or ability can damage persons self esteem and reduce their ability to develop and maintain a sense of identity. When people are affected by discrimination they experience anger, humiliation, frustration and a feeling of hopelessness. They are made to feel worthless and at less value than others. Examples When weekly menus are being planned at a day centre, if no account is taken of the religious and cultural needs of people, you should challenge this and suggest changes.

When individuals are affected by discrimination, they experience anger, humiliation, frustration and a feeling of hopelessness. They are made to feel worthless and of less value than others. Their families could feel the impact experienced by the individuals. Families could feel that they are treated in the same way as others and would feel that they do not live in a equal society. Wider society the discomfort, awkwardness, lost opportunities. This feeling could be reflected in various unhappy events in a society. It can include certain revolts and non participation in public responsibilities.

Those who discriminate will have the side effects of false superiority, and may be ashamed if challenged. Promoting active participation- Active participation allows individual to realize their value and reduce isolation in such a way that an individual can gain self esteem which helps to reduce any form of abuse and discrimination. Quick and effective complaint procedure- Quick, serious, and effective complaint procedure helps to let individual to know that how seriously the act has taken and the consequences of discrimination and it restrains people to engage.

Meetings and discussion: It helps to increase awareness and carefulness to discriminatory acts. Discussion and exercising this issue in day to day talks will help individual to challenge discrimination. Task B A social care worker must follow the legislation and cod of practice. There are so many Acts for the diversity, equality, inclusion and discrimination. They are: Equal pay Act 1970 Sex Discrimination Act 1975 Race relation Act 1976 Disability Discrimination Acts 1995 and 2005 Employment Equality Regulation 2006 Racial and Religious Hatred Act 2006 Equality Act 2006

Every social care worker must have a right to follow the legislation and code of practice. If we do not comply with any of the above laws, we can be answerable ICQ and it can lead to eventual disciplinary action and suspension from the place of work. C Inclusive practice means supporting diversity by accepting to welcome people's differences and promote equality by ensuring equal opportunities for all. In healthcare sector we demonstrate inclusive practice by recognizing respect, value and make most of all, aspects of diversity.

Through share decision making, effective immunization and promoting dignity and respect, giving choices and rights are the ways of promoting equality. It is important to be aware about diversity, equality and inclusion. We can raise awareness by advertising in notice board. Another way to raise awareness is to attend courses to increase the knowledge and awareness. Task C Each and every person has different personal preferences, attitudes, heritage and beliefs. It may vary from person to person and depends upon the culture of the people.

The fact that I am an Indian my personal beliefs about food, culture, marriage and religion will be different compared with a person brought up in I-J. I think that it is difficult to compare someone brought up in India with someone brought up in I-J. Still I am looking after the people in I-J and I am working in a care sector. I have to recognize and respect people's beliefs and preferences. My work setting should be a place in which diversity and differences are acknowledged and respected. One of the hardest things is to acknowledge our own prejudices and how they affect what we do at work.

Prejudices are a result of our own beliefs and values and may often come into conflict with work situations. There is nothing wrong with having our beliefs and values. Everyone has beliefs and values and they play a vital role in what I am. I must be aware of them and how they may affect what I do at work. Exploring our own behavior is never easy and you need good support from either your supervisor or close friends to do it. You may be upset by what you find out about someone of our attitudes but knowing about them and acknowledging them is the first step of doing something about them.

As a care worker it will be easier to make sure that you are practicing effectively with regular reviews. The confidence at work can be explicit in your own practices and attitudes. Once we are aware of our own beliefs and values and have recognized how important they are, we must be ready to accept the beliefs and values of others. The people we work with are different and so it is important to recognize and accept the diversity. We have to make sure that we always respond to people in a respectful way which ensures that they are valued. We need to understand what happens when people are not valued or respected.

It is also important that we recognize the ways in which good practice helps to protect people from discrimination and exclusion. People should make choices about how they want to live their lives. Promoting equality and right is supported by the practical steps that we can take in day to day working activities to give people more choices and opportunities to take decisions about their own lives. Respecting people and valuing them as individuals is always going to be an important factor in promoting self esteem and well

being. We have to make sure that our practice is inclusive and follow the policies and procedures of a care home.

The national occupational standards define active support as working in a way that recognizes people have the right to take part in the activities and relationships of every day life as independently as they can. It supports them by helping with what they really manage to do themselves. We have to remember that we get regular feed back from people we support, colleagues as well as from our supervisor. Inclusive practices are varied, but broadly it is about ensuring that there are no arises that would exclude people or make it difficult for them to fully participate in society.

People must be included in all aspects of life not excluded from some of them because of an illness or disability. Inclusive practice is about providing the support that people want in order to live their lives as fully as possible. Examples of inclusive practices Providing a ramp to give wheelchair access to a building. Providing information in a range of languages and in audio format. Overall practicing in an inclusive way means constantly asking what changes need to e done so that a particular person can participate and then doing whatever is within our areas ofresponsibilityto make those changes happen.

When we follow inclusive practice we have to follow the laws, national standards and code of practice, guidelines and polices. Now we have to understand that control to take decision is in the hands of people who are using the support services and they must be able to make choices about how, when and what level they want to be active participants in society.

Mynursinghome arranged a day trip to Kendal for shopping and we could not take students who were using wheel chair because our trip was in a mini bus which cannot access wheelchair users.

So it was a discrimination of wheelchair users. Actually we had to plan early for the trip and arrange facility to wheel chair access. We had planned a trip to visit a museum and we could not take a category of people with disabilities (dementia) due to the fact that it was situated where we could not take them. We had promised that we would take them for the trip. I think that it was a discriminatory practice. We could have found a place where everyone would have