

Promote equality and inclusion in health

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



Diversity – In the literal sense the word ‘ diversity’ means different. Through diversity we recognise the uniqueness of the individual and value these differences. Diversity can consist of factors which include personal characteristics such as background, culture, personality and work-style. However, certain characteristics are protected under discrimination such as gender, sexuality, religion, ethnicity, disability and age. Equality – Equality is about creating a fairer society, where everyone can participate and has the opportunity to fulfil their potential by meeting their appropriate needs.

Chapter 2 of the Equality Act 2010 outlines protected characteristics of individuals that cannot legally be a reason for treating someone unequally, these are: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Race; Religion or Belief; Sex; Sexual Orientation. Inclusion – Inclusion refers to equal opportunities and not discriminating against people based on their gender, race etc. A common stereotype, particularly among men, is that women should not be included in the realm of football.

2. Describe the potential effects of discrimination The possible effects of discrimination include: isolation, demoralisation and potential long term damage to self-esteem and confidence. Discrimination against any service user or colleague can make them feel marginalised and particularly in the case of service users, vulnerable and different. Discrimination can be detrimental to the individual who experiences it in ways such as: physically – signs of poor health, self-harming, cutting etc; emotional – can lead to the believe that persecutors are right ; social – lack of friends as a consequence of decreased confidence, social exclusion; intellectual – not wanting to learn, withdrawing oneself from challenges.

3. Explain how inclusive practice promotes equality and supports diversity

Inclusive practice is about the actions we take to address the needs of people with characteristics outlined by the Equality Act 2010. The Blue Badge parking scheme is organised by the local council and Llanerchrugog Hall is a participant; the scheme allocates permits for parking spaces that are often wider and closer to the destination e. g. supermarket entrance. This scheme promote equality by addressing the needs of those with disabilities that effect their mobility and by participating in the scheme we are making a conscious effort to bring service user's needs in line with able bodied people who can walk longer distances. Inclusive practice can support diversity through a variety of means from the way kitchens operate by including kosher and halal meats, to the facilitation of prayer space for colleague/service user religious beliefs.

Outcome 2: Be able to work in an inclusive way

1. Explain how legislation and codes of practice relating to equality, diversity and discrimination apply to own work role

I generally believe in treating all people as I would like to be treated, with respect and courtesy; as a carer I regularly deal with two different groups of people – service users and colleagues. A consistent part of my job is to meet the needs of service users who would fall under the disabilities characteristic in the Equality Act 2010. Legislation that applies to my work role is outline in the company Equality policy and includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)

- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006
- The Equality Act 2010

Perhaps the most significant piece of legislation that I work toward is the Disability Discrimination Act – particularly Part 5a, promoting positive attitudes towards disable people. 2. Show interaction with individuals that respects their beliefs, culture, values and preferences Observation?

Outcome 3: Be able to promote diversity, equality and inclusion

1. Demonstrate actions that model inclusive practice Inclusive practice can also be used to support diversity among service users, for example SU A was allocated a temporary placement at my place of work and happens to be a Muslim refugee. During their stay the kitchens procured Halal meat to accommodate their religious beliefs and cultural background. The care business I work for is based in Wales and whilst it is necessary to retain a policy of having English speaking staff, management demonstrates inclusive

practice by making copies of company literature available in Welsh for anyone.

2. Demonstrate how to support others to promote equality and rights In supporting others I might use training opportunities I have experienced to share knowledge with colleagues on cultural differences and ways to approach them. I also have significant knowledge of different cultural practices and values afforded to me by my First Degree in Theology and Master's Degree in International Relations, as well as research in preparation for a Doctorate. If I were supporting a new colleague I can promote equality by directing them to the company Equality Policy and answering any question they might have.

3. Describe how to challenge discrimination in a way that promotes change I can challenge discrimination at work by personally studying (outside of training) other cultures and beliefs and then promoting this among colleagues, and also management during supervision meetings. This can be combined with regards to the way colleagues behave, particularly the right to challenge individuals and question them over what could be deemed as inappropriate behaviour or even bullying. Regardless of where or not it's severe such as explicit racial abuse or minimal such as a controversial joke, by questioning and finding out, staff can get a clearer perception on what is and what isn't acceptable in the workplace.

Disciplinary or other strategies can be used by management to challenge discrimination if necessary, but through this it can rule out a problem within the system ultimately providing better care and in a less discriminatory manner. Another way of challenging behaviour is through clear cut and <https://assignbuster.com/promote-equality-and-inclusion-in-health/>

easily understandable policies and procedures. One procedure that just been introduced is about tackling behaviour. This is to do with the behaviour of one particular service user.

They suffer from severe epilepsy, however they are very independent in their lifestyle. It's about addressing their needs without restricting him. There has been a protocol set up, they have signed along with all staff. The protocol essentially means that he has to ring at certain points on his ventures out; this is due to him having a number of fits whilst out in the public domain. He is also to carry a torch and reflective jacket, for night time periods, so that members of the public will see the service user if he's in trouble.