

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

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## Understand the importance of diversity, equality and inclusion

Diversity means understanding that each individual is unique and that we recognise our individual differences this can include race, gender, religious beliefs, age, sex orientation or any other differences. Equality means equal rights for people no matter what differences they may have and that they should all be treated fairly and that nothing should be lacking in their care and all care plans should be followed.

Inclusion is based on the idea of allowing everyone to access to any service regardless their gender, religion or age and what they want and be included. Discrimination means when someone is taking less care of one person or is in less favour than someone else due to probably a disability or religion etc.

Direct discrimination can occur in the work setting if the service you provide for one service user is less than the other due to their gender, age, religion, race or mental health or could be they are told they can't do anything as they are in a wheelchair or not fit enough.

Indirect discrimination can occur if someone has learning difficulty or English is not their first language and you leave them notes, which they cannot understand, or when the local authority sends leaflets for their services and they are not easy to read. 1. 3 Practises that support diversity, equality and inclusion to reduce the likelihood of discrimination may include encouraging everyone to say what their views are having them to listen to so that it can help to respect and help to resolve people's differences and it helps an individual to be fully involved not only in their lives but in everyone's else's lives too.

## Know how to work in an inclusive way

These are some of the key legislation and codes of practice relating to diversity, equality, inclusion and discrimination in adult social care settings:

- The Disability Discrimination Act 2005
- The Special Educational Needs and Disability Act 2001
- The Race Relations (Amendment) Act 2000
- Convention on the Rights of the Child (UN, 1989)
- The Human Rights Act 1998
- The Sex Discrimination Act 1975 (as amended)
- Employment Equality Regulations 2003

You can interact with an individual in an inclusive way by making them feel comfortable and asking general questions about them. Treating them equally, be respectful and listen to them carefully, not making them feel small and encourage to ask questions and give suggestions.

The ways in which discrimination may be challenged by gathering evidence, and if I witnessed discrimination is going on I would report it to the office to my supervisor or manager, I would also speak to the person that is being discriminating that they will try to sort everything out and they are not alone. Outcome 3 Know how to access information, advice and support about diversity, equality, inclusion and discrimination.

Sources of information, advice and support about diversity, equality, inclusion and discrimination on government web sites that list all the current legislations in place to protect the rights of an individual. You can obtain leaflets to show service users about their rights, read books, or even can

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contact certain age groups, such as AGE UK who can supply materials to hand out to service user's on discrimination, equality etc..

If I think someone is being a victim of discrimination, I would report this straightaway to my manager or supervisor, even if I was in this situation I would do the same, I would also look through my policy and procedures which should include policies related to inclusion and diversity, if I encounter problems I would refer to my own policies, as to the actions to take as an employee.