

Candidate signature essay



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Candidate signature Date confirm that the candidate has achieved all the requirements of this unit with the evidence listed and the assessment was conducted under the specified conditions and context, and is valid, authentic, reliable, current and sufficient Tutor/assessor signature Quality assurance coordinator signature (where applicable External verifier signature (where applicable) Tasks Task A: Short answer questions You are going to be a mentor for a new social care worker as part of their induction process.

Part of your role is to help them prepare for the review after their probation period. Ai) using the table below, explain in your own words what each term means. Give one example from care practice to illustrate your explanations.

Term	Explanation	Example
Diversity	Diversity: Diversity means being different, such as differences in gender, age, religious beliefs, ethnicity, language, social class, sexual orientation etc.	

; We should celebrate these differences and treat people with respect.

Some clients hold strong religious views and are very uncomfortable about nudity so may require extra sensitivity when helping them carry out very personal procedures such as bathing. Equality Equality means to treat everyone equally and offer the same opportunities, rights, respect and choices for all by removing barriers and discrimination. Barriers can be emotional and also physical. Providing support aids can help clients be included on a practical level, such as a ramp so they can go into the garden unaided.

Inclusion Inclusion is working in a way that aims to include an individual or group regardless of their differences.

Involvement of all individuals promotes mutual respect, feelings of self-worth, and opportunities for input. Interacting with clients in an inclusive requires the care worker to be empathetic, show genuine interest in any concerns and needs, to listen to what the person is saying and to respect cultural differences. Discrimination is unfair treatment to a group or a person on the basis of either their age, color, religion or sexuality.

Discrimination can be direct or indirect and covers aspects such as gender, age, religious beliefs, ethnicity, language, social class, sexual orientation, etc. Older people and the disabled have often suffered from discrimination in the past so this is something care workers need to be aware of in case it happens to the clients they work with. Care workers have a duty to make sure they understand what might be discrimination and to raise any issues or concerns with their supervisor/manager on behalf of the clients.

iii) For each of the following people/groups of people, describe two different possible effects of discrimination. Person / Group Effect of discrimination (1) Effect of discrimination (2) individual Loss of self esteem Withdrawal and depression Their families Frustration and helplessness Feeling of anger Wider society Division and distrust Alienation of certain groups from wider society Those who discriminate They risk breaking the law by violating a person's human rights. Reinforces their undesirable prejudice views as they treat a person based on some external prejudice rather than seeing them as an individual.

iii) Using the table below, identify three ways of challenging discrimination, and describe how each will promote change. Ways Of challenging

discrimination How this will promote change Embracing diversity and treating it in a positive way. Although practices from another culture may be very different, always use positive language and never use words or phrases that could be disrespectful towards another errors.

Learning about other peoples cultures helps break down misunderstandings, fear and ignorance. For example, being interested in or celebrating other culture's festivals, such as Did.

Promote inclusion by being aware of how to access information, advice and support about equality and inclusion. Having information to refer to, such as policy documents, government legislation leaflets, etc.

, helps clears up any misunderstandings. Accessing information is brought about by engaging in continuous professional development, deferring to managers/ experts, consulting legislation and policies and procedures etc. Show zero tolerance if you see discrimination taking place by approaching the person, and if the behavior does not change, consulting higher authority.

Challenging discrimination, and possibly even taking it to a higher level, such as management, can make people aware of unacceptable practice and lead to change. If discrimination is challenged effectively, future incidents of discrimination can be prevented, as well as empowering individuals to understand their rights. Task B: Personal Development Plan (PDP) Bi) Your work setting is running an induction course for new social care workers in an adult social care setting.

Create a leaflet which can be used to support this course. The leaflet must include the following:

4. A description of the legislation and codes of practice relating to diversity, equality, inclusion and discrimination.

5. An explanation of the possible consequences for individuals, social care workers and others if the legislation and codes of practice are not followed.

6. A description of how inclusive practice can promote equality and support diversity.

7. An explanation of how to support others to promote diversity, equality and inclusion

a) A description of the legislation and codes of practice relating to diversity, equality, inclusion and discrimination.

Current legislation and Codes of practice may include:

2. Human Rights Act

3. Essential Standards

4. SAC code of practice

5. The Equality Act 2010 – this replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what workplaces need to do to comply with the law and make working environments fair.

B) An explanation of the possible consequences for individuals, social care workers and others if the legislation and codes of practice are not followed. The possible consequences for the social care workers are:

6. Poor practice passed on to other individuals

7. Bringing the organization they work for into disrepute

8. Disciplinary action with the care worker being held accountable for their actions

9. Being prosecuted

10. <https://assignbuster.com/candidate-signature-essay/>

Being fined 11. Losing their job The possible consequences for the clients are: 12. Abuse for individuals using the service 13. Anxiety and distress for individuals and family members 14. Poor quality of care for individuals resulting in poor well-being c) A description of how inclusive practice can promote equality and support diversity.

When people are ‘included’ they feel they can participate fully, are expected, that they belong, and also that they are valued. Ways to do this are such things as giving people opportunities to share in the decision making process, encouraging them to express their views and have them listened to, and valuing people’s individuality. Inclusive practice can help this to be achieved by promoting choice, equality and supporting diversity for the individual. This type of good practice is based on a foundation of respecting, recognizing and celebrating individual needs, differences, beliefs and preferences.) An explanation of how to support others to promote diversity, quality and inclusion Inclusive practice can promote equality and support to diversity by reducing the likelihood of discrimination, treating people as individuals and respect individuals differences for mutual respect and to ensure that individuals are active participant in order for them to live their lives as fully as possible.

The Principles of Care promote inclusive work practices that support diversity, equality and inclusion.

They reduce the likelihood of discrimination by such practices as showing respect, regardless of an individual’s age, gender, sexual orientation, race and ability, and with Edgar to their beliefs, culture, values and preferences.

Bi) Give two examples of how you could raise awareness of diversity, equality and inclusion. Health and social care workers can demonstrate inclusive practice by working in ways that recognize, respect, value and make the most of all aspects of diversity. The more understanding and knowledge care workers have, the better service they can provide.

If people do not have a good awareness of diversity they will not know how to respond appropriately. 1 . Awareness of diversity, equality and inclusion could be helped by organizing trips out to organizations that have expertise in this field. 2.

Alternatively speakers from people representing communities or groups from other cultures could be invited to speak to the care workers. A good way to make these two possible scenarios more interesting and meaningful would be perhaps to link them to a special celebration, etc. Such as Diwali. Inclusive practice can promote equality and support to diversity by reducing the likelihood of discrimination, treating people as individuals and respect individuals differences for mutual respect and to ensure that individuals are active participant in order for them to live their lives as fully as possible.

Task C: Reflective account Chi) Write a reflective account describing: a) How your personal preferences, attitudes, heritage and beliefs might impact on working practice.) How to ensure that your own practice is inclusive and respect beliefs, culture, values, and preferences of individuals (500-700 words) In my opinion it is possible that your own personal preferences, attitudes, beliefs and heritage could impact on your working practice and affect the way you interact or deal with others, but as service providers we

need to act in a professional way and accept that others have different views and still treat them with respect.

It is my understanding that 'heritage' refers to a person's background and upbringing; how their culture, lifestyle, family and community have affected the way they live their life and that 'beliefs' refers to religion or feelings about how someone should live their life. One way which my personal preferences could impact on my working practice is when I am preparing food for a service user as I am a vegetarian, and as such do not like to handle any type of meat. For example, it is difficult for me when service users request sausages or bacon for breakfast but ensure I am still able to be respectful and respond to their needs.

I keep my opinions to myself as this could lead to conflict. By wearing my gloves whilst preparing meat for them this means I do not have to touch the food and is also necessary to work in a hygienic way, particularly as raw meat needs handling carefully to prevent food poisoning. Another way which my working practice might be impacted is that a lot of service users are elderly and from a time before our society became very multicultural. In the past racism was more accepted and some people still make openly racist remarks as they do to respect our multicultural society.

This makes it an uncomfortable working environment for me, as my sons are of mixed race; also I have homosexual members in my family.

However I never get into a situation where this might cause conflict with my service users, or even talk about my family circumstances. A lot of the service users are very set in their ways, and I have to respect them, and not

to make them uncomfortable in their own home. Although I do not respond verbally, I also need to be aware that my body language does also not lead to conflict e. G. Such things as rolling eyes, turning way from a person, folding arms, etc.

Can give negative messages. There is a lady visit who is sometimes very angry and rude towards me and treats me with disrespect as though I am her ‘ servant. She sometimes makes comments that she is ‘ paying’ for this and seems to think that she can talk in a demeaning way to me. This can sometimes make me feel upset and that I want to withdraw from her.

However, by not taking her remarks personally and instead accepting that her angry outbursts are probably because she is lonely and in pain, helps me to understand that it is just because she has no- one else to take her frustration out on.

I behave in a professional manner and this makes me be able to continue to show compassion for her situation and provide the best care I can for her.

Chi) Write a brief account that describes examples of inclusive practice (150-200 words) As a care worker I need to ensure that I understand about equality, diversity, discrimination and people’s rights and be able to relate this to my everyday role. Strive to ensure my work is inclusive and respectful of other peoples’ social identity. Read everyone care and support as individuals and respond to them, and their social identity, in an individual manner.

However, I also understand that treating people fairly does not necessarily mean treating people in all the same way as differences must be responded

to appropriately. I also respect the individuals support and show understanding of aspects of social identity that may be different from my own by avoiding stereotyping or making assumptions, or by using inappropriate and disrespectful language relating to social identity.

Inclusive work practice involves respecting and promoting: 15. The right to freedom of thought and religion I.

E. Their beliefs 16. The right to freedom to express their beliefs as they wish 17. The right to freedom of conscience I. E. To personal values and a sense of right and wrong 18.

Respecting, promoting and responding to personal preferences. An example of inclusive practice can be seen in the way I respond to accommodate the needs of one of my service users is a Muslim man. Britain is a multicultural society and this has an impact on health and social care delivery.

Not only do health and social care professionals come from a diverse range of backgrounds but so do the people who are receiving health and social care services.

This means that there is a wide range of behaviors and beliefs which should be recognized and valued. As part Of Islamic belief, he is required to pray five times a day facing Mecca. For him, Muslims all praying towards the same point is traditionally considered to symbolize the unity of Muslims worldwide. He requires me to help him to position his prayer mat and to help him on it to pray.

Although I have different Christian beliefs, I respect his religious beliefs and am quite happy to accommodate this request.

Xiii) Write a brief account that describes practice which excludes the individual and is discriminatory (150-200 words) Discrimination could take the Oromo of stereotyping, making assumptions, patronizing, humiliating and disrespecting people, taking some people less seriously. Discrimination is when someone is treated less favorably than another because of certain attributes, race, skin color, gender, sexuality, age, disability, etc.

It occurs when someone's prejudice affects the way they treat others.

Prejudice is pre- judgment, an opinion formed beforehand without knowledge or examination of the facts. Some people are prejudiced against different religions, cultures or people with learning difficulties, etc. Forms of discrimination include such things as: 9.

Avoidance – not going close to someone because they are different, 20.

Devaluing – failure to recognize achievement or unfair criticism, 21 . Verbal abuse – use of offensive or insulting language, 22.

Physical abuse – assaulting a person causing them physical harm, 23.

Negative body language, 24. Neglect and poor care Below is an example of an imaginary working practice in which the individual is subjected to verbal abuse: Jane finds out her service user has a criminal record for stealing a car many years ago. Jane decides that he is a bad person and therefore not worthy of her best care. She makes pointed remarks about thieves, such as “

you would know all about that” and is very judgmental and rude towards him.

She always makes a point of not leaving her bags or belongings near him, implying he is not to be trusted.

This makes the service user feel very upset and uncomfortable -? he feels he has paid his debt to society, has learnt his lesson and moved on, and that this is unfair. By Gayness discriminatory actions and not treating him with the same respect and level of professionalism that all her service users are entitled to, she has had a detrimental effect on the relationship, leading to a breakdown of trust. She is letting her own values cloud her judgment.