

Diversity

[Health & Medicine](#), [Disability](#)



Diversity is a term used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion. What is diversity? Everyone is a unique person. Even though people have things in common with each other they are also different in all sorts of ways.

Differences include visible and non-visible factors, for example, personal characteristics such as background, culture, personality, and work-style, size, accent, language and so on. A number of personal characteristics are covered by discrimination law to give people protection against being treated unfairly. The 'protected characteristics' are race, disability, gender reassignment, sex, marriage and civil partnership, pregnancy and maternity, religion and belief, sexual orientation and age. Equality and diversity is becoming more important in all aspects of our lives and work for a number of reasons: * We live in an increasingly diverse society and need to be able to respond appropriately and sensitively to this diversity. Learners in the healthcare setting will reflect this diversity around gender, race and ethnicity, disability, religion, sexuality, class and age. * Your organisation believes that successful implementation of equality and diversity in all aspects of work ensures that colleagues, staff and students are valued, motivated and treated fairly. * We have an equality and human rights legal framework covering employment practices and service delivery and we need to ensure we work within this and avoid discrimination. What is equality? Equality is ensuring individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age.

Promoting equality should remove discrimination in all of the aforementioned areas. Bullying, harassment or victimization are also considered as equality and diversity issues. Equality is about 'creating a fairer society, where everyone can participate and has the opportunity to fulfil their potential'

Inclusion Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.

Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce. Inclusion is about all learners and about taking action to remove barriers to participation and learning. Inclusion also involves eliminating discrimination and promoting equality. It is described by some as the practice of ensuring that people feel they belong, are engaged, and connected. It is a universal human right whose aim is to embrace all people, irrespective of race, gender, disability or other attribute which can be perceived as different. a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best. " It is about valuing all individuals, giving equal access and opportunity to all and removing discrimination and other barriers to involvement. 1. The unjust or prejudicial treatment of different categories of people or things, esp. on the grounds of race, age, or sex. 2. Recognition and understanding of the difference between one thing and another. | | Direct discrimination This is where a person is treated less favourably than another in a similar situation on a protected ground. Indirect discrimination This is where a rule or practice is applied across the board, but it operates to

particularly disadvantage a protected group when compared to others outside the group, unless the rule is needed to achieve a legitimate aim, and the means of achieving that aim are appropriate and necessary. Legislation and codes of practise relating to equality, diversity and discrimination that apply to my role: Anti discrimination Act 1977 Racial discrimination act 1975 Age discrimination act 1975 Mental Health Act 1983 and 2007 amended Act Carers (Equal Opportunities) Act 2004 Human Rights Act 1998 Race Relations Act 1976 and Race Relations (Amendments) Act 2000 and 2003 Sex Discrimination Act 1975 and 1986 Disability Discrimination Act 1995 Sources of info., advice and support Government websites Leaflets Citizen advice bureau