

Concepts of diversity, equality, inclusion and discrimination

Sociology



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Unit 203 Outcome 1: understand the importance of equality and inclusion 1. 1

explain what is meant by: * diversity * equality * inclusion

*discrimination
DIVERSITY means difference. When it is used together with EQUALITY it means recognizing both individual and group differences, it means treating everyone as an individual and giving value to each and every person. Diversity means allowing people to be different and respecting these differences. In care industry the carer might need to challenge others if necessary and speak up for the individuals they support, who cannot speak for themselves.

INCLUSION is the right of every human to have equal access and opportunities, regardless their race, gender, disability, medical or other need, culture, age, religion and sexual orientation. It is about getting rid of discrimination and intolerance. DISCRIMINATION is a preconceived attitude towards the members of a particular group that leads to less favorable or bad treatment of those persons. This kind of attitude is often resistant to change even in the light of new information. 1. describe ways in which discrimination may deliberately or inadvertently occur in the work setting
Direct discrimination may happen when individuals are treated less favorable or when they are given lower standard of services because of their gender, race, ethnicity, culture, disability, religion, sexuality, mental health or age. The carer must be aware of its own prejudices and make sure that the support they give is not provided at different standards for certain categories. Indirect discrimination takes place when a rule or policy is more restrictive for people from a certain group, when it should be applied equally to everybody.

For example a council procedure for homeless people made only in English would put people whose first language is not English in difficulty, which is an unfair disadvantage and could be taken as indirect discrimination. If the council has a good reason for having a particular policy in place (eg. For health or safety reasons) this would not be considered indirect discrimination. Harassment can take place because of people's prejudices or because individuals believe it is acceptable to tease people or tell racist jokes. This creates an unpleasant environment where an individual can feel degraded.

Victimization takes place when someone is treated less favorably because of doing something that another person disapproves (eg. Someone being treated less favorably because they complained about a service). The care worker's duty is to make sure they understand what might be considered as discrimination and to raise any concerns with their supervisor/ manager on behalf of the individuals they support. 1. 3 explain how practices that support equality and inclusion reduce the likelihood of discrimination. In providing care and support to individuals, it is our duty to be able to respond appropriately and sensitively to everyone we interact with.

The way a person approaches equality and inclusion shows whether she/ he is able to provide care and support. A way in which employers have responded to the issue of diversity was to develop flexibility in their working practices and services (eg. Employer may allow flexible working patterns to accommodate child care or a GP surgery may offer services during weekends for people that work full time during the week). So a commitment to equality in addition to recognition of diversity means that different can be equal. It is

important that employers and their representatives behave ethically and lead by example.

The UK framework has 2 elements to it: anti-discriminatory framework gives individuals a route to raise complains of discrimination around employment and service delivery and public duties which place a proactive duty on employers to address institutional discrimination. The anti-discriminatory framework protects gender, ethnicity, disability, sexuality, religion, age. Public bodies including local authorities, education, police forces, and national health services are bound to a number of duties. The implementation of public duties will identify and address institutional discrimination.

Each of the public duties requires employers to: * produce an equality scheme * carry out impact assessments on their functions, policies and practices * carry out equalities monitoring and take action to redress any imbalance * publish the results of any work undertaken

Outcome 2: Be able to work in an inclusive way

2. 1 identify which legislation and codes of practice relating to equality, diversity and discrimination apply to own role

The Equality Act 2010 ensures consistency in what work places need to do to comply with the law and make working environments fair.

The purposes of the Equality Act are: * establish the Commission for Equality and Human Rights * make discrimination unlawful * create a duty on public authorities to promote equality of opportunity between men and women and the prevention of sex discrimination

The new Act aims to protect disabled people, prevent disability discrimination and also strengthen particular aspects of equality law. The Act provides legal rights for disabled people in

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the area of: * employment * education * access to goods, services and facilities including larger private clubs and land based transport services * buying and renting land or property functions of public bodies The Equality Act covers the same groups that were protected by existing equality legislation- age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, and pregnancy and maternity- but now extends some protections to groups not previously covered (e. g. care workers or parents of a disabled person). It provides rights for people not to be directly discriminated against or harassed because they have an association with a disabled person, or because they are wrongly perceived to be disabled.

The main Acts incorporated into the Equality Act 2010 are: * The Disability Discrimination Act 2005- about removing the discrimination that disabled people experience. It gives them rights in employment, education, access to goods, facilities and services, buying or renting land or property, function of public bodies. * The Equal Pay Act 1970- stops employers to discriminate between men and women by paying them differently and providing different employment terms and conditions if they are doing: the same or similar work, work rated as equivalent in a job evaluation scheme, work of equal value. The Sex Discrimination Act 1975 and amendments 1982, and 1999- make unlawful the discrimination on grounds of sex, marital status or gender reassignment. It applies when recruiting and when deciding what terms and conditions should be offered to an employee as well as when decisions are made about who should be promoted, transferred or receive training as well as to any decisions about terminating someone's employment. The Race

Relations Act 1976 and amendments 2000, 2003- which gives public authorities a statutory duty to promote race equality. The aim is to make promoting race equality central to the way public authorities public authorities work, and says they must: eliminate unlawful racial discrimination and promote equality of opportunity and good relations between people of different racial groups. 2. show interaction with individuals that respects their beliefs, culture, values and preferences in order to be sure that a care worker's work is inclusive and respectful of other people's social identity, they need to: * recognize that they need to treat everyone they care and support as individuals and respond to them, and their social identity, in an individual manner * Understand that treating people fairly does not mean treating people in the same way.

They need to recognize difference and respond appropriately *Respect all individuals they support regardless of their social identity * Try to increase their knowledge and understanding of aspects of social identity that might be different from their own * Avoid stereotyping or making assumptions about individuals based on their social identity * Recognize that their own social identity may impact on individuals in different ways * Avoid using inappropriate and disrespectful language relating to social identity 2. 3 describe how to challenge discrimination in a way that encourages change If discrimination is challenged effectively, future incidents of discrimination can be prevented, as well as empowering individuals to understand their rights. The care worker should: * Always act fairly and try to see things from the other person's point of view, considering that there could be different pressures, needs and cultures. * Always use positive language and never use

words or phrases that could be disrespectful towards another person * Not allow prejudices and stereotyping to influence them and not accept any type of discriminatory behavior

Outcome 3: Know how to access information, advice and about diversity, equality and inclusion

3. 1 identify a range of sources of information, advice and support about diversity, equality and inclusion <http://www.equalityhumanrights.com/> gives information about the Equality and Human Rights Commission which was created to challenge discrimination and promote equality and human rights <http://www.scie.org.uk/socialcaretv/search.asp?query=diversity> gives information about working with lesbian, gay, bisexual and transgendered people with different needs of support <https://www.direct.gov.uk/> gives information and guidelines about public services Employer's policy and procedures regarding equality and diversity

3. 2 describe how and when to access information, advice and support about diversity, equality and inclusion Any belief that someone is a victim of discrimination has to be reported immediately to the manager or supervisor.

If a care worker feels that he/ she is a victim of discrimination, they should as well report it straight away to the manager or supervisor. Also a more senior or different manager can be contacted if there is a suspicion that the direct manager or supervisor might be involved. The human resources team is usually qualified to give advice and support on this matter. Support can also be found to a Trade Union if the care worker is a member or to Advisory, Conciliation and Arbitration Service (www.acas.org.uk).