

# Principles of diversity, equality and inclusion essay sample

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## 1) Understand the importance of diversity, equality and inclusion

### 1. 1) Explain what is meant by :-

Diversity- recognises that all though people have thing in common they are also different in many ways. Diversity therefore consists of visible and non-visible factors which include personal characteristics such as backgrounds culture, by recognising and understanding our individual differences and embracing them we can create a productive environment in which everybody feels valued.

Equality- means treating people in a way which is appropriate for their needs. make sure they have fair treatment and access to opportunities even if they have different abilities culture, race, gender, or any other group characteristic.

Inclusion :- is to embrace all people regardless of race, gender age, ability you have to recognise we are one and have a sense of belonging.

Discrimination:- is an unfair or an unequal treatment of an individual on the grounds of age, ability, gender, race it's being excluded in the same situation.

### 1. 2) Describe the potential effects of discrimination.

Direct discrimination may occur when you go for promotion and you don't get it because of age or disability. Indirect discrimination may occur when the employer wants staff to work nights and some staff can't due to having families are if the employee has disability.

1. 3) Explain the importance of inclusive practice in promoting equality and supporting diversity.

Some firms will ask their employees to take part in talks to express their views and listen to which in turn helps everyone to respect and celebrate peoples differences, good practice, valuing individuality enabling them to fully involve not only in their own lives but everyone around them. 2)

Understand how to work in an inclusive way.

2. 1) Describe key legislation and codes of practice relating to Diversity,

Equality, Inclusion and Discrimination in adult social care setting. There are various pieces of legislation to promote diversity, equality and discrimination. These are The Disability Discrimination Act 2005, The Special Educational needs and Disability Act 2001, The Race Relations Act 2000, Convention on the Rights of the child, The Human Rights Act 1998, The Sex Discrimination Act 1975 Employment Equality Regulations 2003.

2. 2) Explain the possible consequences of not actively complying with legislation and codes of practice relating to diversity, equality, inclusion and discrimination in adult social care settings.

The law will not tolerate any breeches in the policies set out. Any breeches will be regarded as misconduct except for serious offences as discrimination, bullying or victimisation will be treated as misconduct and may lead to disciplinary action including dismissal from employment without notice.

2. 3) Describe how own beliefs, culture, values and preferences may affect working practice.

Everyone has different values, beliefs and preferences. What you believe in what is important and what you accept is part of who you are. As a professional you are required to provide the same quality of support for all not just for those who share your views and beliefs. If you only deal with your beliefs you will struggle to do your job and it will affect your work and affect your relationship with colleague at work.

2. 4) Describe ways to ensure that own interactions with individuals respect their beliefs, culture, values and preferences

There is only one way to ensure you respect the beliefs, cultures, and values of others, you must learn about their beliefs, cultures and values. Once you have learnt these then you will be able to respect each individual. You can actively listen to the individual and also know the knowledge of the individuals maintaining confidentiality using preferred methods of communication.

2. 5) Compare inclusive practice with practice which excludes an individual.

| Inclusive makes the patient part of the solution, by making them part of the decision-making process relative to their ongoing care. Inclusive health care encourages the patient to ask questions, demand clarity, and make adjustments to their rehabilitative care, based on their experience regarding which treatment programs are helping them and which aren't. Exclusive is more depending on the arrogant presumption that only the doctor can know

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what will work and the patient should just shut up and do as the doctor says, without daring to question.

Understand how to raise awareness of Diversity, Equality and Inclusion.

3. 1) Describe how to challenge discrimination in a way that promotes change.

If I witnessed a discriminatory I address the situation by reporting and recording this would lead to it being dealt with in the appropriate manner. If I overheard someone making a discriminatory remark I would question the person in a calm and professional way and tell them what they are doing is unacceptable and could lead to disciplinary. I would then report what I had heard and I had said to the individual plus record what has been said so that the manager can take this up with the individual.

3. 2) Explain how to raise awareness of Diversity, Equality and inclusion.

The best way to raise awareness for Diversity, Equality, Inclusion is to have training discussions are essential in raising awareness giving individuals leaflets on the subject they will engage in discussion also it helps them to know the consequences if agreed ways of working are not followed which restrain them from doing any form of discrimination relating to this issue.

3. 3) Explain how to support others to promote Diversity, Equality and inclusion.

You must treat all individuals the same if you are doing an activity and there are individuals in wheelchairs you should help them join in and make sure

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they feel part of the group. you should remember that all genders, race, disability and age should all be treat the same with Diversiyt, Equality and inclusion. New members of staff need to be encouraged equality training and should be monitored to use diversity equality when interacting with the individuals.