

Cttls eandd unit



Unit 1 Equality and diversity - Theory assignment1a) Meaning and benefits of diversity and the promotion of equality and how this can protect people from risk of harm.

Equality and Diversity is a term used to define equality and diversity, and human rights as a defining value of society. It is to promote equality of opportunity for all, giving everyone the chance to achieve their potential, free from prejudice and discrimination.??? Among the yardsticks by which to measure a society??™s respect for human rights, to evaluate the level of its maturity and its generosity of spirit, is by looking at the status that it accords to those members of society who are the most vulnerable, disabled people, the senior citizens and its children???" President Thabo Mbeki, Integrated National Disability Strategy, 1997In the 1980??™s the business case for equality and diversity was raised, and pushed for acceptance in businesses. The reasoning was the financial benefits, as well as the business reasoning of harnessing skills and talents. Those same reasons exist today, what has changed is peoples perceptions. Diversity refers to the variety of differences between people. I can cover race, gender, ethnic group, age, personality, education, background and more.

The benefits of these differences are that people can have a greater variety of solutions to problems. They have skills such as languages, and cultural understanding. The promotion of equality refers to actively trying to challenge the behaviour of others, which I am trained to do.

This would be done by trying to highlight the fact that being equal with others could benefit yourself. Just because someone is different, does not

mean that they are a poorer member of society, and have nothing to offer. Just because someone has a different belief, is a different colour, speaks a different language, or is disabled does not mean that they cannot contribute to society, or in helping others.

Well known people who challenge the mindset that people have of others would be Stephen Hawkins, who despite suffering a major disability, is one of the most intellectual people on the planet. Another one would be Gareth Thomas, a rugby legend for Wales. He played at the highest level, becoming one of Wales most capped players ever and moving onto captaining them for over 5 years, is in the top 5 points scorers ever for Wales, played for the British and Irish Lions a number of times, and is generally regarded as one of the best rugby players of recent times, before announcing he was gay towards the end of his career. These 2 individuals have contributed massively to their areas, when because of the differing reasons, and at a different time would have been held back.

However, you should not treat people different , just because they are not the same as others. This can lead to them feeling discriminated against anyway. By treating everyone the same, and making sure that they have the same opportunities as the next person, then you are ensuring that they have the best chances of learning. You can keep people from harm by either challenging unreasonable behaviour (if safe to do so). Explaining why what they are doing is incorrect, and what is the correct thing to do.

If you do not feel safe, or feel you are the appropriate person to challenge the unreasonable behaviour, you should always be aware of who the named

person is at your employer, or training establishment to report this behaviour to. This can ensure that it is always addressed, and dealt with properly.

http://en.wikipedia.org/wiki/Promotion_of_Equality_and_Prevention_of_Unfair_Discrimination_Act_2000

<http://ezinearticles.com/Diversity-in-the-Workplace:-Benefits,-Challenges-and-Solutions&id=11053>

President Thabo Mbeki, Integrated

National Disability Strategy, 1997