

Equality & Diversity

COURSE INTRODUCTION

Equality and diversity are essential components of health and social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible for all.

The Aims:

- To learn about Equality & Diversity in health and social care
- To learn how to promote Equality & Diversity
- Learn the relevant legislation surrounding Equality & Diversity in health and social care.

This training course has been divided into 3 Modules.

Module 1 – What is Equality & Diversity

Module 2 – Good practice for support workers

Module 3 – Legislation relating to Equality & diversity in health and social care setting

Module 1 – What is Equality & Diversity

What is Equality & Diversity?

Equality means ensuring everyone in your setting has equal opportunities, regardless of their abilities, their background, or their lifestyle.

Diversity means appreciating the differences between people and treating people's values, beliefs, cultures, and lifestyles with respect.

These include:

- Age.
- Gender.
- Ethnicity.
- Background or social class.
- Sexual orientation.
- Lifestyle.
- The type of illness or care need.
- Impairment, either physical or mental.
- Religion or belief system.

Good equality and diversity practices make sure that health and social care services are fair and accessible to all.

We live in an ageing society in the UK. There are approximately 12 million people in the UK aged over 65 with greater numbers of the elderly living into their 90s.

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Many of these people have complex health and care needs. There are also approximately 1.5 million people in the UK with learning disabilities who regularly interact with healthcare professionals and social care services. Equality in the provision of health and social care services has never been more important!

Module 2 – Good practice for support workers

How to promote equality in health and social care

Being able to promote equality and diversity in the workplace should be a key focus of every business. All employees should have a comprehensive understanding of the principles, practices, and legislation. This will allow them to apply them in their day-to-day activities. Without a fundamental understanding of equality and diversity, it can be very difficult to promote it in the sector. There are several strategies that you can implement to promote equality and diversity including:

- The development of an equality and diversity policy and ensuring that your workforce has read and understood the policy.
- Providing all staff with the opportunity to complete equality and diversity training as part of their induction
- Providing regular refresher training to reflect changes in legislation
- Promoting individual requirements and developing tailored care plans
- By tailoring care to always be in the best interests of the service user and always person centred.

Employees should be encouraged to value diversity and respect the attributes that make people different. Care plans should be personalised to reflect the likes, dislikes, personal history, and beliefs of everyone.

Think about what makes you the person you are.....

What are your likes and dislikes?

How do you like to spend your free time?

Now think about what matters to each person in your work setting.....What are each person's values and goals?

If you keep these questions in mind, then the care you provide will always be in the individuals best interest and you will always be keeping equality and diversity at the forefront of your mind.

[What does equal opportunities mean in health and social care?](#)

Equal opportunities in health and social care means that everyone should have access to the same medical treatment and social care; this is irrespective of any differences about them. Differences fall under the umbrella of diversity.

Module 3 – Legislation relating to Equality & diversity in health and social care

The Equality Act 2010 – This legislation lists nine specific characteristics based on which discrimination cannot occur in any setting. Discrimination can be present with just one or multiple characteristics.

The characteristics are:

- Disability.
- Age.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion and belief systems.
- Sex.
- Gender reassignment.
- Sexual orientation.

[The Mental Capacity Act 2005](#) – This Act contains safeguards called the Deprivation of Liberty Safeguards, or DoLS, which are there to protect people who lack mental capacity and who are unable to look after or maintain their own independence, dignity and their right to freedoms. The Mental Capacity Act cares for people who struggle to make their own decisions; it protects them whilst fostering an environment where they can be as independent as possible.

[The Human Rights Act 1998](#) – This is an overview of all the basic human rights and tenets of equality and covers how people should be treated by the state and by public authorities. This statute introduced the concept of 'FREDA' which is an acronym for Fairness, Respect, Equality, Dignity and Autonomy.

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The Care Act 2014 – The Care Act combines care and support legislation in one statute and aims to put people’s wellbeing at the centre of decisions. The Act provides six principles to support those who work with vulnerable adults. The support must be personal and specific to that adult, chosen by them and with their full consent.

Equality legislation provides a context and framework to promote equality and inclusion in the health and social care sector.

In summery.....

In a health and social care environment, it’s important that equality and diversity are at the heart of what you do. Your service users are individual people. You should always strive to ensure that their diverse needs are met and ensure that they have equal access to the services you provide.

Well Done!

You have completed this training session for Equality & Diversity in health and social care