

Equality and Diversity



Learning outcomes

- **Understand the importance of equality and inclusion**
- **Work in an inclusive way**
- **Access information, advice and support about diversity, equality and inclusion.**

Definitions

Working in ways that promote Equality, Diversity and Inclusion ensures that care is fair and individuals are not discriminated against

Equality

Means giving everyone equality of opportunity in line with their needs

Diversity

Can be described as the differences that make people unique

Inclusion

Means involving people within a group or within society

Discrimination

Means to exclude people because of their differences. It involves treating people differently because of assumptions made about a person or group of people based on their differences.



Discrimination



- **Direct or deliberate discrimination is done on purpose and is easy to recognise**
- **Unintentional or inadvertent discrimination may not be as easy to recognise.**



Reducing the likelihood of discrimination

Ways of working that promote equality, diversity and inclusion reduce the likelihood of discrimination. You should:

- **Provide care that is person centred care**
- **Treat the individuals you support as unique**
- **Work in non-judgemental ways**
- **Follow the agreed ways of working**
- **Work in an inclusive way**
- **Challenge discriminatory practice.**



Challenging discrimination



Discrimination and discriminatory behaviour does not uphold an individual's rights and must be challenged. It can take courage to recognise and change discriminatory practice

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Courage

Be courageous to challenge or confront situations that you know are not right and that do not promote the wellbeing of all individuals.

