

Cambridge Technicals Level 3 for Health & Social Care

Name of unit	Unit 2: Equality, diversity and rights in health and social care
Why do we study this unit?	This unit will help you to understand the implications of diversity on practice and also the effects of discriminatory practice on individuals who require care or support. You will also gain an appreciation of how legislation and national initiatives can support and promote anti-discriminatory practice.
By the end of the unit, students will be able to....	<ol style="list-style-type: none"> 1. Understand concepts of equality, diversity and rights and how these are applied in the context of health, social care and child care environments 2. Understand the impact of discriminatory practices on individuals in health, social care and child care environments 3. Understand how current legislation and national initiatives promote anti-discriminatory practice in health, social care and child care environments 4. Understand how equality, diversity and rights in health, social care and child care environments are promoted.
Links to previous units	Unit 1 Building positive relationships in health and social care Unit 9 Supporting people with learning disabilities Unit 10 Nutrition for health
Key vocabulary	Equality, Diversity, Discrimination, Legislation, Prejudice Stereotyping
Week and summary topic	Knowledge and skills learned
1. Understand concepts of equality, diversity and rights and how these are applied in the context of health, social care and child care environments	1.1 Concepts, i.e. <ul style="list-style-type: none"> • equality, i.e. <ul style="list-style-type: none"> o a person is respected as an individual, treated fairly, given the same opportunities regardless of differences, treated according to needs • diversity, i.e. <ul style="list-style-type: none"> o race o religion o cultural differences o gender and gender reassignment o sexuality and sexual orientation o age

	<ul style="list-style-type: none"> o family structure o marriage and civil partnership o social class o language o dress o food o music o the arts o education o pregnancy and maternity o disability <ul style="list-style-type: none"> • rights, i.e. o choice o confidentiality o protection from abuse and harm o equal and fair treatment o consultation o right to life 1.2 Application of the concepts, i.e. <ul style="list-style-type: none"> • the values of care in health and social care services, i.e. o promoting equality and diversity o promoting individual rights and beliefs o maintaining confidentiality <ul style="list-style-type: none"> • the values of care in child care services, i.e. o making the welfare of the child paramount o keeping children safe and maintaining a healthy environment o working in partnership with parents/guardians and families and other professionals o encouraging children's learning and development o valuing diversity o ensuring equality of opportunity o anti-discriminatory practice o maintaining confidentiality o working with other professionals 1.3 Support networks, i.e. <ul style="list-style-type: none"> • advocacy services (e.g. SEAP, MENCAP Empower Me, British Institute of Learning Disabilities) • support groups (e.g. MIND, Age UK, Headway) • informal support (e.g. friends, family, neighbours)
<p>2. Understand the impact of discriminatory practices on individuals in health, social care and child care environments</p>	<p>2.1 Discriminatory practices, i.e.</p> <ul style="list-style-type: none"> • basis of discrimination (e.g. race, culture, disability, social class, age, gender, sexual orientation, religion) • direct and indirect discrimination • types of abuse • prejudice • stereotyping • labelling • bullying <p>2.2 Individuals affected, i.e.</p> <ul style="list-style-type: none"> • individuals who require care and support (e.g. patients, children, older adults, people with disabilities) • family/friends/relatives of individuals • practitioners (e.g. nurse, G.P., physiotherapist, teacher, early

	<p>years practitioner, social worker, care assistant, care worker)</p> <p>2.3 Impact on individuals, i.e.</p> <ul style="list-style-type: none"> • disempowerment • low self-esteem and low self-confidence • poor health and well-being • unfair treatment • mental health
<p>3. Understand how current legislation and national initiatives promote anti-discriminatory practice in health, social care and childcare environments</p>	<p>3.1 Key aspects of current Legislation, i.e.</p> <ul style="list-style-type: none"> •The Care Act 2014 •The Health and Social Care Act 2012 •The Equality Act 2010 •The Mental Capacity Act 2005 •The Children Act 2004 •The Data Protection Act 1998 •Human Rights Act 1998 •Children and families Act 2014 <p>3.2 Overview of national initiatives, i.e.</p> <ul style="list-style-type: none"> •The Care Certificate 2014 •Quality assurance i.e. inspections such as Ofsted, CQC (Care Quality Commission) •EHRC (Equality and Human Rights Commission) •NICE – National Institute for Health and Care Excellence <p>3.3 The impact of legislation and national initiatives, i.e.</p> <ul style="list-style-type: none"> •person-centred approach to care and provision •individual needs met •empowerment •accessible services •provides a system of redress •clear guidelines for practitioners to follow •raises standards of care •staff selection and interview procedures must comply with the Equality Act •organisational policies - bullying, confidentiality, equal opportunities, data handling
<p>4. Understand how equality, diversity and rights in health, social care and childcare environments are promoted.</p>	<p>4.1 Applying best practice in health, social care or child care environments, i.e.</p> <ul style="list-style-type: none"> •being non-judgemental •respecting the views, choices and decisions of individuals who require care and support anti-discriminatory practice •valuing diversity •using effective communication •following agreed ways of working •provision of training and professional development opportunities for staff •mentoring, monitoring and performance management of staff •staff meetings to discuss issues/practice <p>4.2 Explaining discriminatory practice in health, social care or child care environments, i.e.</p> <ul style="list-style-type: none"> •stereotyping, labelling, prejudice •inadequate care •abuse and neglect •breach of health and safety

	<ul style="list-style-type: none">•being patronising <p>4.3 Choosing appropriate action/response to promote equality, diversity and rights in health, social care and child care environments, i.e.</p> <ul style="list-style-type: none">•acceptable methods of challenging discrimination(e.g. challenge at the time, challenge afterwardsthrough procedures or through long-termcampaigns)•whistleblowing• applying values of care• providing information about complaints procedures / advocacy services• implementing policies, codes of practice, legislation• dealing with conflict• training / mentoring / monitoring
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