

Awareness of Equality, Diversity, and Human Rights

Caredemy

Online Training Academy



Course Name:

Awareness of Equality, Diversity, and Human Rights

Course Description:

This course will give an overview of knowledge needed by staff working in the health sector regarding equality, diversity, and human rights. Learners will understand the importance of language and communication, the impact of legislation, the benefits of equality and diversity, and understand discrimination.

Course Learning Objectives:

At the end of this course, the learner will be able to:

- Understand the definition of equality and diversity
- Understand what discrimination is, its nature and process.
- Increase awareness of discrimination
- Understand why communication and language are important
- Describe relevant legislation, policies, and strategies
- Understand how to use power responsibly

Course Requirements:

Participants must complete all learning modules and pass the multiple-choice course assessment.



Self-Reflection

If you hear an inappropriate comment or joke being said about race, religion, disability, or sexuality, you should do something about it.

Which do you choose?

- I don't know
- I disagree with reservations
- I agree with reservations
- I disagree
- I agree

Should you say something?

Inappropriate comments should be challenged, but it is unwise to believe you should always do something, especially if you could be injured or threatened or are not quite sure that you heard the comment correctly. Not doing something might make others believe you accept or support the behavior. However, in most instances you can do something. It could be as simple as saying you are not pleased with the behavior. You may even need to involve your line manager.

What is Diversity?

Diversity means recognizing, valuing, and taking account of people's differences. This includes their knowledge, background, needs, experiences, and skills. Through diversity, we can encourage and use our differences to create a cohesive community and workforce. Equality is about allowing for equal access to services.

Disabilities in the Workforce

It is true that many organizations have low numbers of people with visible disabilities employed. Some managers think there will be many adjustments to help make the workplace acceptable for a person with a disability, or that the person will often be sick. It may be that the organization or managers are not aware of the financial and other assistance available. Experience shows that many pre-conceived notions about hiring a person with a disability are not true.



Discrimination

There is zero tolerance of discrimination towards staff members in the healthcare sector. Treatment may be withdrawn from a patient if they openly discriminate against a member of staff due to their sexual orientation, color, ethnicity, disability, or religion.

Definitions

Equality: The goal is to create a fair society where everyone can be involved and have equal opportunities. Legislation exists in regard to equality that addresses discrimination based on membership of a particular group.

Discrimination: Treating people less fairly than other groups or people.

Protected Characteristics: Individuals are protected from discrimination on the basis of 'protected characteristics. These characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Sex
- Sexual Orientation
- Religion or beliefs
- Pregnancy and maternity
- Race (including ethnic origins, color, and nationality)

Diversity: The main values of diversity are recognition and valuing differences. Organizations should strive to create work cultures and practices that respect and value differences for the benefit of the organization and its people.

Identity: Identity is the self-perception and distinct personality of a person at any stage in their life. Your identity defines who you are to others and can relate to your gender, sexual orientation, age, ethnicity, or culture. Because of this, it is important to recognize that not everyone identifies with one type of identity.



Benefits of Diversity and Equality

There are many benefits of diversity and equality. Equality and diversity can improve health by improving access to services. Those with protected characteristics may have more health problems if they are not able to access health services.

If we encourage respect for everyone, those with protected characteristics are better able to achieve their ambitions. Valuing equality and diversity helps to provide equal access to jobs and healthcare for everyone. Diversity and Equality help organizations meet the human right responsibilities and legal obligations.

Aspects of Equality and Diversity

Diversity and equality address many issues, as well as the protected characteristics. These include:

Age: Age can mean people of the same age (e.g. 41-year-olds), or an age range (e.g. people over 60).

Disability: People with a physical or mental impairment that has a substantial or long-term adverse effect on the individual's ability to carry out normal activities are protected. Physical disabilities include physical functioning, vision or hearing impairments, breathing difficulties, or mobility difficulties. Mental impairments include mental or psychological disorders.

Race: Race refers to people defined by their race, color, ethnic or national origin, or nationality. A racial group can be two or more different racial groups.

Religion: Religion and beliefs include religious and philosophical beliefs, including a lack of belief (Atheism). This does not include political views. Beliefs affect your life choices and the way in which you live your life.

Sexual Orientation: General attraction a person feels towards people of one sex or another or both is sexual orientation. This includes gay, lesbian, bi-sexual, transgender, and heterosexual people. Some individuals may not identify with a gender group, which is described as non-binary or non-gender.

Sex or Gender: Men and women have the right not to be discriminated against at work on the basis of their sex.



Discrimination

There are several types of discrimination.

Direct Discrimination: Direct discrimination is a person being treated less favorably than another because they belong to a particular group.

Indirect Discrimination: Indirect discrimination is when a rule, condition, practice, or policy applies to everyone, but disadvantages people who share a protected characteristic. However, it can be justified if you can prove your actions were a proportionate means of achieving a legitimate aim (ex. A male actor playing a role that is male).

Perceptive Discrimination: Perceptive discrimination is directly discriminating against someone because others believe that they possess a protected characteristic, even if this is not true (ex. Believing a person is gay when they are not).

Associative Discrimination: Associative discrimination is directly discriminating against a person because they are associated with another person with a protected characteristic (ex. Refusing to employ someone with a disabled child).

Harassment: Harassment is unwanted conduct related to a protected characteristic which has the purpose of violating a person's dignity or creating a humiliating, intimidating, or offensive environment for that person. Employees are also protected by harassment because of association and perception.

Examples of harassment can include:

- Failing to ensure an employee's personal confidential information is protected
- Making and sharing derogatory comments or jokes about a colleague

Victimization: Victimization is when an individual is treated unfairly or punished because they have made a complaint, are believed to have made a complaint, or have supported someone who made a complaint.

Using Power Responsibly

Workers at health sector organizations have the power to include or exclude colleagues, patients, and service users. This power can take the form of expertise, status, and control of knowledge and resources. Power must be used



responsibly, and staff must be aware of the impact power can have on those around them.

Bullying: Bullying is persistent, offensive, malicious, intimidating, or insulting behavior. It can also be the abuse of power that makes an individual feel threatened, upset, vulnerable, or humiliated in a way that undermines their self-confidence or causes stress.

Harassment: Harassment is when another person's dignity is violated, or an intimidating, humiliating, or offensive environment is created through undesired behavior.

Oppression: Oppression is when a group exerts dominance over another. By exerting this dominance or power, there is disregard for individual rights.

Prejudice: Prejudice is a preconceived judgement or opinion about others without the consideration of relevant facts. It is biased, unreasonable, and intolerant. It is often founded on stereotypes, irrational suspicions, or the hatred of individuals or social groups.

Exclusion: Exclusion is when people are stopped from participating in or benefiting from things that others take for granted. Services may not be accessible or sensitive to some groups because of social, cultural, or environmental reasons.

Communication and Language: All health and social care workers communicate with others either face-to-face, by phone, or electronically. The way we communicate and use language is powerful and significant.

