

## Introduction

- Equality and inclusion are very important issues
- All care workers have a key role to play in promoting equality and inclusion for every service user
- **This is essential when working in adult social care settings**

## Key Word - Diversity

- The range of differences between individuals and within and between groups of people in society
- Where do the differences come from?
- Different social, cultural or religious backgrounds
- Different ethnicity (*ethnic origin*)
- Disability, gender, sexuality, appearance and family structure or background . . .  
...

## Key Word - Equality

- This is achieved when everyone has equal opportunities to participate
- **Some individuals and groups have traditionally experienced discrimination**
- Key Word - Equality
- All care settings are required to have an Equal Opportunities policy
- **Every care worker must work in line with this**
- It is therefore important that you have an understanding of equality
- Taking the same care to promote opportunities for every service user is showing 'equal concern' for everyone
- There are also laws about equality and discrimination

## Key Word - Inclusion

- This is when a care setting welcomes diversity and ensures that all service users are able to fully participate
- **It is about making sure that everyone is fully included**
- When inclusive practice is used, staff and care settings take equal concern to ensure that all service users have their needs and rights met
- It means putting individuals at the centre of planning and support
- So that care and support is tailored to what is important to every individual service user

## More about Equality

- Giving choices
- To be able to give a service user choice you have to share information with them
- This is very important
- Giving choices also means enabling the service user to make informed decisions
- Effective communication ensures that clients are empowered to do this
- A person can't make an 'informed choice' unless they have been given all the information

## The Care Value Base

- The Care Value Base is at the centre of everything related to health and social care
- It is a set of principles that should be used by everyone working in the health and social care sector
- Equality, diversity and inclusion ties in with the Care Value Base
- Here are a few of the principles:
  - To promote people's rights
  - To promote equality and diversity of people
  - To respect a person's identity
  - Everyone is entitled to choice
  - Everyone has a right to dignity
  - To communicate effectively with people

## Rights

- The right to be different
- The right to be free from discrimination
- The right to confidentiality
- The right to choice and dignity
- The right to effective communication
- The right to safety and security

## Equality and Diversity

- **To be able to support equality and diversity properly you need an understanding of:**

- Common assumptions *about things like*:
- Gender, race, age, sexuality, disability and class
- Prejudice, stereotyping and labelling
- The effects of these things happening
- Your own beliefs, assumptions and prejudice can get in the way too

## Common Assumptions

- Examples
- Women are better at providing child care
- Men are stronger than women
- Old people are less cognitively aware
- Disabled people can't do very much

## Prejudice

- Prejudice is different to not liking someone
- Prejudice, stereotyping, discrimination, racism, sexism - *the meanings of these words often overlap*
- Prejudice sways us against someone based solely on our identifying the person with a particular group
- It is an attitude
- Prejudiced people might dislike people who are different from themselves
- Prejudice causes people to behave in a discriminatory way

## Stereotyping

- When we group people together because of 'common assumption' we are stereotyping
- 'Women are better at providing child care' is stereotyping women
- 'Disabled people can't do very much' is stereotyping people with a disability
- Stereotyping is a belief about the personal attributes of a group of people

## Labelling

- When we label someone we don't treat the person as an individual
- Labels are used to define people - not as who they really are, but what they represent and the 'group' that they fit into
- An example is a person with dementia
- It is easy to forget the person and just think of the dementia

## Respecting Identity

- And finally ....
- When we respect someone's identity we are respecting them as a person
- Even if this doesn't 'fit' with your own beliefs or values
- This brings everything together
- Recognising and accepting the diversity of people as individuals
- Paves the way for equality for everyone