Standard 4 Equality and diversity

**Learning Outcome -The learner will:**

**Assessment Criteria – The learner can:**

**4.1a** Explain the key terminology in your own words.

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| Diversity |  |
| Equality |  |
| Inclusion |  |
| Discrimination |  |

**4.1b** Discrimination may happen deliberately or by mistake within social care or health settings. For each of the statements below, describe the discrimination that is happening including whether it is deliberate or inadvertent (by mistake).

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| A community group organises activities in a village hall that does not have access that is suitable for individuals who are wheelchair users. |  |
| In a hospital a volunteer gives smaller portions of food to women than men because they believe that men have bigger appetites. |  |
| A care home has a policy that limits kitchen hours from 8am to 5pm. A new resident observes Ramadan, meaning they can eat only before sunrise and after sunset. As a result of the kitchen policy they are not able to eat proper meals for the month of Ramadan. |  |
| A home care worker stays longer at the home of an individual than they should because they are fond of the individual which means that the next person has less time for their care and support. |  |

**4.1c** There are a number of ways that can help to reduce the likelihood of discrimination happening in a workplace. Explain how practices that support equality and diversity, such as working in a personcentred way, can help to reduce discrimination in the workplace..

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| Working in a person-centred way can help to reduce the likelihood of discrimination because... |  |

**4.2a** Which legislation and codes of practice or conduct relating to equality, diversity and discrimination apply to you as a care worker.

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**4.2c** Reflect on the two examples of discriminatory practice below. For each example, describe how you could address the discriminatory practice in order to encourage positive change.

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| An individual you are supporting is unable to reach the counter at the checkout to pay for their shopping: |  |
| You notice a colleague continuously refuses to support or treat an individual and they have said it is because of the individual’s sexual orientation: |  |

**4.3a** Identify a range of sources of information, advice and support about diversity, equality and inclusion.

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**4.3b & c** Think about situations when you may need additional information, advice and support. Fill in the table below to demonstrate how you would try to find additional information, advice and support about diversity, equality and inclusion. One example situation has been done for you. For the second example think of a situation that can happen in your own work.

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| --- | --- | --- | --- |
|  | When would you access information, advice and support? | How would you access information, advice and support? | Whom would you ask for advice and support in relation to this and why? |
| 1. You realise that your knowledge of dementia could be improved in order to support an individual’s specific communication needs. |  |  |  |
| 2. |  |  |  |

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| **Assessor Feedback: Date:** |

Candidate Signature: ……………………………………………….. Date: ………………….

Assessor Signature: …………………………………………………. Date: ………………….