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