

AIM

To recognise and appreciate the differences of the people we care for and provide care that is fair and gives equal opportunity to everyone.

DURATION

Half day course (3 hours)

LEARNING OUTCOMES

By the end of this course you will be able to:

- Know the responsibilities of employees and employers
- Know what beliefs, values, and attitudes are
- Understand what is meant by equality, diversity, inclusion and discrimination
- Know the legislation in place covering Equality & Diversity
- Know each of the protected characteristics
- Understand the different forms of discrimination, and how they can occur

LESSONS AND TOPICS

The Importance of Equality and Diversity.

- Facts and Statistics
- Employee Responsibilities
- Employer Responsibilities

Beliefs, Values and Attitudes

- What are Beliefs?
- What are Values?
- What are Attitudes?

Definitions

- What is Equality?
- What is Diversity?
- What is Inclusion?
- What is Discrimination?
- Harassment
- Discriminatory language

Legislations

- The Human Rights Act 1998
- The Mental Capacity Act 2005
- The Care Act 2014
- The Health & Social Care Act 2012 (Duty of Candour)
- The Equality Act 2010

Protected Characteristics - (Equality Act 2010)

- Sex
- Sexual Orientation
- Race
- Disability
- Religion and Belief
- Age
- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

Types of Discrimination

- Direct Discrimination
- Indirect Discrimination
- Victimisation

Signposting

- Signposts to useful organisations