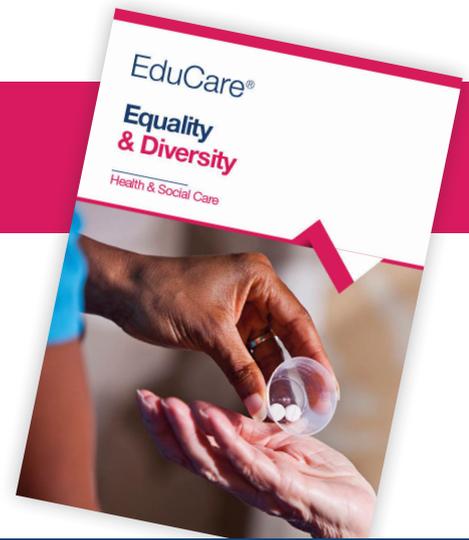


Equality and Diversity in Health and Social Care

This course covers what equality, diversity, inclusion and discrimination mean and how they affect health and social care workers in their role. It explains the barriers that can prevent equality being recognised and describes how to work in an inclusive way to reduce the likelihood of discrimination. The programme has been mapped to the Care Certificate and the Core Skills Training Framework (CSTF) for health.



Course details

- Two modules with two multiple-choice questionnaires
- Two CPD credits*
- Optional narration of the course modules and questionnaires for accessibility
- Personalised downloadable certificate
- 70% pass mark
- Printable modules for future reference

*1 CPD credit equals up to 1 hour of learning

Course content

Module 1 Introduction

- Terminology
 - Equality
 - Diversity
 - Inclusion
 - Discrimination
- Barriers to equality
 - Prejudice
 - Stereotyping
 - Labelling
 - Unfair discrimination
- Discrimination
 - Direct or deliberate discrimination
 - Perceptive discrimination
 - Associative discrimination
 - Indirect discrimination or unintentional discrimination
 - Victimisation
 - Harassment

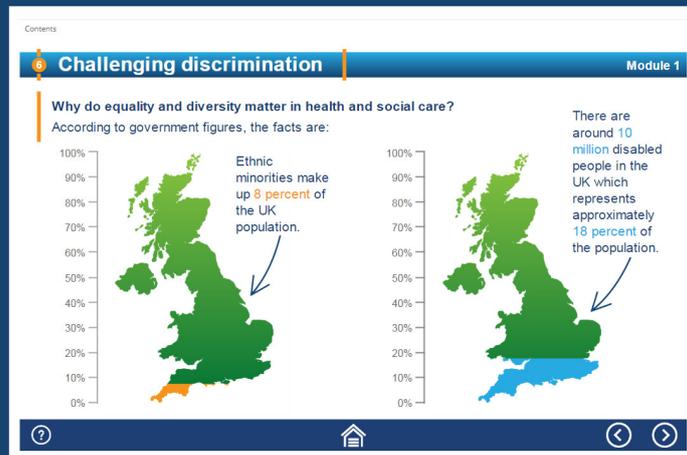


Continued Introduction

- Reverse or positive discrimination
- Discriminatory practice
- Positive action
- Inclusive practice
 - Rights and responsibilities
 - Why should we adopt an inclusive approach to equality and diversity?
- Challenging discrimination
 - Why do equality and diversity matter in health and social care?
- Health inequalities
 - Inequalities and bias
 - Bias in healthcare
 - Why do we monitor health inequalities?

Module 2 Legislation and Guidance

- Legislation
 - The Human Rights Act 1998
 - The Mental Capacity Act 2005
 - The Care Act 2014
 - The Health and Social Care Act 2012
 - The Equality Act 2010
 - Protected characteristics
 - Autism Act 2009
 - The Public Sector Equality Duty
- What must employers do?
 - What should an equality and diversity policy look like?
- What must employees do?
- Other policies
 - Harassment and Bullying policy and/or procedure.
 - Grievance policy and/or procedure.
- Code of conduct
 - What is the code of conduct?
- Support
 - What to do if you have concern and where can you access support?
 - Online sources of information



Contents

3 Perceptive discrimination

Module 1

Perceptive discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic.
It applies even if the person does not actually possess that characteristic.

Example
Adrian, who is heterosexual, has a number of gay friends.
He tells his home carer that he is attending a civil partnership ceremony next weekend.
The new carer believes that Adrian is also gay because of his friends so refuses to change the sheets on his bed.
This is discrimination by perception.

EG

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This course is suitable for

Anyone starting to work in health and social care or for current employees requiring a refresher.

Contents

1 The Equality Act 2010 | Module 2

Protected characteristics are:

age

marriage and civil partnership

sex

disability

?

Contents

2 What should an equality and diversity policy look like? | Module 2

A policy should state the organisation's commitment to:

valuing the contribution that all employees make to the organisation's work

?

Question 6 | 1 2 3 4 5 6 7 8 9 10

Who is the code of conduct for Healthcare Support Workers and Adult Social Care Workers in England overseen by?

The organisation you work for

Skills for Care and Skills for Health

?

Key features

- Visually engaging and highly interactive
- Illustrative examples
- Answer explanations for those who achieve the pass mark
- Additional resources to expand learning

Purchase options

1. Available as a standalone course on the EduCare website.
2. Buy as part of one of our multi-course licences. For further information, please call 01926 436212 to discuss purchase options and licences.



Why choose us?



“ The courses are a very practical and cost effective way of staff accessing training on a wide variety of subjects. The courses use a variety of formats and exercises to vary the learning, maintain interest and reinforce subjects. It's also great that the courses are continually being updated, either with new content or new features, such as videos and animations. ”

Dave Cartlidge
Training Manager, Wrixon Care

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