**Assignment 1, Unit 2, (P1)**

**An Introduction to the Concepts Equality, Diversity & Rights**

**Introduction**

Welcome to our organisation, as part of the course it is important to understand thoroughly about the concepts of equality, diversity and rights in a health and social care setting. This is because it is important to treat everyone equally and everyone should have the equal amount of care and respect towards them, also there are laws put into place such as the Right Act to treat everyone equally, therefore it is important to thoroughly understand what these terms mean.



**Equality– Being equal in the terms of rights, status and opportunity. Everyone should be treated the same according to their needs regardless of gender, race, religious beliefs, ability, sexual orientation etc. In a health and social care setting, equality is about treating people’s needs in different ways (how each person wants it) and not in the same way as some people might not be comfortable with just that way.**

*(Stretch B + Whitehouse M 2010 Health and Social Care level Pearson-Harlow, Yvonne Nolan 2009 The Heinemann Illustrated Dictionary Health and Social Care- Harlow)*



**Diversity- the difference between individuals and groups in ethnicity, culture, gender, ability, sexuality, age etc. It is about accepting that everybody is different because people have different opinions and views and these must be respected. Without the world being diverse everything would be undeveloped interesting because there won’t be different ideas and would fall into a dull conformism. Therefore, in a health and social care setting it is important to value everyone’s thoughts and respecting them even if they are different to you in many ways.**

*(Yvonne Nolan 2009 The Heinemann Illustrated Dictionary Health and Social Care- Harlow. Rasheed, Hetherington and Irvine 2010 Health and Social care)*

**Rights- what people are entitled to and this can link in with law as legal entitlements. Every human has the choice and freedom to do what they want and this can be also seen as a part of freewill. For example, in a health and social care setting an individual has the rights to be treated and cared for well because of their gender, sexuality, race, skin colour beliefs or culture.**

*(Yvonne Nolan 2009 The Heinemann Illustrated Dictionary Health and Social Care- Harlow, Stretch B + Whitehouse M 2010 Health and Social Care level Pearson-Harlow)*



When considering Equality and Diversity there are many other terms that are used therefore a glossary of these terms has been produced to assist you. It may be useful to refer back these definitions during your work.

**Glossary of terms**

 **Equality**- everyone should be treated the same even if they have different features and lifestyle to you. Everyone should have the access to the same opportunities and should never get isolated by anyone.

 **Equity-** fairness and justice as everyone should get the same quality of care and communicated to well to make them feel comfortable. Everyone should be treated equally and respectfully no matter how they live, where they live or if they’re different to you.

 **Diversity-** a range of differencethat are uniquebetween people due to ethnicity, culture, gender, sexuality, age, ability etc.

 **Tolerance-** the ability to tolerate or be calm about something like opinions and behaviour that you dislike or disagree with. This can happen between patients or family members so it is an important skill to have when working in the health and social care setting.

 **Rights-** what people are entitled to also similar to freewill as people have their own rights to be treated lawfully and do anything they want. This can link in will law and the Rights Act everyone is entitled to.

 **Opportunity-** Everyone should have the same opportunities and chances no matter who they are as this relates to equality and equity.

 **Difference-** this can be a verbal disagreement in what anyone says or it can be a visual difference in how someone looks and this has to be valued as everyone is different.

 **Direct Discrimination-** this is can be things like violence, bullying which is obvious and clear. This can be when someone treats you differently to others in a negative way because of who you are.

 **Indirect Discrimination-** it is when discrimination is not obvious and difficult to tell if it’s happening because it can be hidden such as not offering someone a job due to being different for example skin colour.

 **Stereotyping-** a negative or positive judgment about whole groups or people based on assumptions or impressions that might not even be true rather than the truth.

 **Labelling-** negative thoughts or impressions of people and putting them into a certain group they belong in from their appearance or character. Examples of this include labelling people as ‘fat’.

 **Prejudice-** making a judgement about someone without knowing the truth and this can be made by first impressions or negative thoughts you presume about something. However, when you meet them they might be really nice.

 **Disadvantage-** something negative that could decrease the chance of succeeding. It can also be something bad in a person or negative influences such as poor education that can affect society.

 **Beliefs-** what people think are true and this can be based on past life experiences and witnesses either from yourself or other people. Your beliefs can depend on your culture, background, sexuality or the types of behaviour that is considered to be acceptable and right. Beliefs have a significant influence on how people behave.

 **Values-** something that may be worth a lot or useful. Values can be someone’s judgement of what is important in life. It can also be influences on a person’s life and be guidelines to actions they take in all situation.

 **Vulnerability-** the unlikable chance of someone to cope with a disaster. This creates stress and anxiety which affects you completely or develops health problems. Patients who are able to cope less are more likely to develop problems and health issues due to lack of strength and mind-set to cope something unusual.

 **Abuse-** negative behaviours in different categories that can harm or damage someone in various ways. There are different types of abuse: verbal abuse, psychological abuse, physical abuse, sexual abuse, neglect, hate crimes.

 **Empowerment-** someone has control or authority of certain tasks or activities in their life. This can help to grow and develop confidence in your own abilities such as making decisions, finding new information and learning from mistakes.

 **Independence-** freedom from being dependent and people having an independent life without anyone controlling them and telling them what to do.

 **Interdependence-** working within a team is important due to everyone has their own responsibilities to make the whole team succeed.

 **Hate Crime-** this crime includes verbal, physical, emotional or sexual abuse aimed at an individual or a group of people.

 **Racism-** discrimination or abuse of one’s race against someone of a different race. This can be hatred against groups of people due to their religion or race. It is important to make sure you treat everyone equally no-matter what race they are.

 **Sexism-** discrimination, negative behaviour including prejudice towards other people due to their gender/sex.

 **Ageism-** prejudice or discrimination on a person’s age and that person can be discriminated or isolated due to their age and appearance.

**Why is it important that we are aware of Equality, Diversity and Individual Rights?**

Our organisation has service users who represent the diversity of British Society and come from different social, cultural and religious backgrounds. Britain today is very much multicultural and diverse society and this can been identified when reading the facts in (<https://www.commisceo-global.com/resources/country-guides/uk-guide>), it shows that there are many languages spoken in the UK such as Polish which is the second most spoken language in the UK. Then comes the next commonly spoken languages like Punjabi, Bengali, Gujarati, Arabic, Chinese, Portuguese and French. Next, the main religion in the UK is Christianity but 30% of the UK population belongs to the official Church of England while 10% identify as Roman Catholics. Other religions in the UK include Islam, Hinduism, Sikhism, Judaism, Buddhism. Family sizes depend on the culture of the family as Indian families have nuclear and extended family sizes and other nationalities can have different family sizes like single or young parent etc. Other parts of diversity in the country include different food from different countries and this include the English breakfast, Chinese, Indian, Italian etc. Movies and music can be seen as popular such as Hollywood and Bollywood and songs like K-Pop, classical, rap, Spanish songs etc. This shows that the society is exploring different types of music and movies which helps them to learn other languages as well and make them want to visit that country as well. This clearly shows how the UK is diverse and it makes a positive change to the society. The different types of activities and events people participate in shows that everyone one is enjoying the diverse community as this is a chance where people can enjoy and explore different things. Britain is a multicultural society because there are many people from different countries, background, race etc., and this helps people to participate in the different culture mix that has been clearly identified in the UK as it is one of the biggest diverse country in the UK.

There are many benefits to society with the diversity and multi-culture of people who live in the UK. In the article (How multiculturalism benefits the United Kingdom by Danny Graham, August 2013) it identifies the several different benefits of diversity in social, economic, political and cultural. Firstly, when it comes to social and cultural benefits there are many advantages of having a multi-cultural society because people from different countries and backgrounds can experience the different food, arts, social cohesion, language, music, books, designs, clothes, sports and many more things. This helped people to learn about other countries and try out activities rather than just reading and hearing information. This diversity community helps improve the psychological thoughts about different races and religions after talking and mixing up in groups and it also helps to decrease racism in the country. This shows that the country is developing socially as people are accepting diversity and trying out things that may be completely different and amusing to them. Another type of benefit the country has gained is economic benefits where employees from up to 105 different nationalities are working in businesses which helps the business and company to develop because they provide an essential cog, therefore different businesses and organisations crave for immigrant workers. By having a diverse group of employees can also help with connecting with other international markets and expand customer services through improved culture awareness and communications. This also helps to enhance the creativity, productivity and decision making. Another fact is that has been pointed out is that, 70% of engineers that work in the UK are from overseas so this shows that different works from different countries helps to create new ideas and inventions to develop the country. This shows that team work and excellent communication is important when working with employees to gather lots of ideas and come up with an amazing plan. Without the diverse community and society many things wouldn’t have been invented either. On the other hand, there has been an advantage to the political side as well. Receiving many ideas, suggestions and feedbacks in the parliament from different people that may have different nationalities, backgrounds, race are helpful because they’re ideas can be used to debate the changes and improvements that needs to be made which can help the UK to develop. Therefore, accepting what people from different diversities say is important and can also make a huge difference that can be an advantage. This shows that there are many ways diversity can benefit the society today and it is a positive thing that the world is getting diverse which used to be very unusual and a disadvantage in the old days’ years back unlike now when people understand that having a diverse society can make big differences to many mind-sets and organisations.

**Individual Rights**

Everyone including service users have rights as human beings which should be followed to each individual so that no one gets interfered from other individuals. The Human Rights Act may include things to help individuals to have and keep their privacy and avoid discrimination or safety within yourself. These are the points in Individual Rights that should be followed:

**The right to be respected**

Everyone has the right to be respected and this may be through effective communication and actions you take even if you don’t like a person but you can’t show that outside. It is important to make sure you treat everyone in respect especially within a Health and Social Care setting. “Respect is about preserving a person’s dignity, core beliefs, choice and privacy, even if someone’s choice of treatment does not match your own.” *(Stretch B + Whitehouse M 2010 Health and Social Care level Pearson-Harlow)* Respect can be shown through accepting a person’s illness and treating and looking after them according to their needs and choices. This can be done through being a good listener and communicate effectively with the individual, patience and acceptance of choice without judging them. It is important to make sure that they get their own privacy as well.

**The right to be treated equally and not discriminated against**

It is important to make sure that every individual is getting treated equally or in the way according to their needs. They should not be being discriminated against as everyone is different to each other and respect each other’s abilities. Every person should have the equal chance to access anything in society. In Healthcare it is important to make sure no discrimination is happening and everyone is getting treated equally according to their needs.

**The right to be treated as an individual**

Treating everyone with respect and as a human is important. For example, if someone has a disability it important to make sure they get treated respectfully and not separated or isolated from others. Everyone should be respected as everyone has their own advantages and talents. Some people may have different values and beliefs but it is crucial to remember that they are all humans and that they should be treated like everyone else.

**The right to be treated in a dignified way**

You have to make sure you treat each individual how they like it and this can be identified through respectful communication and using manners. Treat service users the way you want to be treated and make sure that they don’t get embarrassed because they need to have a feeling that they can control their life and have a sense of self-worth.

**The right to be allowed privacy**

Privacy is another human right, each individual should have the privacy and any activities of that person should be kept private unless they have given consent to be published for the public. Asking questions may be suitable to know about something especially in a health care, for example when someone is getting changed it is better to ask if they are done rather than walk in the changing room to check.

**The right to be protected from danger and harm**

Carrying out risk assessments may be helpful to identify anything dangerous and making sure a person’s protected by danger or harm. The Health and Safety policy is helpful to make sure everything is fine because it needs to be followed in any dangerous situations. It is important to make sure people have positive relationships with each other to decrease the amount of harmful attacks that may take place.

**The right to be allowed access to information to information about themselves**

Making sure service users are updated with their own information and get involved in meetings and discussions about things that affect them. This can be plans that may affect service users and changes made to them which should be discussed with them before writing them up and proceeding them. Nothing should done be in secret and nothing should be hidden from the person that’s getting affected either positively or negatively.

**The right to be able to communicate using their preferred methods of communication and language**

Making sure that service users are communicated by their preferred type of communication is important because different people might need or prefer different ways that may be easier for them. For example, when talking to deaf people sign language will need to be used for them to understand. Making sure someone’s who can’t understand what the other person is saying should be provided with someone that can translate that same information.

**The right to be cared for in a way that meets their needs**

Every service user should be cared for in the way they prefer or enjoy it. There needs to be effective processes in place for assessments and monitoring each person’s needs. It is important to make sure the service user is fine and being checked often to make sure everything is fine and safe and fulfil all their needs.

**Conclusion**

In conclusion, it is identified that Britain is a multicultural country and there are many things that other nationalities have brought from their own countries like food, cultural festivals, music and many more. Therefore, diversity in Britain is becoming more positive for the society and the country itself because there are lots of ideas and suggestions form different people that can help to improve the country. Also everyone should be treated respectfully and especially people should follow the individual rights to make sure they are treating people equally according to their needs. It is also important to make sure you keep your personal opinions like stereotypes and prejudices away especially in Health and Social Care setting to treat everyone the same.

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