***Discrimination and Discriminatory Practice***

***Introduction***

*I am going to be introducing and covering the effects of discriminatory practice on individuals in a care setting. If care workers are not aware of discriminatory practise, it can have a negative effect on individuals in the care setting being cared for. Therefore, it is important that all care workers understand this as well as knowing and being educated about discrimination. This booklet will show that care workers need to accept and understand people’s differences and be aware of discrimination happening in their care setting.*

*If you are not aware of what discriminatory practise is, it is discriminating an individual because of their age, gender, sexuality, race and nationality.* [*https://prezi.com/w7okdtoggehw/discriminatory-and-non-discriminatory-practice/*](https://prezi.com/w7okdtoggehw/discriminatory-and-non-discriminatory-practice/) *. This demonstrates that individuals do not accept people’s differences, therefore results in them being negative and discriminating them.*

***Discriminatory Practice***

*People need to know the importance and effects that discrimination has on people’s lives. Discrimination is where individuals or a group of people are getting treated differently in society because of their differences. For example, people may get treated in a worse way because of their skin colour, race, gender and nationality* ***(Cambridge Dictionary).*** *A health and social care professional need to understand discrimination because you may encounter this when working with individuals. To prevent people from suffering or being targeted by discrimination, it is important that care workers recognise their behaviour and know what is right and wrong. An example of discrimination is; if a service user is not getting treated well or is getting treated differently because they are in a wheel chair, this is discriminating them because they are disabled. If this happens in a care setting, this will have a negative effect on the individual and could result in them feeling isolated and uncomfortable for being themselves. Another example could be an individual making racist comments to another person who has different coloured skin or religious beliefs than them.*

***Bases of Discrimination***

* ***Culture****- This is knowledge and understanding of a group of people that may speak a different language or have differences from other societies. For example, some differences are; religions, beliefs, social habits, music and art. Cultures are very diverse, meaning that there are lots of differences. Cultures tolerate discrimination and prejudice other cultures to show dominance and to support their beliefs. Having different cultures could cause a lot of conflict and tention because some cultures may be more recognised by others in societies.* <http://opinionsur.org.ar/wp/culture-and-conflicts-over-prejudice-and-discrimination/?lang=en>
* **Disabilities**- This is where individuals have limitations in their body movements, senses or activities. Some disabilities are noticeable, others are not so people wouldn’t know if that individual had a disability. This can lead to discrimination because individuals who haven't got a disability will see people who has as a target. This is because there are differences between both individuals. People who are diagnosed with this may suffer disability discrimination. This is where you are getting treated less well or put at a disadvantage because of who you are and because of your disability. <https://www.equalityhumanrights.com/en/advice-and-guidance/disability-discrimination>
* ***Age****-This Varies because people are at different stages in their life. Some individuals are older than others and some individuals are younger. This is just life because your age increases as the years increase. Age can lead to discrimination because people can get treated in an unfair manor because of their age. Also, age puts limitations to people's lives. This can cause discrimination because individuals may want to do something, but they can't because it's not age appropriate for them.* <https://www.equalityhumanrights.com/en/advice-and-guidance/age-discrimination>
* ***Social class***- This is a division between societies due to social and economic status. For example, some people in society may have more money than others and are offered better opportunities than individuals who are labelled as being lower class in society. These opportunities could refer to work/ jobs. Social class can lead to discrimination because people who are poorer may be isolated and neglected from society due to people of a higher status ignoring them. Social class can affect people's confidence and make them feel humiliated especially if there in lower class. This can result in conflict between social classes. <http://www.equalitiesinhealth.org/public_html/social_class_discrimination.html>
* **Gender-** This is a state whether individuals are born male or female. Being a male or female may cause discrimination especially in a work place. For example, an employer only wants to employ men at the work place because they believe their more fit enough for the job. Gender can cause discrimination because males earn more than women on most occasions in a work place. <https://www.unison.org.uk/get-help/knowledge/discrimination/gender-discrimination/>
* ***Sexuality***- This is what individuals are more interested in and they chose this depending on their feeling and emotions to other individuals. Sexuality is a person's sexual orientation or preference. This can lead to discrimination because individuals limit others because they have different beliefs to them. For example, an individual may not accept another person because they prefer to be with someone of the same sex or they will judge them because of their sexual orientation. <https://www.equalityhumanrights.com/en/advice-and-guidance/sexual-orientation-discrimination>
* ***Health status-*** This is a state in which people get help to make sure they get good health care and a quality of life. This can help individuals physically, mentally, emotionally and social well-being. However, health status can lead to discrimination. This can cause discrimination because people will have different opinions who can get treated or not in different societies. Also, people may take advantage of the health care that’s available and may wish for others not to be treated. In different countries, health care comes at a price and this can cause discrimination as individuals may not have the money or think that it is too expensive to pay for it. <https://www.healthknowledge.org.uk/public-health-textbook/research-methods/1c-health-care-evaluation-health-care-assessment/measures-health-status>
* ***Family status***- This is where family members have the responsibility to care for other family members who are related to them by blood, marriage or adoption. This can lead to discrimination because an individual may be getting treated less favourably than another person on the grounds of family status. This demonstrates that family status can cause a lot of conflict between individuals. <http://www.clic.org.hk/en/topics/antiDiscrimination/discrimination_due_to_family_status/>
* **Cognitive ability-** This is the ability of individuals to perform activities that makes them use their thought process. Also, the individuals do mental activities. This can lead to discrimination because people absorb different knowledge and information faster than others, therefore it gives them a greater opportunity in life. However, some people have impairments that effect their learning process or makes it harder for them to communicate effectively. These differences in people could cause discrimination. <https://www.disabilitysecrets.com/resources/disability/disability-discrimination/the-definition-cognitive-disability>

***Forms of Discrimination***

***Direct discrimination***- This is where individuals get treated less fairly than others. Some individuals will get treated worse and more differently than others because of who they are. This could be because an individual has different religious beliefs, sexuality, nationality or race. For example, an employer may treat an individual different because they have a totally different background from most of the people in the work place. Direct discrimination is against the equality act 2010. <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/direct-discrimination/>

***Indirect discrimination-*** Indirect discrimination is rule that everyone in society should follow. This demonstrates that it doesn’t apply to just one person or a group of people, it applies to everyone. It is an important practice and policy. Indirect discrimination has a worse effect on some people more than others and this puts individuals at a huge disadvantage. This statement is supported by the equality act 2010. <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/indirect-discrimination/>

***Harassment-*** This is where an individual or individuals show aggression or intimidation towards another person. This could result in the targeted person being scared and effected negatively. It can put pressure on people and make them feel timid because of the person showing this negative behaviour towards them. There are different signs and ways people could pick up that they are being harassed. For example, some could make jokes or show insulting hand gestures to another individual. <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/harassment/>

***Victimisation-*** This is actions from individuals to single out other people because they are showing cruelty to them. This can course the targeted individual to feel alone and isolated in their surrounding and environment. Also, it could affect that individual, emotionally and socially. Victimisation is where people get treated badly and could result in them being bullied or for this behaviour to carry on for a long period of time. <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/victimisation/>

***The effects of discriminatory practice in Health and Social Care***

*It is crucially important that care professions know the causes and effects of discriminatory practice. If staff didn’t know what discriminatory practice is or the effects discrimination has on individuals, it could cause individuals to experience negativity and abuse from others. For example, staff could be using racial terms to their service users and this could cause conflict between them. Also, it could make the individual feel insecure and neglected from society because they have differences from the people in their environment. Care professions can get into serious trouble and could potentially lose their job because they are communicating negatively to service users. This shows that they are not doing their job properly and not doing their duty of care towards their service users. It is important that the care workers take account of all the factors that have been acknowledge and described above.*

***Marginalisation-*** *This is where individuals treat others differently and show that they are not important to them* ***(Cambridge Dictionary).*** *Care workers need to be aware of this happening in their care setting because service users need to feel equal and be important. It they don’t, they will feel isolated and unsafe in their environment and could cause the individual to become stressed or emotionally unstable. This demonstrates that every single service user needs to be a priority to care professionals in a care setting. For example, a care worker will treat and show care effectively to individuals apart from one person. This individual will pick up on this because they are aware, they haven't been acknowledged and have seen the care worker act for other people and not them.*

***Disempowerment****- This is where an individual or a group of individuals are against a more powerful society. If this is the case, the weaker group of individuals will feel disempowered by the stronger group* ***(Beryl Stretch | Mary Whitehouse 2010).*** *It is important that health and social care professions are aware of this because if a group of service users are over powering other individuals in the care setting, it could cause them to feel scared and anxious because of another person status compared to theirs.*

***Low Self Esteem & Self Identity-*** *Low self-esteem in an individual demonstrates that have experienced negative behaviour that has affected their confidence. For example, they could have been ignored, harshly criticised, physically or sexually abused. Self- identity is where individuals can identify their own characteristics and see the differences of themselves compared to others. It is important that care workers are aware of this because discrimination can lead to individuals having low self-esteem and self-identity. Its care workers duty of care to make sure all individuals in their care setting are protected from discrimination therefor it allows service users to remain themselves and not be targeted. People may already have low self-esteem before entering the care environment, but care workers need to make sure that their self- esteem doesn’t get lower because it could result in them suffering with depression.* ***(Beryl Stretch | Mary Whitehouse 2010)***

***Restricted opportunities-*** *This is where individuals cannot experience things because they are limited on what they can do. This may be because of their lifestyle, religion, race or abilities. If discrimination happens in a work place because of care workers, this could result in service users not getting the care and attention they need. For example, if a doctor is discriminating a patient, they will not be able to get the treatment they need. This demonstrates that care workers will be limiting individual’s opportunities and because of this, they could end up with a poorer health.* ***(Beryl Stretch | Mary Whitehouse 2010)***

***Negative behaviours such as aggression or criminality***

*Many behaviours can influence discrimination and build up tension between individuals. For example, aggression and criminality can lead to discrimination. Aggression can have a huge impact on people's lives. For example, if a service user has aggression problems and they cannot control themselves, this could result in the care worker getting physically or emotionally hurt. If a service user has just entered a care setting that they are not used to, this could result in a changed behaviour because they are stressed and anxious. Individuals are more likely to discriminate if they are showing negative behaviours in a care setting towards other individuals or health and social care professionals. (****Beryl Stretch | Mary Whitehouse 2010)***

***Conclusion***

*From all the information and factors that have been discussed, it is evident that care workers must be educated about how they should treat their service users in the care setting they are in. This is so the care workers are being professional and giving their service users the best quality of care. This benefits service users as they will feel safe and secure in their environment as well as being protected against forms of discrimination. The information proves that if people are not aware or educated about discrimination and discriminatory practice, this could lead to individuals being targeted by negativity and violence. This also can lead to isolation and less opportunities for service users and health and social care professionals.*

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