

# EQUALITY AND DIVERSITY IN HEALTH AND SOCIAL CARE

COURSE CONTENT OVERVIEW

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This Equality and Diversity in Health and Social Care training course helps you understand your responsibilities for promoting equality and diversity in your organisation. The course provides an introduction to the Equality Act 2010, explains what is meant by discrimination, harassment and victimisation, and outlines each of the protected characteristics in detail, so that you can encourage equal opportunity and promote diversity amongst both staff and service users.

### **Module One: Introduction to Equality and Diversity Law**

This module explains who the Equality Act applies to and what your responsibilities are, the guidance and principles that healthcare providers should follow to ensure fair treatment of service users, and what your employer is required to do to promote equality and diversity within your organisation.

- The Equality Act 2010
- Who does the Equality Act apply to?
- Employer responsibilities
- Employee responsibilities
- Preventing discrimination with an equality policy
- Benefits of equality and diversity
- The public sector equality duty
- FREDA
- Skills for Care guidance
- Removing hidden barriers
- Occupational requirements in recruitment
- Positive action in recruitment
- Equal pay - sex equality
- Reasonable adjustments - disability equality

### **Module Two: The Nine Protected Characteristics**

This module explains the nine protected characteristics specified within the Equality Act, including what each of them refers to by law and examples of each in practice.

- Discrimination against a protected characteristic
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **Module Three: Discrimination, Harassment and Victimisation**

This module explains the different types of discrimination, as well as what constitutes harassment, sexual harassment, victimisation, bullying, stereotyping and prejudice. The module also outlines how to report these behaviours if they are happening in your organisation.

- What is discrimination?
- Direct discrimination
- Discrimination by association
- Discrimination by perception
- Indirect discrimination
- Pregnancy and maternity - unfavourable treatment
- Disability - failure to make reasonable adjustments
- Disability and discrimination arising from it
- Harassment
- Sexual harassment
- Victimisation
- Bullying
- Stereotyping and prejudice
- How to report discrimination, harassment, victimisation or bullying

## Aims of the Training

By the end of this course, you will:

- Understand lawful and unlawful behaviours as described by the Equality Act 2010.
- Recognise the nine protected characteristics and understand how to promote equality and diversity of the characteristics in a health or social care setting.
- Have an awareness of the duties placed on health and social care providers to eliminate discrimination, harassment and victimisation.
- Understand the responsibilities of employers and managers in regards to ensuring equality and diversity in recruitment and day-to-day work practices.
- Understand what is meant by discrimination, harassment, victimisation and bullying, how to avoid them, and how to report these behaviours.
- Recognise where personal changes to behaviour can be made in order to ensure equality between colleagues and service users.