The legal framework:
- 1948 Universal Declaration of Human Rights
- European Convention on Human Rights, which the UK became a signatory of in 1951.
- European Convention became enshrined into UK law in 1998 (Human Rights Act).

Equality Act 2010: Protected characteristics
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion
- Sexual orientation
- Pregnancy and maternity

Treatment considered to be unlawful
- Direct discrimination: treating someone less favourably than others because of protected characteristic.
- Indirect discrimination: circumstances or requirements that place a person/group at a disadvantage (where there is no lawful basis for such).
- Harassment: engaging in unwanted contact towards another that violates dignity or creates an intimidating, hostile or degrading offensive environment.
- Victimisation: treating someone less favourably because they have made or intend to make a complaint or allegation, or have given or intend to give evidence in relation to complaint of discrimination.
- Failure to make reasonable adjustments: local authority has duties, making places accessible.

Understanding power—equality and diversity are both underpinned by the use of power and by individuals, groups, and societies.

Hassenfield (1987): 4 sources of power social workers should remain alert to
- Power of expertise: power acquired through professional training, continued development and specialised knowledge.
- Referent power: individuals defer to a particular social worker because of the strength of their personality or because they have very specialised knowledge in particular areas.
- Legitimate power: social workers are mandated through legislation, policy, agency duties or organisational procedures to take particular decisions and actions.
- Power of resources: social workers have a gate-keeping role and they decide who is eligible to receive services.

ADP (Anti-Discriminatory Practice): seeks to tackle discrimination by focusing on the wider problems of discrimination within society itself and how this is perpetuated by social structures and systems.

AOP (Anti-Oppressive Practice):
- concerned with implementation of social justice
- challenge the unequal structure of society
- aspires to improve the quality of life and wellbeing of individuals, groups and communities
- value of a diverse society