Equality, Diversity and Rights in health and social care

LO 1 – Understand quality, diversity and rights in health and social care

LO 1.1 – Define the key terms: equality, diversity, inclusion and discrimination

What is equality?:

✓ Same respect
✓ Don’t discriminate (eg. Religion)
✓ Meet individual needs
✓ Equal rights
✓ Equal opportunities
✓ Equality is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential
✓ Equality is valuing every person
✓ Equality is supporting peoples rights

✗ Equality is not treating everyone the same
✗ Equality is not treating some people unequally

Diversity literally means difference. It also means recognising individual as well as group differences, treating people as individuals and placing positive value on diversity in the community and in the work place.

Differences:

Age;
1. May have different needs
2. May have different amounts of knowledge
3. May dress differently
4. May eat different things

Physical characteristics;
1. Need to be physically fit for certain jobs

Religion;
1. May dress differently
2. Different celebrations
3. May have different dietary requirements eg. May not eat certain meats
4. May not drink alcohol
5. Different beliefs

Personality;
1. May dislike different things to other people