

Diversity enhances this country for obvious reasons, we encourage it as it provides easier alternatives and replacements. It shows that we are respectful and allows us to create allies. Allows people to emigrate and join as a country and has a wide range of backgrounds and knowledge. It helps us to create an understanding of people and the skills we have. **Some examples may be :**

- .Pay rates
- .Work rate differences
- .Commitment variations
- .Intelligence
- .Trust
- .Experience
- .Adapt better to change
- .Better competition

5. Describe what it means to respect people's differences and why it is important to respect differences.

Respecting people's differences means to not openly judge people based on the fact that they don't share some similarities with you or anyone. To treat them exactly the same as you would anyone else or even better praise them. To treat people as an equal and the ultimatum would be to learn from these differences.

People however will look upon differences as they are attracted to the different qualities that people have. We compare our own qualities to each other and find the difference immediately.

It is important to respect the differences so we can live peacefully and reduce such problems as :

- .War
- .Racism
- .Sexism
- .Violence
- .Bullying

As often the core of these happenings always starts because someone is different and is not following the same style. You can always identify with the person some other concepts such as similarities.

Just because the person is different in some aspects doesn't mean that they are entirely different so it is just as important to look at the similarities in people. People's differences are very important as it is what makes them that individual.

An example may be that all thin people don't eat. This is discriminating that although they don't eat as much or appear not to people are drawn to the first thing that comes to mind.

17. Explain how people may develop prejudices.

People may develop unreasonable or judgement from people based on incorrect knowledge for a number of reasons. This can be from some of the following :

- .Socialisation
- .Over generalisation

Socialisation is where people learn from other people by socialising with them on a regular basis. Spending time with people can influence your opinions and views on certain things if they are a stronger person or can lead you into something. People who are easily led may develop prejudices a lot more quickly than others. And with family you have trust in that belief that it is more favourable and honest. Most likely the views will be on a daily basis. Meaning that if a person hears them regularly they will pick up on it and start to question the belief. It is also very difficult for the person to challenge when it occurs often being that the population and percentage of people are already in favour making them an outcast. Non believers may have certain setbacks and not be allowed to do as much or get as far as the bigger group.

If the view is very strong then the person will find it difficult to let go. And hold onto it even if it is regarded as untrue or false. They will still believe as it makes them the person who they are today. Taking that belief away can damage the person on change their way of life significantly or how they approach situations. The media again is another good example. As often it encourages people to have prejudices over people to help reinforce a point and get people in favour.

Over generalisation is when a powerful experience occurs and generalises it to a particular group as the cause. The origin comes from very negative experiences often with strong cases. It is not always accurate, so we learn that an experience someone has can have a powerful perception and change on a person because of the action involved. Because there is some physical action or the person has witnessed it they have more reason and evidence to agree with the prejudice. There is that saying "actions speak louder than words".

Examples of how people may develop some prejudices may be footballers are rich and lead an exciting lifestyle. The media plays a part in this because it only focuses on certain aspects and players of the sport. Leaving out the truth and vital parts that people misconceive as some have to hold two or more jobs.

Consequences of not giving equal opportunity can lead to bad health and the spread of diseases if not treated. Signalling out a group or not being equal with the level of treatment may not contain a virus and could spread and lead to a major outbreak. So there could be some very concerning problems and issues. Depending on the medical condition it may become contagious or something critical that can lead to death. People would ultimately be wrongly treated and abused of their human rights if not allowed equal healthcare.

Onto Employment that mainly regards selection processes and recruitment procedures. You have to give everyone a fair run and chance at securing the job providing a test or selection programme that tests everyone's abilities. Legislation is good practice as it protects all four of the main bullet points and employment. It stops people acting how they want and remaining professional. There should also be a number of jobs available to suit everyone and offer everyone some work. However in this economy it is often hard to find. As jobs are limited there isn't enough jobs for young people or for people with the right skills to match. There should be an equal level number of jobs for age and skill levels.

The contract of employment and training and promotion for employees should also be equal. Allowing staff to get the same punishment or award if they put in the same amount of effort. The same procedures in the work place should be applied to everyone and the same level of work given. There should be a partnership of colleges and team work should be encouraged.

The consequences without equal opportunities would lead to less productive environment and staff may feel unsettled and unable to perform to the best of their abilities. People may be bullied in the work place and treated unfairly. As I have myself been the victim of this while at work. Taking away legislation can lead to :

- .Females not getting a promotion
- .People being treated unfairly and poorly catered for
- .Sexist behaviour men paid more than women.
- .The Employer being in total control over staff
- .Unfair selection process so they can have who they like
- .Unfair contract meaning they can pay how much and get rid of staff
- .Thinking of the business rather than the stakeholders
- .Forced labour and unfair work load

23. Outline the inequality problems that persist in terms of pay for men and women.

Inequality in technical terms means lack of equal opportunities and not being equal and having a difference in typical areas. Combining this with pay and people of the opposite sex we can see a range of problems. This is one of the most obvious inequality aspects as we can see from the issues.