Main Body of Report

A.P1; A.M1; A.D1

Promoting equality and diversity during daily working practices in a community hospital supports an inclusive approach. This approach can be adapted to meet the needs of individuals who require health and social care support.

It is important to prevent discrimination and promote diversity. This can be done in many ways, for example by acting in a professional manner with other staff and individuals, being positive and respectful of an individual’s life story, their needs, preferences and their differences. It is also about recognising individuals without judging or stereotyping them. The Equality Act 2010 is a law which protects individuals from discrimination. It means that unfair treatment based on personal characteristics such as age, gender, disability or race is against the law. It is important for professionals to prevent discrimination by respecting cultural and racial differences, being professional in conduct and communication with others and not discriminating or treating other unfavourably. The key is to treat each person with fairness, respect and dignity. For my two case studies, the most effective way to promote equality and diversity for them will be through applying care values from the 6Cs when identifying the type of support needed for each person.

It is important that thoughtful and considered practical steps are taken by the professionals and a person-centred approach is in place. [Definition of a person-centred approach]. In my view, person-centred approach is important because this ensures that the individual is placed at the centre of the planning and decision-making process. Additionally a person-centred approach considers values such as respect, dignity and individual rights of the individual who is then at the heart of decisions about their care and support. This enables the opportunity for the individual to express their wishes, choices, beliefs and values. This will ensure individualised care and support is planned from the outset.

Preventing discrimination can have many helpful outcomes such as enabling individuals to express themselves in a trusting and open environment….

Advocacy services also support preventing discrimination as they enable individuals to be supported if they are unable to make life decisions due to a disability, illness or health issue.

Some health and social care services may not always be successful in preventing discrimination and this can depend on a number of factors such as ….. staff training, culture, workload pressures etc…

**Key Definitions**

Equality involves treating individuals fairly, regardless of their differences and ensuring that they have access to the same life opportunities as everyone else, i.e. they have equal opportunities.

Diversity means a range or variety of differences including an individuals’ race, ethnicity, gender, sexual orientations, age, social class, physical and mental abilities, personal attributes, religious or ethical values, origin, beliefs and preferences.

Discrimination means treating individuals differently or negatively without having good reason to do so. Professionals working in health and social care are required to underpin their work and maintain professional standards by adhering to legislative framework such as the Care Act 2014 and the Equality Act 2010.