



ONLINE

ASSIGNMENT

Student

Date

1.1 "Define the terms."

"Equality"

Equality is essentially justice: individuals must confirm that individuals or groups are not treated less fairly because of the protection of their status (Chakravarthi, 2020).

"Diversity"

Diversity is recognising, respecting and celebrating each other's differences. Different places have different origins and concepts, leading to a strong culture of creativity and innovation (Tooth and Viles, 2021).

"Inclusion"

Inclusion means creating an environment where everyone feels accepted and respected. Only when they are more aware of their ignorant tendencies and learn to cope with them can they create an inclusive environment (Haq et al., 2020).

"Discrimination"

Discrimination is unfair discrimination against people based on other groups, classes or categories to which they belong or are believed to belong. People can be discriminated against based on "race", "gender", "age", "religion", or "sexual orientation" and other categories (Kabat-Farr, Settles and Cortina, 2020).

1.2 "Explain How Rights Are Promoted in Health and Social Care Services"

Employees should promote equality, diversity and daily work by implementing diversity and following appropriate policies and procedures. They need to understand that everyone is

different, and therefore they must respect each other's views and not be prejudiced in the name of social values (Scott, 2020). They must believe that racism must be eradicated because everyone has faith, and people must be judged.

1.3 "Discuss Ethical Dilemmas That May Arise When Balancing Individuals Rights and Duty of Care"

When working in the health and social care system, people need to understand the concept and decision-making related to ethics and the ethical connections between health and social work.

The balance between human rights and caring can raise ethical issues in health and social care: A potential dilemma may be that sometimes individuals may wish to do something that may endanger their health and safety, so practitioners have to respect individual rights and choices at the extent that can provide them autonomy but at certain limit. Also, if practitioner prevent someone from cooking or drinking it is because they do not want the happening of any uncertain situation, indicating that practitioners are depriving them of some of their independence. If individuals and families want them to run the business but feel it is unsafe, then there will be conflicts between practitioners and individual families. (Bates, Thomas and Timming, 2020). ***2.1 "Explain How to Promote Equality and Support Diversity."***

Employees can promote equality and diversity in many ways within the health and social care settings (Thompson, 2020). This can be done by setting the rules and regulations regarding the avoidance of stereotypes and creating an inclusive environment that encourage staff's equality and fair treatment. The health and social care settings emphasis on the exclusion of racism, homophobia, or bullying someone because of a disability, and actively challenge gender stereotypes and other concerns.

2.2 "Describe How to Challenge Those Not Working Inclusively in A Way That Promotes Change."

"There Are Three Things Authority Can Do":

- Complain casually to their worker.
- Raise a grievance using their worker's grievance procedures.
- Claim to the "Employment Tribunal".

Authority needs more than one of these options. On the other hand, the authorities could have tried them repeatedly. If the authorities cannot resolve the problem with their employers, they may seek employment in the labour court (Kabat-Farr, Settles and Cortina, 2020). Please note that if the authorities decide to go to a labour court, they must inform them of the request (by filling in a form) within three months (24 hours) of the event (Kim, 2020). The authorities do not have to contact the employer before going to court, but for two reasons: Making a complaint can take time and emotions. Therefore, before starting the process, officials can check whether the authorities have a high chance of success. The authorities may also want to see if there is a better way to deal with these complaints. The authorities should carefully consider whether it is right to seek a professional court (Gagnon, Augustin and Cukier, 2021). If the authorities did not use the employer complaints process to resolve disputes they will have to face severe consequences until the authorities went to the labour court and dealt with the complexed cases. In this case, if the arbitral tribunal finds that the institution has failed, it may reduce the employer's quarterly taxes (Kabat-Farr, Settles and Cortina, 2020).

2.3 "Explain How to Support Others in Promoting Equality and Rights."

Pay personal attention to the person and work without judgments as it supports other in promoting equality and rights. Employees should be encouraged to value diversity and

respect the qualities that make people different. The maintenance plan should be designed to reflect what they like, dislike, personal history and opinions (Chakravarthi, 2020). Promoting equality and diversity The "Care Act 2014" is a comprehensive law, but the well-being of individuals depends on the nursing system, including respect for and respect for their values, opinions, wishes and interests (Kim, 2020).

- "Data Protection Act 2018" and general privacy rules - information about individuals must be properly collected and processed and their rights protected (Kabat-Farr, Settles and Cortina, 2020).

The Code of Practice for Equality, Diversity contributes to valuing people and giving them equal access to all opportunities, regardless of their circumstances

3.1 "Summarise Legislation and Codes of Practice Relating to Equality, Diversity, Inclusion and Discrimination."

Equality, Diversity and Discrimination Laws Include:

The "Gender Equality Act 2010" states that unfair treatment of individuals due to disputes is legal. This legislation amended the old anti-racism law with a single bill to simplify the law and eliminate inconsistencies (Haq et al., 2020). It makes it easier for people to understand and follow the law.

The "Human Rights Act 1998" states that everyone in the United Kingdom has the right to all their rights and freedoms.

- The "Mental Health Act 2005" covers the protection of people who cannot make their own decisions (Tooth and Viles, 2021).

and Discrimination is:

- Code of Practice on "Equal Pay"

- Code of Practice on "Employment"
- Code of Practice on "Services", "Public Functions" and "Associations"

4.1 "Evaluate The Role of the Health and Social Care Practitioner in Meeting Individuals Needs Through Inclusive Practice."

For the health and social work environment, inclusion can lead to the organisation's satisfaction and commitment. This, in turn, increases productivity as well as efficiency and collaboration. Service users can enjoy thinking about their needs and designing services so that people can access, inform and support the service and improve their self-help skills. It can improve health and well-being, reduce discrimination and increase inclusion (Phipps, 2020).

When dealing with disadvantaged adults, they must protect their rights; whether the proposed operation or treatment is likely to be harmful to humans must be considered in favour and against. Cancer patients are often advised to receive chemotherapy or radiation. Both treatments have serious side effects, but the benefits outweigh the disadvantages. Staff shall ensure that the facility protects vulnerable adults; sometimes, an individual's actions or behavior can harm other organisation members (Thompson, 2020). A person with anger problems can become violent towards others. If so, the company's policies and procedures should be followed if anyone adopts a conduct that could result in self-harm or other serious harm. Empowering people means ensuring that they have enough information to make informed decisions about decisions that may affect their quality of life (Gagnon, Augustin and Cukier, 2021).

References

- Bates, T., Thomas, C.S. and Timming, A.R., 2020. Employment discrimination against gender diverse individuals in Western Australia. *Equality, Diversity and Inclusion: An International Journal*.
- Chakravarthi, B.R., 2020, December. HopeEDI: A multilingual hope speech detection dataset for equality, diversity, and inclusion. In *Proceedings of the Third Workshop on Computational Modeling of People's Opinions, Personality, and Emotion's in Social Media* (pp. 41-53).
- Gagnon, S., Augustin, T. and Cukier, W., 2021. Interplay for change in equality, diversity and inclusion studies. *Human Relations*, p.00187267211002239.
- Haq, R., Klarsfeld, A., Kornau, A. and Ngunjiri, F.W., 2020. Diversity in India: Addressing caste, disability and gender. *Equality, Diversity and Inclusion: An International Journal*.
- Kabat-Farr, D., Settles, I.H. and Cortina, L.M., 2020. Selective incivility: an insidious form of discrimination in organisations. *Equality, Diversity and Inclusion: An International Journal*.
- Kim, J., 2020. Equality, inclusion, and diversity in healthcare during the COVID-19 pandemic. *International Neurourology Journal*, 24(2), p.180.
- Phipps, C., 2020. "We already do enough around equality and diversity": Action taken by student union officers to promote LGBT+ inclusion in university sport. *Sociology of Sport Journal*, 37(4), pp.310-318.
- Scott, C., 2020. Managing and Regulating Commitments to Equality, Diversity and Inclusion in Higher Education. *Irish Educational Studies*, 39(2), pp.175-191.
- Thompson, N., 2020. *Anti-discriminatory practice: Equality, diversity and social justice*. Bloomsbury Publishing.
- Tooth, S. and Viles, H.A., 2021. Equality, diversity, inclusion: ensuring a resilient future for geomorphology. *Earth Surface Processes and Landforms*, 46(1), pp.5-11.