



—BELMATT—  
HEALTHCARE TRAINING

# Equality & Diversity

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# Course Objectives

**At the end of the session participants will have an awareness of the following in relation to Equality & Diversity:**

- Equality and diversity at work
- Key anti-discrimination legislation
- The impact of discrimination on individuals and the community
- Their legal rights and responsibilities
- The benefits a diverse workforce can bring to healthcare organisations.

# **What is the Equality Act 2010?**

**Developed to give a systematic approach to the complicated and numerous Acts and Regulations:**

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Plus three major statutory instruments protecting against discrimination.

# EQUALITY

‘Equality is often defined as treating everyone the same. True equality means treating everyone differently in order to treat them the same’

# **DIVERSITY**

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective educational community and workforce

# INCLUSION

Inclusion is about people being fully included, to make people feel valued and respected irrespective of ethnicity, gender, disability, medical or other need, culture, age, religion and sexual orientation.

It is about giving equal access and opportunities, breaking down barriers and getting rid of discrimination and intolerance.

# **List people who could be discriminated against?**

**The Equality Act protects against discrimination on the following grounds:**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

# Harassment & Victimisation

- Harassment can be defined as unwanted and unreciprocated offensive behaviour towards a person or group
- Under the law, if the recipient feels harassed then they are. It does not matter whether or not the offensive behaviour was intended as a joke
- Harassment can be persistent or an isolated incident towards one or more people
- Victimisation is retaliation against someone because they have made a complaint or allegation of discrimination.



# What forms can harassment take?

Verbal Abuse, Jokes, Graffiti, Embarrassing and/or insensitive comments, Leering, Physical contact, Unwanted sexual advances, Ridicule, Isolation, Victimisation, Deliberately ignoring someone, Offensive language, Gossip, Slander, Sarcasm, Unfounded criticism, Setting unattainable targets at work, Posters, Obscene gestures, Pestering, Spying and Stalking.

## **Your equality & diversity knowledge test answers**

- Q1 – 1 in 5
- Q2 – 8%
- Q3 – 5%
- Q4 – 34
- Q5 – True
- Q6 – False
- Q7 – 15%
- Q8 – 1,000
- Q9 – True
- Q10 – True.

# Equality & Diversity Action Plans

**The main elements should include:**

- Communication
- Training
- Monitoring
- Reviewing
- Grievance and discipline
- Positive action.

## **Allowed circumstances for using health questions:**

Decide whether there is a need to make any reasonable adjustments for the person in the selection process

Decide whether an applicant can carry out a function that is essential to the job

Monitor diversity among people making applications for jobs

Take positive action to assist disabled people

Assure the employer that a candidate has the disability where the job genuinely requires the jobholder to have a disability.

# CONTACT INFO



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