

## Equality & Diversity in Health & Social Care

This programme covers what equality, diversity, inclusion and discrimination mean and how they affect health and care workers in their role. It explains the barriers that can prevent equality being recognised and describes how to work in an inclusive way to reduce the likelihood of discrimination. The programme has been mapped to the Care Certificate and the Core Skills Training Framework (CSTF) for health.



### Key features

- A level 2 programme (as graded against the nationally accepted levels and equivalent to GCSE grades A\* - C).
- Two modules with multiple choice questionnaires.
- Two CPD hours with a personalised downloadable certificate.
- 70% pass mark.
- Optional narration of each module for accessibility.
- Additional resources for further learning and printable modules for future reference.
- This programme has been mapped to the Care Certificate and the CSTF.

### Programme objectives

This programme provides a thorough understanding of equality and diversity, helping to introduce new recruits to the subject or act as a refresher for current employees.

1. Understand what equality and diversity mean and how they affect you and your role.
2. Recognise the barriers that can prevent equality from being realised such as prejudice, stereotyping, labelling and unfair discrimination.
3. Understand the main types of discrimination and discriminatory practices in health and social care and how to challenge them.
4. Learn how to model inclusive practice in your role.
5. Learn about the key legislation and codes of practice, and both employers' and employees' responsibilities in relation to it.
6. Discover how to access information, advice and support about equality, diversity and inclusion.



### Target audience

This programme provides a thorough understanding of equality and diversity to new employees, or act as a refresher for current employees.



## Module content:

### 1. Inclusion and Discrimination

- What equality, diversity, inclusion and discrimination mean
- Barriers to equality
- The main types of discrimination
- Types of discriminatory practice
- What can be done to reduce the likelihood of discrimination
- Actions that model inclusive practice and active support
- Why equality and diversity matter in health and social care
- Understanding health inequalities.

### 2. Legislation and Guidance




- Different types of legislation and their purpose
- The equality and diversity policy and what employers and employees must do
- The code of conduct
- What to do if you have a concern and where support can be accessed
- What to do if your concerns are not taken seriously.

## Why choose us?

“ The courses are a very practical and cost effective way of staff accessing training on a wide variety of subjects. The courses use a variety of formats and exercises to vary the learning, maintain interest and reinforce subjects. It's also great that the courses are continually being updated, either with new content or new features, such as videos and animations. ”

Dave Cartledge, Training Manager, Wrixon Care



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