

Equality

Dictionary definition

1. The state of being equal, especially in status, rights and opportunities
2. The condition of being equal in number or amount

This also includes:

Access to opportunities

Prevention of discrimination

Diversity

Dictionary definition

1. The state of being diverse; variety
2. A range of different things

This also includes:

Differences

Varied

Respecting individuality

Celebrating individuality

Recognising uniqueness

People as individuals

Inclusion

Dictionary definition

1. The action or state of including or of being included within a group or structure: "the inclusion of handicapped students"
2. A person or thing that is included within a larger group or structure

This also includes:

Full & active participation

Feeling respected

Sense of belonging

Discrimination

Dictionary definition

1. The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.
2. Recognition and understanding of the difference between one thing and another.

This also includes:

Unfair or unequal treatment of individual or group based upon age, disability, gender, race, religion, beliefs or sexual orientation.

Treated less favourable than someone else in same situation.

Discrimination types

There are three main types of discrimination:

- **Direct**
- **Indirect**
- **Victimisation**

These can occur as a result of deliberate actions or inadvertently.



Direct

When an individual is, or would be, treated less favourably than another in the same or similar circumstances.

For example, encouraging only women to apply for health and social care jobs.

Indirect

When a condition is applied which, whether intentionally or not, adversely affects one group considerably more than another, and this cannot be shown to be justifiable.

For example, only holding team meetings during the day.

Victimisation

When an individual is singled out for unfair treatment by other person or persons as a result of claiming direct or indirect discrimination.



Prejudices

Prejudice is making a judgment or assumption about someone or something before having enough knowledge to be able to do so with guaranteed accuracy.

Legislation and other support

Equality Act 2010	Human Rights Act 1998	Health and Social Care Act 2008	Protection of Freedoms Act 2012
Equality Act	Mental Capacity Act 2005	A guide to the Human Rights Act	DDA

Equality Act 2010

The Act has made equality law a lot clearer as it has combined a number laws under one act.

These include:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (religion and belief) 2003
- Employment Equality (sexual orientation) 2003
- Employment Equality (age) 2006

Even though all of the previous look at employment, the same rights apply to individuals who are receiving services. The act ensures enforcement of these laws to prevent discrimination. This is supported by the protected characteristics.

Protected characteristics

Age	Gender assignment	Marriage or civil partnership
Race	Disabilities	Religion & belief
Pregnancy & maternity	Sex	Sexual orientation

Challenging discrimination

Challenging discrimination is sometimes difficult for individuals; therefore the support of the organisations is essential.

This must be an ethos of the organisation and is not only strived for but achieved.

Support

There are a variety of organisations and groups that can give you advice and support.

England

on web

www.legislation.gov.uk

www.cqc.gov.uk

www.direct.gov.uk

on Twitter

@ukequality

@EQMatters

@HRC

@DisabilityNow

@DisabilityWales

@MinorityRights

Wales

on web

www.legislation.gov.uk

www.cssiw.gov.uk

www.ccwales.org.uk

www.direct.gov.uk

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Definition

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorising.

Bias in the workplace

Unconscious bias can have real consequences on employee experience, and over time, it hinders the organisation's ability to execute its business.

Yet, talking about issues of race, diversity and prejudice in the workplace can be uncomfortable.

Reducing workplace bias

- Be aware, the first step in unconscious bias reduction is being aware of what it is and how it can affect others
- Question others and yourself, to reduce the effects of unconscious bias, question biases in yourself and raise awareness in others
- Create inclusive meeting practices
- Create a supportive dialogue
- Take action

Jokes

Jokes are a classic outlet for our unconscious bias. We need to remember jokes can unconsciously hurt a certain group of people, which doesn't mean we should be poe-faced but does mean we should stay aware.

Explicit & implicit bias

Explicit	Implicit
<ul style="list-style-type: none">• Expressed directly• Aware of bias• Operates consciously	<ul style="list-style-type: none">• Expressed indirectly• Unaware of bias• Operates subconsciously
Example Women who are mothers are not serious about their careers.	Example Not promoting women with families.

Horn/halo

The horn/halo effect is a common examples of unconscious bias. It occurs when someone's performance or character is generalized based on just one trait or event.

If the trait is a positive one, it's called the halo effect, and if it's a negative one, it's called the horn effect.

Gender bias example

A female colleague raises a good point in a meeting with her male and female colleagues.

She is subsequently ignored. A male colleague then raises the same point, and is not only acknowledged, but praised as well.

Racial bias example

Using terminology and references from a person's racial or cultural heritage as a personal descriptor, nickname, reference or joke – maybe mispronouncing or not making the effort to learn the persons name as an anglicised version is 'easier'.

Disability bias example

Engaging the able bodied person accompanying a person with a disability rather than addressing both equally.

'Does he take sugar?'