

# Anti Discriminatory Practice

## Factsheet

## 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.
- These prejudices can be formed for a variety of reasons.

## Discrimination types

There are three main types of discrimination

- Direct
- Indirect
- Victimisation

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

## Direct discrimination

- When an individual is, or would be, treated less favourably than another in the same or similar circumstances.
- For example, encouraging only men to apply for engineering jobs.

## Indirect discrimination

- 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 another person or persons as a result of claiming direct or indirect discrimination.

## Discrimination

Deliberate	Inadvertent
This is done knowingly and purposefully.	This is done unknowingly, but still adversely affects an individual or group of people.

## Equality

The state of being equal, especially in status, rights, and opportunities.

The condition of being equal in number or amount.

This includes

- Access to opportunities
- Prevention of discrimination

## Diversity

The state of being diverse, variety.

A range of different things.

This includes

- Differences
- Variety
- Respecting individuality
- Celebrating individuality
- Recognising uniqueness
- Treating people as individuals

## Inclusion

The action or state of including or of being included within a group or structure.

A person or thing that is included within a larger group or structure.

This includes

- Full and active participation
- Feeling respected
- Sense of belonging

## Discrimination

The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

This 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

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## Inclusion

- Inclusive working is built on promoting equal opportunities and therefore anti-discriminatory practice.
- It means working flexibly, operating structures and systems that take into account what each individual can offer and what each individual needs.

## Equality Act 2010

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

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Sexual orientation) 2003
- Employment Equality (Age) 2006
- Employment Equality (Religion or belief) 2003

Even though all previous Act's looked at employment, now the same rights apply to individuals who are receiving services.

- The act enforces these laws to prevent discrimination
- This is supported by the protected characteristics

## Protected characteristics

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

## How to challenge

- 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 – government

- [www.legislation.gov.uk](http://www.legislation.gov.uk)
- [www.cqc.gov.uk](http://www.cqc.gov.uk)
- [www.direct.gov.uk](http://www.direct.gov.uk)



## Organisations on twitter

- @ukequality
- @EQMatters
- @HRC
- @DisabilityNow
- @DisabilityWales
- @MinorityRights