Unit 4222-303 Promote equality and inclusion in health, social care or children's and young people's settings (SHC 33)

Level: **3**
Credit value: **2**
UAN: **Y/601/1437**

Unit aim

This unit is aimed at those who work in health or social care settings or with children or young people in a wide range of settings. The unit introduces the concepts of equality, diversity and inclusion which are fundamental to such roles.

Learning outcomes

There are **three** learning outcomes to this unit. The learner will:

1. Understand the importance of diversity, equality and inclusion
2. Be able to work in an inclusive way
3. Be able to promote diversity, equality and inclusion

Guided learning hours

It is recommended that **8** hours should be allocated for this unit, although patterns of delivery are likely to vary.

Details of the relationship between the unit and relevant national standards

This unit is linked to CCLD 305, GCU 5, HSC 34, HSC 35 and HSC 3116. Themes recur as knowledge requirements and core values throughout HSC and CCLD NOS.

Support of the unit by a sector or other appropriate body

This unit is endorsed by Skills for Care and Development.

Assessment

Assessment of this unit must adhere to the requirements of Skills for Care and Development/Skills for Health assessment strategy.

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Assessment Criteria

Outcome 1 Understand the importance of diversity, equality and inclusion

The learner can:

1. Explain what is meant by
   - Diversity
   - Equality
   - Inclusion
2. Describe the potential **effects** of discrimination
3. Explain how inclusive practice promotes equality and supports diversity.

Outcome 2 Be able to work in an inclusive way

The learner can:

1. explain how legislation and codes of practice relating to equality, diversity and discrimination apply to own work role
2. show interaction with individuals that respects their beliefs, culture, values and preferences.

Outcome 3 Be able to promote diversity, equality and inclusion

The learner can:

1. demonstrate actions that model inclusive practice
2. demonstrate how to support others to promote equality and rights
3. describe how to challenge discrimination in a way that promotes change.

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Additional guidance

- **Effects** may include effects on:
  - The individual
  - Families or friends of the individual
  - Those who inflict discrimination
  - Wider society