



Devon Prison Cluster
**Buddy Support
Worker Induction
Programme**

Prisoners assisting other prisoners



Equality and diversity

Adapted from Care Standard 4

To complete this module...

You will need to show that you understand the outcomes listed below. Please use this booklet as a guide but don't copy directly from this. When writing your answers in your workbook, please try to give your own examples.

Outcomes

- Explain what is meant by:
Diversity
Equality
Inclusion
Discrimination
- Give examples of discrimination that you might see, whilst working within the Prison.
- Describe how you could challenge and reduce the discrimination in a helpful way, which supports others to change.

Explain who you would ask for advice and support about equality and inclusion.

In addition to those outcomes listed above, you will also be observed in the workplace and will need to demonstrate the below outcomes:

- Show that you can interact with individuals in a way that respects their beliefs, culture, values and preferences.

Equality, diversity and inclusion definitions

Equality

Equality can best be described in terms of everyone being different but being treated with an equal level of respect and having equal access to services and opportunities.

- Inequality exists and discrimination needs to be tackled.
- Appropriate Prison services are accessible to all.
- Everyone should be treated fairly.
- Everyone has individual needs and the right to have those needs respected.

Activity:

Think about, then list or explain one or more ways in which your role contributes to a more equal service. (Think about helping someone to access the Prison Services who wouldn't be able to do this independently)

Diversity

Diversity is about embracing, valuing and respecting the differences between people. There is a variety of individuals and groups with different backgrounds, experiences, styles, perceptions, values and beliefs. Everybody is different – where there are two people there is diversity.

Activity:

Think about, then list or explain – what are the obvious and invisible differences between people you see in the Prison?

Inclusion

Inclusion is about the extent to which individuals and communities are able to participate in key areas of economic, social and cultural life. It is also about the positive steps

that people, services and organisations can take to address the disadvantage and discrimination experienced by individuals or communities who are or at risk of being excluded from mainstream society for reasons such as: Unemployment; Low income; Poor housing; Refugee status; Alcohol and drug use; Disability.

Activity:

Think about and list what other reasons can contribute to an individual being excluded? (Within the Prison Setting – think of examples of social exclusion – where someone is not encouraged or allowed by other Prisoners to join in socially. Also think about access difficulties such as getting to services within the Prison.)

What the law says

The Equality Act 2010

The Act brings together 106 different acts of parliament, regulations, codes of practice and guidance. The Act includes The Disability Discrimination Act 1995, The Race Relations Act 1976, The Race Relations Amendment Act 2001 and The Sex Discrimination Act 1975.

The Act combines earlier duties into one duty which is known as The Equality Duty and it has 3 aims:

1. Eliminate unlawful discrimination.

2. Advance equality of opportunity which involves:

- Removing or minimising disadvantages
- Taking steps to meet the needs of people from the **Protected Characteristics** (see following pages)
- Encouraging people from the Protected Characteristics to participate in public life or in other activities where their participation is disproportionately low

3. Foster good relations between people who share a relevant Protected Characteristic and people who do not:

- Tackle prejudice
- Promote understanding

The Equality Duty covers all the Protected Characteristics (Protected Characteristics such as age and gender are defined under The Equality Act 2010 and are listed in full on page 10), with the exception of marriage and civil partnership where only the discrimination aim applies.

Who are protected?

The following groups are termed as “Protected Characteristics” under The Equality Act 2010. They are the groups that are currently protected in law.

1. Age
2. Disability
3. Sex
4. Transgender
5. Race
6. Religion or Belief
7. Sexual orientation
8. Pregnancy and Maternity
9. Marriage and Civil Partnership

Activities:

1. Think about the Protected Characteristics you belong to (with reference from the list above). You don't need to write this down.
2. Think of people you work with; what groups might they belong to? (Note that you may be making assumptions about people's backgrounds based on their names, or the way they look – be mindful of these assumptions.)

The Protected Characteristics

Age

Means how young or old you are, if you are a teenager, or if you are retired, etc.

Disability

Under the Act, a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out day-to-day activities. This would include things like using a telephone, reading a book or using public transport.

A physical impairment is a condition affecting the body, perhaps through sight or hearing loss, a mobility difficulty or a health condition.

A mental impairment is a condition affecting 'mental functioning', for example a learning disability or mental health condition such as depression.

Social model of disability

This model (theory) makes a distinction between impairment and disability. It suggests that it is the barriers created by society which disable people with impairments and exclude them from society.

Impairment

Impairment is the loss or limitation of a physical, mental or sensory function on a long-term or permanent basis.

Disability

Disability is the loss or limitation of opportunities to take part in society on an equal level with others due to the following barriers:

- environment – including inaccessible buildings and services
- attitudes – stereotyping, prejudice and discrimination
- organisations which operate inflexible procedures and practices

Medical model of disability

This model sees people as the problem. People are defined by their disability or medical condition which is perceived as causing dependence and a need for treatment or care. As a result people are expected to see their impairment as the problem. And they will have to make the best of and accept there are many things they cannot do.

Sex

This applies to both males and females and describes those personality characteristics and social roles society normally attributes to maleness and femaleness. The term “sex” refers to a person’s biological or anatomical identity as male or female. In everyday language “gender” and “sex” are used interchangeably but note the difference.

Gender/gender identity

Gender refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women. Gender identity is the sense of being male or female

Marriage and Civil Partnership

A marriage is the union of a man and a woman as defined by The Marriage Act 1949. A Civil Partnership A “civil partnership” is a legal union between two people of the same sex which is registered under the Civil Partnership Act 2004.

Pregnancy and Maternity

A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and any statutory maternity leave to which she is entitled. There is protection against maternity discrimination for 26 weeks after giving birth, including as a result of breastfeeding.

Race

Race includes colour, nationality, ethnic or national origins. This is about where you come from; where your past family or relations came from; your cultural traditions, behaviour norms, values, beliefs and language; the colour of your skin.

Religion and Belief

Religion means any religion, including a reference to a lack of religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect your life choices or the way you live for it to be included.

Sexual orientation

This includes:

- Orientation towards persons of the same sex – lesbians and gay men.
- Orientation towards persons of the opposite sex – heterosexual.
- Orientation towards persons of the same and the opposite sex – bisexual.

Transgender

Trans or Transgender is an umbrella term for people whose gender identity differs from their birth sex. A transsexual person is someone who proposes to, starts or has completed a process to change his or her gender.

Gender reassignment is the medical process of changing one's gender. This is done through a process called gender reassignment. A person does not need to undergo a medical process to be protected – so a woman who decides to live as a man but does not undergo any medical procedures would be covered.

'Gender Dysphoria' is a medical term to describe when a person feels uncomfortable about their gender. Transition is the process of changing one's gender.

Some general facts

- The number of people aged over 85 is set to double in the next two decades. (Source: Equality and Human Rights Commission)
- In Britain, a person in the top fifth of earners makes seven times as much as someone in the bottom fifth; a survey of 22 developed countries shows that only Portugal and the United States have a more unequal income distribution. (The Equality Trust)
- Women live longer than men but spend more years in poor health. (Age Concern)
- Just 40% of employers would hire someone with a mental health condition, compared with 62% of employers who would hire someone with a physical condition.

Stereotyping and prejudice

Stereotyping

A fixed set of ideas about a group of people. This is a form of prejudice. Stereotypes are often based on a grain or two of truth, which are extended beyond their usefulness through generalisation. E.g. the relationship between some drug use and property crime; people with learning disabilities don't have sexual relationships

Prejudice

Judging before / pre-judging. Making a judgment about something or someone before I have the information I'd need to make sure that judgment was sound. We all do it.

Indeed it's about survival. The important thing is to be aware of our prejudices and not act on them.

Equality and diversity activity

You and another Buddy Support Worker are talking to an individual with learning disabilities (or you could think about someone with a stroke). The man has a speech impairment which means that his speech is slow. The other Buddy Support Worker continually interrupts him and finishes his sentences for him.

Questions

- Is your colleague treating the man with respect?
- What might be your colleague's intention?
- What do you think the reaction of the man to your colleague's interruptions might be and why?
- If the man does need help – how might you do it differently?
- How might you challenge your colleague in a way that is appropriate, so that they gain an understanding of the effect of their behaviour on service users?

Write your thoughts here:

Everyone has a responsibility to promote and value equality and diversity.

Activity:

What areas of equality and diversity do you feel most confident about in your role?

I am most confident about...	I show this in my work by...

Glossary

Age

Age is one of the Protected Characteristics, applies to all ages.

Disability

Disability is one of the Protected Characteristics. The Equality Act 2010 defines disability a physical or mental impairment that has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities.

Discrimination by perception

The 2010 Equality Act makes it unlawful to discriminate against someone because they are perceived to possess a particular protected characteristic, even if the employer is mistaken and the perception is wrong. E.g. A mental health and wellbeing officer refuses to work with a student because they believe the student to be gay irrespective of whether the student is gay or not.

Diversity

Diversity is a term that can be used to describe all the similarities and differences there are between individuals.

Duty

Something that one is expected or required to do by moral or legal obligation.

Equality

Equality can best be described in terms of everyone being different but being treated with an equal level of respect and having equal access to services and opportunities.

- Inequality exists and discrimination needs to be tackled
- Employment and services are accessible to all
- Everyone should be treated fairly
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Gender refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women. Gender identity is the sense of being male or female.

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This model sees people as the problem. People are defined by their disability or medical condition which is perceived as causing dependence and a need for treatment or care. As a result people are expected to see their impairment as the problem. And they will have to make the best of and accept there are many things they cannot do.

Prejudice

Judging before / pre-judging. Making a judgment about something, or someone, before I have the information I'd need to make sure that judgment was sound. We all do it. Indeed it's about survival. The important thing is to be aware of our prejudices and not act on them.

Protected Characteristic

These are the groups that are currently protected under The Equality Act 2010.

Race

Race is one of the Protected Characteristics. Race includes colour, nationality, ethnic or national origins. This is about where you come from; where your past family or relations came from; your cultural traditions, behaviour norms, values, beliefs and language; the colour of your skin. Race discrimination occurs when a person is treated less favourably because of race, colour, and nationality, ethnic or national origin.

Religion or belief

Religion or belief is one of the Protected Characteristics. Under the legislation, religion or belief is defined as any religious or philosophical belief but not a political belief.

Sex

Sex is one of the Protected Characteristics. Sex refers to a person's biological or anatomical identity as a man or a woman.

Sexual orientation

Sexual Orientation is one of the Protected Characteristics. Refers to lesbians, gays, bisexual and heterosexual persons.

Social model of disability

This model makes a distinction between impairment and disability. It suggests that it is the barriers created by society which disable people with impairments and exclude them from society.

Impairment Impairment is the loss or limitation of a physical, mental or sensory function on a long-term or permanent basis.

Disability Disability is the loss or limitation of opportunities to take part in society on an equal level with others due to the following barriers:

- Environment – including inaccessible buildings and services
- Attitudes – stereotyping, prejudice and discrimination
- Organisations which operate inflexible procedures and practices

Stereotype

A stereotype is generalised held belief (often negative) about a type of person or a group of people which does not take into account individual differences. A stereotype may contain a “grain of truth,” but this often becomes exaggerated and rigidly applied to the entire group.

Transgender

Transgender is an inclusive, umbrella term used to describe the diversity of gender identity and expression. The term can be used to describe all people who do not conform to common ideas of gender roles, including transsexual people.

Transsexual

Transsexual is a term used to describe a person who intends to undergo, is undergoing or has undergone gender reassignment from male to female or female to male.