

**CareSkills**  
*Training in Health and Social Care*

**CareSkills Equality & Diversity Policy 2019**

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# CareSkills

## *Training in Health and Social Care*

### CareSkills Equality & Diversity Policy 2019

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CareSkills is committed to equality and diversity in all its activities for those who learn, work and visit us. We will respect differences in race and ethnic origin, gender, disability, mental health, sexuality, age, religion and belief, additional learning needs and economic and social needs.

#### **Purpose**

This policy:

1. Aims to establish clear guidelines regarding equality and to ensure that all forms of prejudice, discrimination [direct and indirect] and harassment will be challenged and addressed in a culture of mutual acceptance and respect.
2. Sets out the right of every member of staff to work without fear of unfair or prejudicial treatment or discrimination. This requires CareSkills to provide a safe, co-operative learning and working environment based on mutual respect and, as a result, one in which all individuals - learners, staff and other users of the centre - can operate effectively and can flourish. This provision extends to learners working at employers' premises e.g. apprentices.
3. Commits CareSkills to:
  - Ensure that all learners and those who work for us have the opportunity to participate fully and achieve their full potential
  - Take positive steps to eliminate physical, social and economic barriers to access
  - Reduce any form of unlawful and/or unacceptable behaviour
  - Continue the drive to increase levels of under-represented groups
  - Ensure that all learners, staff and visitors accept their responsibility to uphold equality and show respect to others
  - Promote equality in learner admissions and their experiences whilst studying with CareSkills
  - Work with our employer partners to establish, promote and model equality good practice and to tackle unfair discrimination

#### **Implementation**

The impact of Equality and Diversity initiatives will be monitored through measures such as:

- Teaching and Learning Observations
- Feedback from students and from staff via questionnaires and discussion forums for course representative and staff voice groups regarding attitudes and opinions
- Analysis of complaints and incidents
- Inspection by Ofsted and other quality assurance agencies
- Analysis of staff recruitment and selection processes.

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**Associated Publications**

The principles and aims of this policy are endorsed by other CareSkills policies and procedures, including:

Safeguarding Policy  
Health & Safety Policy  
Complaints Policy  
Induction  
Range of HR policies

**Responsible Person**

Overall responsibility for this policy, its continuing effectiveness, and related Equality & Diversity issues lies with the Training Director.

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In the event an employee or learner considers themselves to have suffered from unequal treatment, they should raise their concerns initially with their manager/ allocated trainer. These concerns will be fully investigated in a timely and sensitive manner. As and where necessary, the above named Training Director will take charge of the investigation.

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#### Policy Statement

CareSkills is committed to the principle and practice of equality of treatment and opportunity for everyone in employment and training.

The Equality Act 2010 simplifies, strengthens and harmonises existing legislation to provide a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Equality Act lists the following groups of individuals (and associated persons) as having protected characteristics:

#### Age

We are committed to the provision of flexible strategies and practices that cater for all ages and take into account individual circumstances and needs.

CareSkills is committed to:

- Challenging stereotyping and marginalisation based on age
- Recognising that both older and younger people can make a contribution to CareSkills based on their own experiences and skills
- Providing work and training opportunities for people regardless of age
- Ensuring that literature and correspondence reflects positive images of people of all ages

#### Disability

Disability in the context of this policy includes those with learning and physical disabilities/difficulties, sensory impairment and difficulties due to mental health.

CareSkills is committed to:

- Endorsing the right of people with disabilities to lead an independent life
- Working to eliminate discrimination against people with disabilities in its procedures and practices and encouraging change in individual behaviour and attitudes.
- The provision of access, facilities and services to meet the needs of people with disabilities.
- Providing opportunities and support for people with learning disabilities/ difficulties and positive encouragement to be involved and/ or participate within their ability.

#### Gender

CareSkills recognises the various ways in which males and females can be subject to discrimination, lack of opportunity and social injustice.

CareSkills is committed to:

- Challenging stereotyping and discrimination on the basis of gender
- Ensuring that service provision is discrimination free, and that there is equality of access or uptake of services

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- Supporting the rights of individuals to identify their own gender
- Ensuring that gender does not inhibit individuals' abilities, preferences and aspirations.

#### **Sexual Orientation**

CareSkills supports the provision of equal access to its services and equal treatment of its employees/learners and of people who use its services who are homosexual, bisexual, transsexual or heterosexual.

CareSkills is committed to:

- Ensuring that no individual suffers discrimination based on their sexual orientation
- Providing an environment which is free from harassment
- Challenging value-laden assumptions, attitudes and behaviour
- Ensuring that employees, learners and service users do not receive any adverse treatment due to their sexual orientation

#### **Gender Reassignment**

The Gender Recognition Act 2004 is an Act of the Parliament of the United Kingdom that allows transgender people to change their legal gender. It came into effect on 4 April 2005. In relation to the protected characteristic of gender reassignment CareSkills uses the following definition:

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.

CareSkills is committed to:

- Ensuring that no individual suffers discrimination based on the above protected characteristic
- Providing an environment which is free from harassment
- Challenging prejudices, assumptions, attitudes and behaviour
- Ensuring that employees, learners and service users do not receive any adverse treatment due to their protected characteristic

#### **Race**

Issues of nationality, ethnic origin or cultural background are all components of the perception of Race. For the purposes of this statement, Race is used as a general term to cover all these factors.

CareSkills is committed to:

- Working to eliminate racism in its structures as well as encouraging change in individual behaviour

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and attitudes

- The use of positive images in all literature
- Positive action measures that meet the needs of minority ethnic people
- Identifying the needs of different minority ethnic groups using its services so as to ensure that services and employment practices are as relevant as possible to all **groups**.

#### **Religion/ Faith**

CareSkills is not a religious organisation and does not promote any creed or belief.

CareSkills is committed to:

- Supporting the rights of individuals to their religious beliefs and customs
- Treating these with respect
- Endorsing the diversity of a multi-faith society, including those with no religious beliefs
- Combating derogatory stereotyping, myths and abuse

#### **Other Protected Characteristics**

Marriage and Civil Partnership, Pregnancy and Maternity. We will not treat staff and students less favourably or discriminate against them on these grounds

## **Appendix - Discrimination Definitions**

### **Direct discrimination**

Consists of treating an individual less favourably than others; on the basis of their gender, race, age, sexual orientation, ethnic or national origin, religion, and marital status or disability/learning difficulty.

### **Indirect discrimination**

Occurs when a condition or requirement, although applied equally to all individuals or groups, adversely affects a higher proportion of one group of people over another. Indirect discrimination can also occur when a learner or employee is discriminated in relation to a protected characteristic of the learner or employee. This may also apply to persons with whom the Learner or employee shares the protected characteristic at a particular disadvantage when compared with persons with whom the Learner or employee does not share it.

CareSkills will take all reasonable steps to eliminate indirect discrimination in all aspects of learning or employment.

### **Harassment**

Is any unwanted conduct affecting an individual's dignity. It may be related to gender, race, age, sexual orientation, ethnic or national origin, religion, marital status or disability/learning difficulty or any personal characteristic. It may be persistent or an isolated incident and include actions or comments which are viewed as demeaning and unacceptable to the recipient.

### **Victimisation**

This involves treating a person less favourably than others are, or would be treated because that person has – in good faith – made or is supporting a complaint of discrimination.