



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Module LCHS4003

Introduction to Health and Social Care

WEEK 5

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Lecturer: [please insert here]

Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



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WELCOME

Record the Session



Ice Breaker



Today we will...

- Outline the Equality Act 2010, promoting equality, inclusion and diversity within the H & SC sector and consider ethics and values.
- Run the 2nd workshop - outline the first assignment brief relating to the portfolio
- Provide you with the opportunity to view your draft work in the portfolio.
- Conduct a mid-point review of the module.
- Complete a weekly 'Infoskills Gym' activity.

Aims and Objectives of the session

Aims

- To provide an overview of The Equality Act 2010 and to consider the 9 protective characteristics
- To look at the ethical considerations within the H & SC practice
- To go through the assignment brief for the first component and to break down each of the tasks.

Objectives

- By the end of the session, you should have an insight of The Equality Act 2010 and know what the 9 protective characteristics are
- An insight to your duty and responsibility to practice within ethical considerations
- You should be able to have a broader insight to what is expected from the first assignment before submission

Sessions 1 & 2

The Equality Act 2010, promoting equality, inclusion and diversity

Ethics and Values

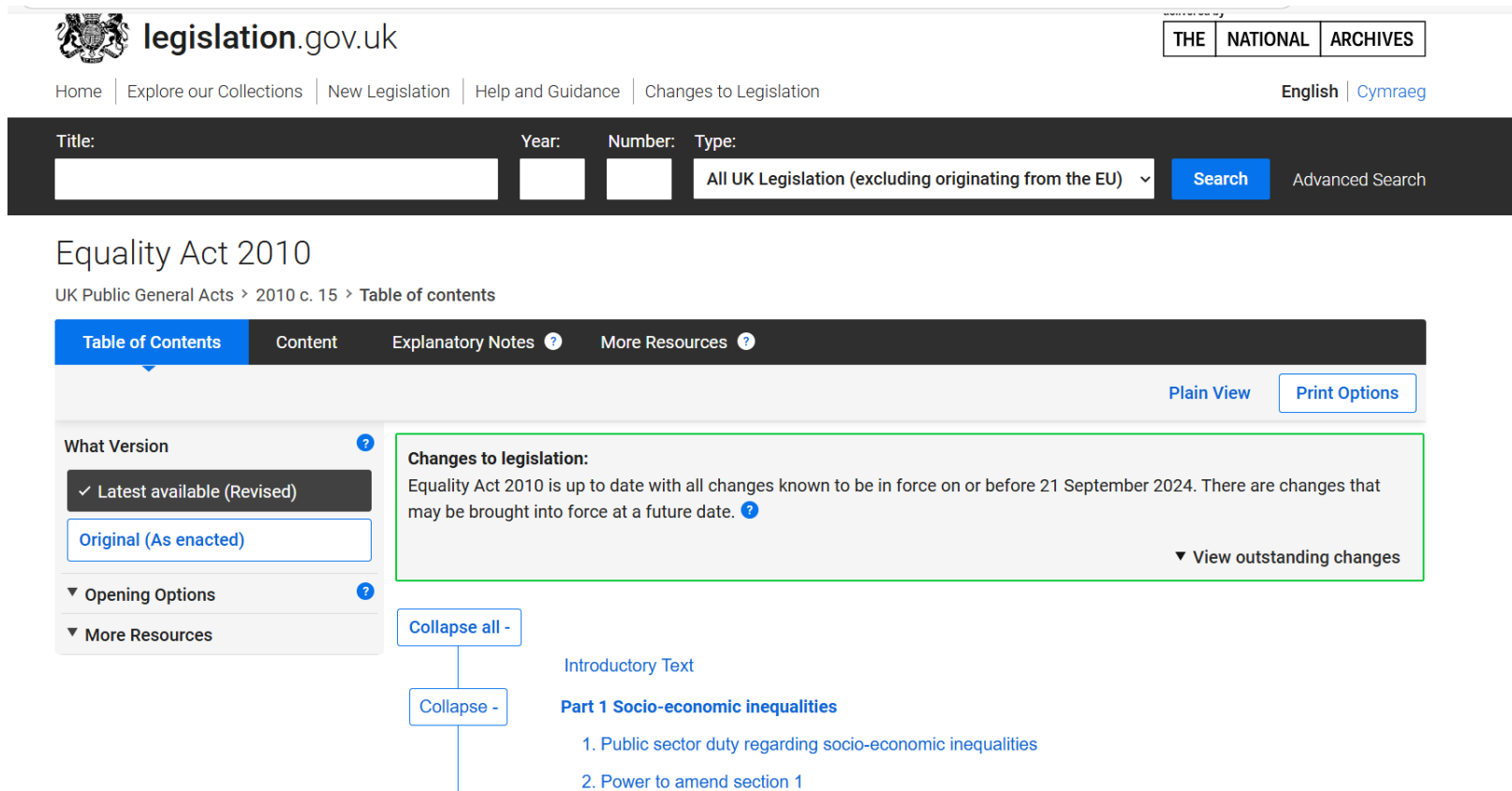
The Equality Act 2010

Equality, values and ethical practice in the H & SC

- **The Equality Act 2010**
- **Ethical Practice Principles**
- **Read contents of pages 119 to 136 Glasby (2012)**
- **Haugan & Eriksson (2021, pp 159-172)**

Key Principles of Equality and Inclusion

The Equality Act 2010



The screenshot shows the official website for the Equality Act 2010 on legislation.gov.uk. The header includes the Royal Coat of Arms, the site name, and navigation links for Home, Explore our Collections, New Legislation, Help and Guidance, and Changes to Legislation. There are also links for English and Cymraeg. A search bar is present with fields for Title, Year, Number, and Type, and a dropdown menu for 'All UK Legislation (excluding originating from the EU)'. A 'Search' button and a link to 'Advanced Search' are also visible.

The main content area is titled 'Equality Act 2010' and includes a breadcrumb trail: 'UK Public General Acts > 2010 c. 15 > Table of contents'. Below this is a navigation bar with 'Table of Contents', 'Content', 'Explanatory Notes', and 'More Resources'. A 'Plain View' button and a 'Print Options' button are also present.

The 'Table of Contents' section is expanded, showing a sidebar with 'What Version' (Latest available (Revised) and Original (As enacted)), 'Opening Options', and 'More Resources'. The main content area displays 'Changes to legislation' information, stating that the Equality Act 2010 is up to date with all changes known to be in force on or before 21 September 2024. It also includes a link to 'View outstanding changes'.

Below the 'Changes to legislation' section, there are links for 'Introductory Text' and 'Part 1 Socio-economic inequalities'. The 'Part 1 Socio-economic inequalities' section lists two items: '1. Public sector duty regarding socio-economic inequalities' and '2. Power to amend section 1'.

[Equality Act 2010 \(legislation.gov.uk\)](#)

Equality and inclusion

some key principles

- Equality is focused on ensuring that individuals or groups are not treated differently as a result of specific characteristic (Edwards & Best, 2020 p.316).
- Challenging discrimination is a key element of the health and social care profession (Glasby, 2017, p.119).
- A core and enduring feature of the UK welfare state is its commitment to equality and to treating people on the basis of need rather than ability to pay (Glasby, 2017, p.120).
- The NHS is a public service which is valued by the British people (Glasby, 2017, p.121).
- There is a much greater recognition of the need to deliver services in ways that avoids harm (Edwards & Best, 2020 p.315).

General Medical Council Stresses...

- To treat patients as individuals.
- To respect their dignity.
- To never discriminate against a patient or a colleague.

“You must not unfairly discriminate against patients or colleagues by allowing your personal views to affect your professional relationship or the treatment you provide or arrange” (Glasby, 2017, p.121).

- You should be prepared to challenge a colleague if you witness discrimination.

Mechanisms of Discrimination

There are many ways in which discrimination can be evident in wider society. For example:

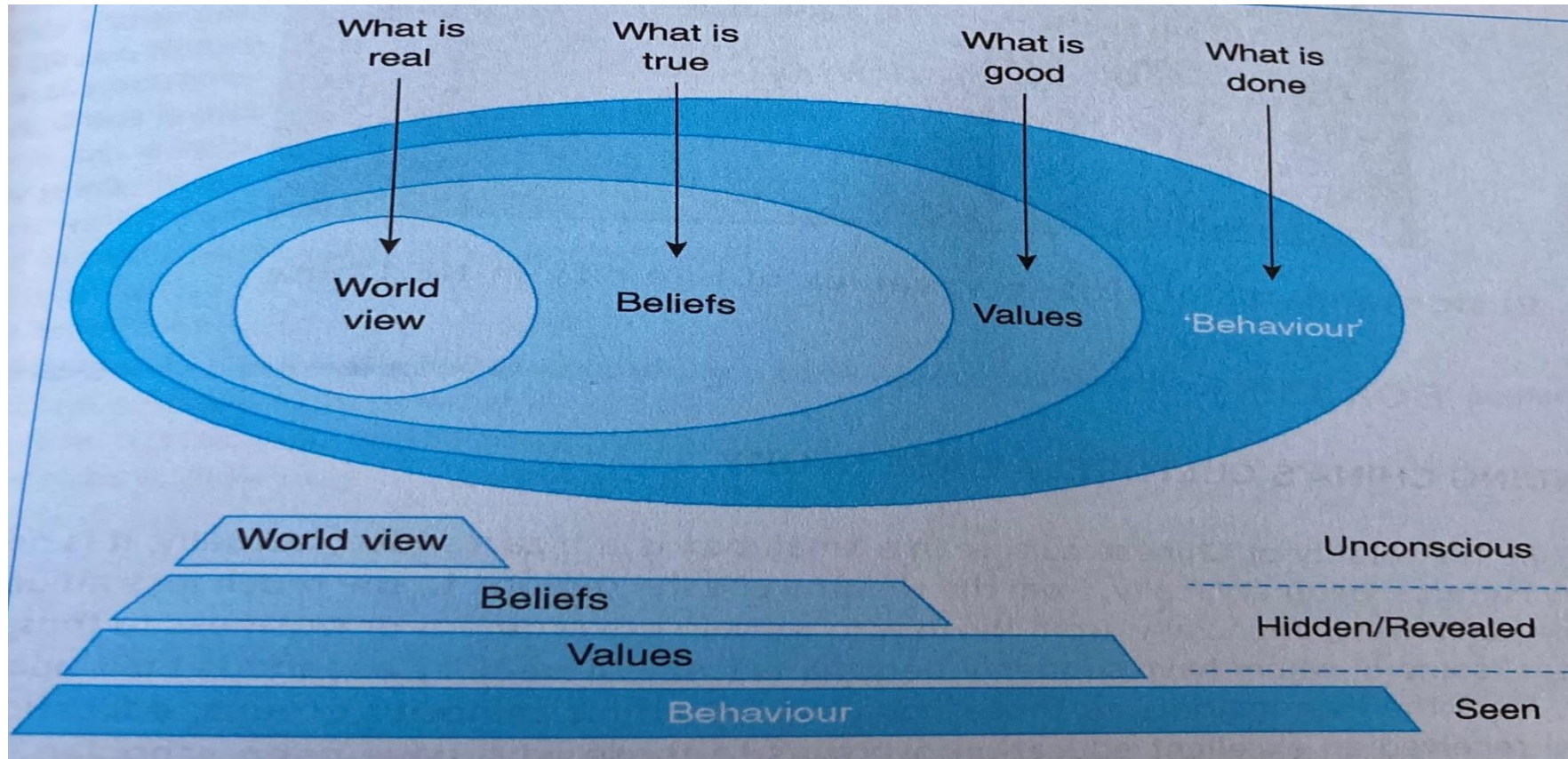
- In the use of language – words/phrases used to describe a service user group? What is your responsibility in practice?
- Media – is very powerful in society. How are people portrayed in newspapers, YouTube, on the news?
- Posters, picture and in books – images whether in pictures or in words are very powerful. How are images used in today's society which are negative?
- In the Health and social care sector – What labels are used in service delivery?

Principles of inclusion, challenging discrimination



So be confident about challenging discrimination wherever you see it.

Health and social care professional practice



(Morgan, 2017, p.275).

Overview

The Equality Act 2010 brought together the three previous acts...

- ✓ The Race Relations Act – protecting race and ethnicity in the UK.
- ✓ The Disability Discrimination Act – protecting physically and/or mentally impaired people.
- ✓ The Sex Discrimination Act – protecting gender and marital status.

People were protected from racism, sexism, ageism and be given equal rights regardless of ability, however, the laws became a bit out of date so the Equality Act is an improvement that recognises Civil Partnerships, same sex marriages, transgender as a status and the importance of not labelling someone an illness or disabled.... they are first a person.....

Purposes of the Equality Act 2010

- An important purpose of the Equality Act 2010 is to unify the legislation outlawing discrimination against people with different protected characteristics, where this is appropriate (Phillips, 2010, p. 17).
- The Equality Act 2010 consolidates and replaces most of the previous discrimination legislation for England, Scotland and Wales.

The Legal Framework

9 Protected Characteristics

- **The Equality Act 2010 covers discrimination and rights.**
 - 1. age,**
 - 2. disability,**
 - 3. gender reassignment,**
 - 4. marriage and civil partnership,**
 - 5. pregnancy and maternity,**
 - 6. race,**
 - 7. religion or belief,**
 - 8. sex and**
 - 9. sexual orientation. (Government Equalities Office, 2010)**
- **These categories are known in the Act as ‘protected characteristics’ (Phillips, 2010, p. 17). The government will be looking at these as there is a review of the Act currently being undertaken.**

The Equality Act 2010

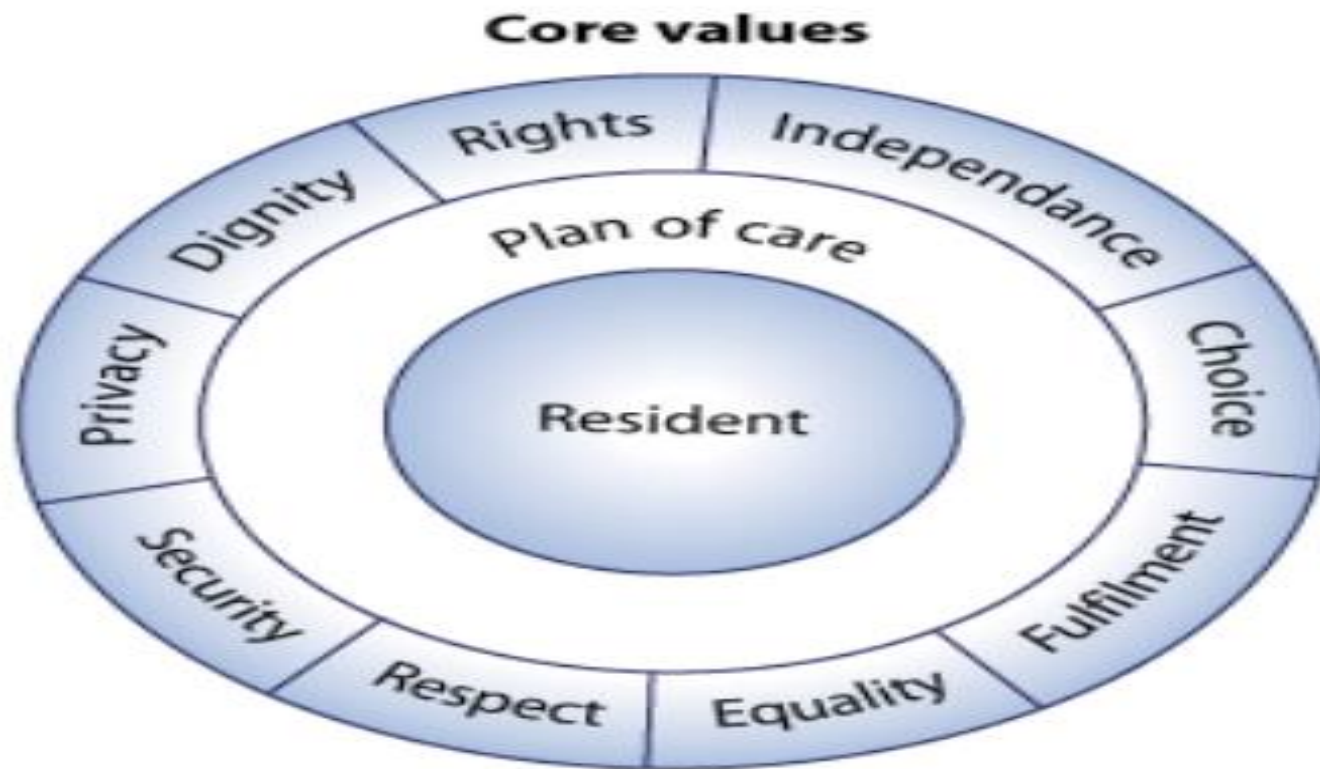
- Everyone is protected from direct and indirect discrimination
- Prohibits discrimination on the grounds of '9 protected characteristics': age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- People who make a complaint are then protected from victimisation.
- People can be prosecuted for harassment too.

This legislation makes services, facilities and employers aware that they can be prosecuted and fined if they do discriminate as the public has a system or redress, meaning, a way of getting justice.

Everyone is protected from discrimination

- At work
- In education
- As a consumer
- When using public services
- When buying or renting property
- As a member or guest of a private club or association (Glasby, 2017, p.125).

Equality in Practice, Ethics and Values with Service Users



Summary of the Key Practice Principles

- There are many ways in which the health and social care sector reflects the views and beliefs of wider society.
- What is important as a worker in the health and social care sector, is that you should try not to make the experiences of all service user groups, especially marginalised groups worse.
- You should endeavour to help make their experiences better where possible.
- You should be prepared to tackle discrimination.
- Remember that discrimination is multifaceted as there are 9 protected characteristics.
- Your values help inform your approach to anti-discriminatory practice principles.

InfoSkills Gym

Build up your academic skill base

- Access Academic & Infoskill via Moodle
 - Enrol if you have not already
 - Week 4:
Referencing Unit 4 – The Mechanics
- 15 minutes individual activity

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Academic and InfoSkills

Mae'r modiwl hwn hefyd ar gael yn Gymraeg [Cymraeg](#)

Our Skills programme is designed to create opportunities for students to develop their transferable academic and information skills, facilitating both their academic success and employability. The curriculum covers a wide range of topics – from finding library resources to fake news to managing your online presence.

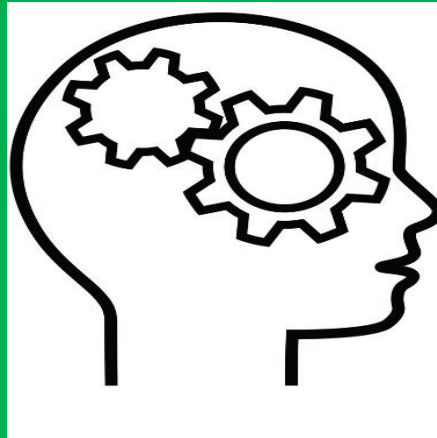
Our team of Academic Liaison Librarians have developed a series of online Units that allow you to develop your skills anywhere, anytime, to suit you. Click the tiles below to get started:

Overall progress % 0

- Finding and Using Information
Progress: 0 / 12
- Referencing
Progress: 0 / 7
- Researchers
Progress: 0 / 3
- Generative AI
Progress: 0 / 2

Refreshment Break

Reflection Point



Session 3

Assignment 1

Workshop

Assessment 1 Workshop 2



Assessment Tasks

Moodle: See “Assignment Specification” & “Guidance” tiles

Generic Assessment Criteria for the Portfolio		Marks available
1. Engagement with Literature Skills		20%
There must be a minimum of 4 creditable reference sources either from the essential reading list, independent academic sources and or from the Moodle site material sources. You must add the reference sources for the legislative framework and governmental web pages.		
2. Knowledge and Understanding Skills		20%
You should demonstrate your knowledge and understanding skills in the work you present across both elements of the Portfolio. This means that you need to select and include in your work the concepts, techniques, models, theories, legalisation and policies etc. appropriate to the tasks set in each of the tasks.		
3. Cognitive and Intellectual Skills		20%
You should be able to evaluate the appropriateness of different approaches to solving problems related to each aspect of the Portfolio. Therefore, your work must contain evidence of logical, and analytical thinking.		
4. Practical Application Skills		20%
You should be able to demonstrate how the subject-related concepts and ideas to the health and social care systems within the contents of the LA letter and within the written piece.		
5. Transferable Skills for Life and Professional Practice		20%
Your work must provide evidence of the qualities and transferable skills necessary for employment requiring the exercise of some personal responsibility. The LA letter design is important to demonstrate your creativity, and ITC skill set. Your written work should be clear and		

Dos and Don'ts

Do



- Submit a single MS WORD document on Turnitin by 10 am on 23 February
- Include both tasks
- Follow the advice and guidance given
- Present your work clearly and professionally
- Provide appropriate in-text citations to support your points
- Include at least 6 references from reliable, credible sources
- Provide a full reference list using the UWTSD Harvard referencing style at the end of the document

Do NOT



[This Photo](#) by Unknown
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- Submit a pdf or other type of file
- Mention legislation without using in-text citations or including in your reference list
- Give opinion without evidence
- Forget to fully spell and grammar check your work
- Add blank pages in your document
- Exceed the word limit or fall significantly below it

SUBMISSION AND CONDUCT

- Your submission should be your own work.
- You should not share or circulate your assignment with others, who could copy your work into their assignment submission.
- You should not purchase assignments written by others on your behalf.
- You should note that there is an academic policy and process around academic practice and unfair practice within the university, which will be followed if it is suspected that you have breached the policy.

Cite Them Right - Referencing

- You will need to have good academic reference sources in this assignment.
- What is considered an academic reference source?
- [Cite Them Right - Home \(uwtsd.ac.uk\)](http://uwtsd.ac.uk)

Mid-point Evaluation of the Module

Module Mid-point Evaluation

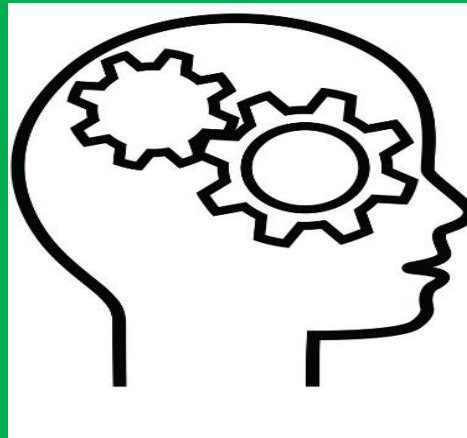
What's going well?

What do you wish to continue?

What would you like to stop?

Session 5

Recap and Final Reflection Point



Questions?



References

- Chambers, D. , Cantrell, A. and Booth, A. (2021) **Rapid evidence review : challenges to implementing digital and data-driven technologies in health and social care. Report.** The University of Sheffield , Sheffield.
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