

CareSkills

Training in Health and Social Care

Equality & Diversity Statement

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.

What This Means for Learners and Staff

Careskills will:

- 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

How Careskills Will Show Its Commitment

Careskills will:

- Actively promote equality by valuing and respecting differences between people
- Actively promote and embed equality and diversity into all curriculum
- Ensure staff are equipped to recognise diversity and challenge discrimination
- Investigate all allegations of discrimination sensitively
- Monitor the curriculum and learning to ensure they are free from discrimination and reflect the needs of the wider community
- Monitor policies, procedures and practices to ensure they are free from discrimination and respond to the needs of the wider community
- Reflect the contributions of all members of the community in promoting Careskills activities



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Equality of Opportunity in the Workplace

Everyone has the right to equality and fairness of treatment from others. Society in general must support diversity among people.

There are two aspects of equality of opportunity of which you should be particularly aware:

1. The rights you, and other workers, have in the workplace
2. The rights of the clients you care for in your place of work

Your rights in the workplace

- Your employer must treat all employees equally in matters related to employment, e.g. payment for work at the correct rate, holiday rights, sick leave entitlement, promotion and opportunities for training
- You have the right to be assessed for your Diploma in Care, because this is part of the partnership agreement CareSkills has with your employer

The rights of your clients

- You should make sure that your respect for clients is visible in everything you do
- You should treat all your clients equally as you deliver care to them
- You should always gain their consent for any activity
- If you see, or experience, an action or situation that denies the rights and freedom of others you must inform both your manager and CareSkills

Workplace Grievances

You should be able to discuss any problems relating to work and your work colleagues with a senior member of staff. If you personally experience any discrimination, abuse, victimisation or harassment when at work, you should report the event to your manager.

However, if you feel that there is no one in the workplace whom you can trust you should talk to your CareSkills trainer who will listen to you and help to decide on an appropriate course of action. They will either advise you how to deal with the problem or with your consent, speak to your manager on your behalf.

