



Equality, Diversity and Inclusion Knowledge Paper

Candidate

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Company

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Date

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***Equality, Diversity & Inclusion
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1. Why might some people be more vulnerable to discriminatory treatment?

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2. Which of the following must your employer do to comply with the Equality Act 2010?

- ☐ a. Protect clients from discrimination
- ☐ b. Protect staff from discrimination
- ☐ c. Provide equal opportunities for employees
- ☐ d. Support equal opportunities for clients
- ☐ e. All of the above

3. Apart from the Equality Act 2010 give an example of another piece of legislation which protects clients' rights.

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4. What is the difference between 'treating people equally' and 'treating people the same'?

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5. Give 3 examples of protected characteristics

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2.....
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6. Give 2 examples of discrimination in a care setting.

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7. Suggest 2 factors which may make it difficult for individuals to access services

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8. Which of the following factors should influence the amount of time you spend with individual clients:

- ☐ a. Their likeability
- ☐ b. Their physical needs
- ☐ c. Their ability to communicate
- ☐ d. The amount they pay for care

9. Give 3 examples of ways in which premises can be adapted to meet different needs.

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10. Give a reason why clients should be given information and education about equality and diversity issues

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11. Which of the following factors for employment may indirectly discriminate against certain groups?

- ☐ a. minimum height requirements
- ☐ b. flexible working hours
- ☐ c. selection based on aptitude and ability

12. Which of the following are unacceptable practices that should be challenged immediately and are not to be tolerated at work?

- ☐ a. 'Banter' in which male workers make demeaning or derogatory comments about women.
- ☐ b. Telling racist jokes
- ☐ c. Using offensive terms to describe clients
- ☐ d. All of the above

13. Which of the following is an acceptable statement:

- ☐ a. clients can do and say whatever they like
- ☐ b. clients should be punished if they act offensively or insult carers
- ☐ c. clients should be supported to develop good relationships with carers and each other

14. Why is it important for care providers to understand their clients' religious beliefs?

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15. If you were unsure about the affect a clients' cultural background might have on their personal care needs what action would you take to ensure that you could meet their needs appropriately?

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16. Many people enjoy reading for pleasure; how can you ensure that **all** clients have access to something they can read?

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17. Would it ever be acceptable for a client to discriminate when employing a new carer? Explain your answer.

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18. Give 3 examples of person-centred values

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19. Which of the following is an acceptable practice?

- ☐ a. funding all clients activities equally so those who need less support can do more
- ☐ b. funding clients activities according to need so everyone can participate
- ☐ c. funding activities on a first come first served basis

20. How might care providers assess whether they are achieving equal outcomes for their clients?

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