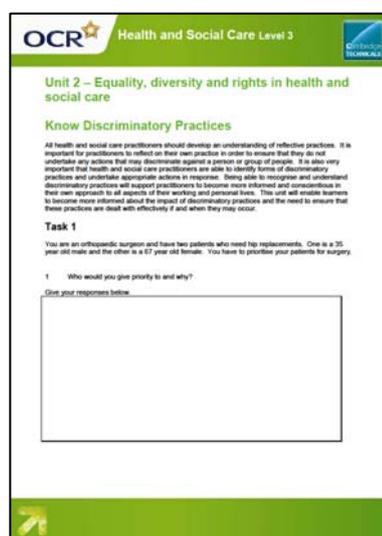


Unit 2 – Equality, diversity and rights in health and social care

Know Discriminatory Practices

Instructions and answers for Teachers

These instructions should accompany the OCR resource 'Know Discriminatory Practices', which supports the OCR Level 3 Cambridge Technical Certificate in Health and Social Care Unit 2 – Equality, diversity and rights in health and social care



Associated Files:
Know Discriminatory Practices

Expected Duration:
Task 1 – approx 30 minutes
Task 2 – approx 30 minutes
Task 3 – approx 30 minutes

All health and social care practitioners should develop an understanding of reflective practices. It is important for practitioners to reflect on their own practice in order to ensure that they do not undertake any actions that may discriminate against a person or group of people. It is also very important that health and social care practitioners are able to identify forms of discriminatory practices and undertake appropriate actions in response. Being able to recognise and understand discriminatory practices will support practitioners to become more informed and conscientious in their own approach to all aspects of their working and personal lives. This unit will enable learners to become more informed about the impact of discriminatory practices and the need to ensure that these practices are dealt with effectively if and when they may occur.

Task 1

You are an orthopaedic surgeon and have two patients who need hip replacements. One is a 35 year old male and the other is a 67 year old female. You have to prioritise your patients for surgery.



1 Who would you give priority to and why?

Give your responses below.

Sample answer:

Learners could suggest that the surgeon will give priority to the 35 year old male, reasons could include.

- He is young and has the rest of his life ahead of him.
- He will claim more benefits (relating to disability) due to his age if he doesn't have the operation.
- He may lose his job due to his lack of mobility.
- He may not be able to support his family if he loses his job and therefore needs the operation more than the female.
- He may have more dependents (small children, etc) than the older female.
- The surgeon may give the hip surgery to the male due to concerns over the female's ability to recover from the operation.

Learners could suggest that the surgeon will give priority to the 67 year old female, reasons could include.

- A hip replacement on average only lasts 15 years and therefore this may support the female to remain independent until the end of her life (possibly).
- The male would probably have to have further surgeries to replace the hip at certain intervals.
- The surgeon may recommend a more long term programme of physiotherapy and alternative approaches to try to avoid the need for hip surgery for the 35 year old male due to his age.

Learners may have additional responses. This is not a comprehensive list of possible responses.

2 In your experience, do you think that people are treated equally by health practitioners?

Give your responses below.

Sample answer:

Yes, people are treated equally.

- Health practitioners' behaviour is regulated by legislation and policies therefore they have to treat people equally.
- Health practitioners' behaviour is regulated by generic codes of conduct reinforced by practitioners' regulatory bodies, for example HPC (Health Professions Council).

No, people are not treated equally.

- People experience a postcode lottery in relation to access to services.
- Often some groups of people who use the service are prioritised, for example people in their early twenties and thirties may not be viewed as a high risk group, where as children are.
- Sometimes access to services (doctor) is dependent on the relationship an individual has with the receptionist.
- Treatment and referrals could be limited by the budget a practitioner (GP) has available to them.

Learners may have additional responses. This is not a comprehensive list of possible responses.



Task 2

- 1 Review the news article in the link below.
<http://news.bbc.co.uk/1/hi/health/7850881.stm>

Outline the main findings below.

Sample answer:

NHS age discrimination is common. A survey of 2000 doctors was undertaken and the findings are listed below:

- Two thirds of doctors think that older people are less likely to have their symptoms fully investigated.
- 72% claim that older people were less likely to be considered and referred on for essential treatments.
- More than half the doctors said that they would be worried about how the NHS would treat them in old age.

Examples of discrimination.

- Long waits for knee and hip replacements which people over 65 need the most.
- Free breast screening for all women over 50, but those over 70 are not automatically invited.
- Older women with breast cancer less likely to be diagnosed by needle biopsy, undergo surgery or receive radiotherapy.
- BMA (British Medical Association) said that ageism is a problem not just for the NHS but also for society.

Learners may have additional responses. This is not a comprehensive list of possible responses.

- 2 Research three more articles that highlight issues of discrimination in health and social care environments.

Outline the main findings below.

Article 1:



Article 2:

Article 3:

3 What kind of discrimination is apparent in these three articles?

Give your responses below.



Task 3

- 1 Explain the impact of the discrimination on people who use the service.

Give your responses below.

Sample answer:

Generic impacts that could be identified include.

- Sadness.
- Depression.
- Stress.
- Suicidal tendency.
- Isolation.
- Loneliness.
- Potential to develop addictions to drugs, alcohol or other harmful substances.
- Potential to develop eating disorders.
- Potential to become violent or aggressive to people around them.
- Emotional.
- Experience mood swings.
- Potential to self-harm.

Learners may have additional responses. This is not a comprehensive list of possible responses.

- 2 Explain what strategies could be implemented to eliminate the types of discrimination identified in your three articles.

Give your responses below.

Sample answer:

Generic strategies could include.

- Training courses.
- Additional Qualifications.
- Development/updating of policies.
- Further training on the values of care.
- Experiencing situations from the perspective of a person who uses the service to develop a sense of empathy.

Learners may have additional responses. This is not a comprehensive list of possible responses.



These activities offer an opportunity for English skills development.

LESSON *Elements*

The building blocks you need to construct informative and engaging lessons

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