

Unit Title: **SHC 023 Introduction to equality and inclusion in health, social care or children’s and young people’s settings**

Level: 2

Credit value: 2

Guided learning hours: 20

Unit accreditation number: R/601/5471

Unit purpose and aim

This unit aims to provide the knowledge, skills and understanding for those who work in health or social care settings or with children or young people in a wide range of settings to enable them to recognise the concepts of equality, diversity and inclusion which are fundamental to such roles.

Learning Outcomes The learner will:	Assessment Criteria The learner can:	Exemplification
1 Understand the importance of diversity, equality and inclusion	1.1 Explain what is meant by diversity 1.2 Explain what is meant by discrimination 1.3 Describe ways in which discrimination may deliberately or inadvertently occur in the work setting 1.4 Explain how promoting equality and inclusion reduces the likelihood of discrimination	
2 Be able to work in an inclusive way	2.1 Identify legislation, codes of practice and organisational policies and procedures (where these exist) relating to equality, diversity, discrimination and rights in own role 2.2 Show interaction with individuals that respects their beliefs, culture, values and preferences	

	2.3 Describe how to challenge discrimination in a way that promotes change	
3 Be able to access information, advice and support about diversity, equality and inclusion	<p>3.1 Describe situations in which additional information, advice and support about diversity, equality and inclusion may be needed</p> <p>3.2 Demonstrate how and when to access information, advice and support about diversity, equality and inclusion</p>	

Assessment

This unit needs to be assessed in line with the Skills for Care and Development QCF Assessment principles.

Assessment decisions for competence based learning outcomes (eg those beginning with 'Be able to') must be made in a real work environment by an occupationally competent assessor. Any knowledge evidence integral to these learning outcomes may be generated outside of the work environment but the final assessment decision must be within the real work environment.

This unit is competence based. This means that it is linked to the candidate's ability to competently perform a range of tasks connected with their work. This unit may be assessed using any method, or combination of methods, which clearly demonstrates that the learning outcomes and assessment criteria have been met. This unit requires workplace assessment of occupational competence.

Competence based assessment must include direct observation as the main source of evidence.

Guidance on assessment and evidence requirements

OCR does not stipulate the mode of delivery for the teaching of the content of this unit. Centres are free to deliver this unit using any mode of delivery that meets the needs of their candidates. Centres should consider the candidates' complete learning experience when designing learning programmes.

Details of relationship between the unit and national occupational standards

This unit has been developed by Skills for Care and Development in Partnership with Awarding Organisations. It provides a key progression route between education and employment (or further study/training leading to employment). It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care and Development.

As such, the unit may provide evidence for the following national occupational standards in the children and young people's workforce developed by Skills for Care and Development:

- CCLD 203
- GEN 12
- GCU 5

- HSC 24
- HSC 234

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Administrative Guide for Vocational Qualifications*' (A850).

The *OCR Children and Young People's Workforce Centre Handbook* contains important information for anyone delivering, working towards or involved with the Children and Young People's Workforce qualifications, of which this unit forms a part. This can be downloaded from OCR's website www.ocr.org.uk.

This unit is a shared unit. It is located within the subject/sector classification system 01 Health, Public Services and Care and 01.5 Child Development and Well Being.