

Open Awards Qualification Unit



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1 Unit Details

Unit Title:	Equality and Diversity
Unique Reference Number:	M/506/7860
Level:	Level 3
Credit Value:	6
Minimum GLH:	30

2 Learning Outcomes and Criteria

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Understand the key features of a culture which promotes equality and values diversity.	1.1 Explain the meaning and benefits of diversity and the promotion of equality.
	1.2 Explain forms of inequality and discrimination and their impact on individuals, communities and society.
	1.3 Identify and outline the relevant legislation, employment regulations and policies and codes of practice relevant to the promotion of equality and valuing of diversity.
2. Understand the importance of the promotion of equality and valuing of diversity for effective work in the sector.	2.1 Explain how the promotion of equality and diversity can protect people from risk of harm.
	2.2 Explain action taken to value individuals and its impact.
	2.3 Explain good practice in providing individuals with information.
3. Understand and demonstrate behaviour appropriate to the promotion of equality and valuing of diversity.	3.1 Explain and demonstrate ways of communication and behaviour which support equality and diversity.
	3.2 Explain impact of own behaviour on individuals and their experience of the organisation's culture and approach.

	3.3	Explain how own behaviour can impact on own organisation's culture.
	3.4	Explain how working with other agencies can promote diversity.
4. Understand how to actively help others in the promotion of equality and valuing of diversity.	4.1	Describe actions by individuals which can undermine equality and diversity and review strategies for dealing with these effectively.
	4.2	Explain strategies for dealing with systems and structures which do not promote equality and diversity.
5. Understand how to review own contribution to promoting equality and valuing diversity.	5.1	Identify own strengths and areas for development in promoting equality and valuing diversity, using reflection and feedback from individuals.
	5.2	Identify and use appropriate sources for support in promoting equality and valuing diversity, explaining why this is necessary.