

# Open Awards Qualification Unit



## Form OAQU

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### 1 Unit Details

|               |                        |
|---------------|------------------------|
| Unit Title:   | Equality and Diversity |
| QAC Code:     | F/508/4680             |
| Level:        | Level 3                |
| Credit Value: | 3                      |
| Minimum GLH:  | 18                     |

### 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   |