

Quality Endorsed Unit

This unit does not form part of a regulated qualification.

Unit Title: Anti-Discriminatory Practice in Community Development Work

Unit Reference Number: PR2/3/WR/003

Level: 3

Credit Value: 2

Minimum Guided Learning Hours: 10

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Understand what anti-discriminatory practice is	1.1 Define anti-discriminatory practice
	1.2 Describe the principles of community development work
	1.3 Explain how anti-discriminatory practice relates to the principles of community development work
	1.4 Outline current legislation that relates to: <ul style="list-style-type: none"> a) anti-discriminatory practice b) protected characteristic groups
	1.5 Identify the protected characteristic groups stated in current legislation
2. Understand how the delivery of community group work is supported by anti-discriminatory practice	2.1 Summarise how the needs of protected characteristic groups can be met: <ul style="list-style-type: none"> a) through own practice b) within the community group work environment
	2.2 Explain the consequences of not adapting to the needs of protected characteristic groups: <ul style="list-style-type: none"> a) through own practice b) within delivery of community group work

3. Understand what prejudice and discrimination is	3.1 Define prejudice
	3.2 Define discrimination
	3.3 Describe different types of prejudice
	3.4 Describe different types of discrimination
	3.5 Explain the difference between prejudice and discrimination
4. Be able to evaluate own practice	4.1 Evaluate own practice in relation to anti-discriminatory practice
	4.2 Create own development plan to improve anti-discriminatory practice

Indicative Content

LO1	<p>AC 1.2 and 1.3.</p> <p>Learners should be able to understand the actual principles of community development work – what they are and how these are applied within work. They should also understand what anti-discriminatory practice is and then how this is applied to each principle, giving examples of scenarios showing impact of this.</p>
LO2	<p>Learners should be able to show how they meet needs of protected characteristic groups, including: commitment to equality, diversity & inclusion training; fostering safe, accessible and inclusive environments; adopting a proactive anti-discriminatory approach; using inclusive and accessible communication; developing inclusive policies & procedures; promoting representation & voice; and delivering inclusive activities/programmes.</p>
LO3	<p>AC3.3</p> <p>Learners should be able to describe different types of prejudice, including:</p> <ol style="list-style-type: none"> Stereotyping Stigma Labelling Discrimination Equality Diversity Hate crime Hate speech <p>AC3.4</p> <p>Learners should be able to describe different types of discrimination, including:</p> <ol style="list-style-type: none"> Direct discrimination Indirect discrimination Discrimination by association Perception discrimination Harassment Third party harassment Victimisation
LO4	<p>Learners should be able to reflect on their own practice in relation to anti-discrimination and oppression, identifying their strengths and weaknesses and producing a development plan to further improve their anti-discriminatory practice.</p>