

LO2: Understand the impact of discriminatory practices on individuals in health, social care and child care environments.

Discriminatory Practice:

Discrimination: when people judge others based on their differences and use the differences to create disadvantage or oppression.



What is discriminatory practice?

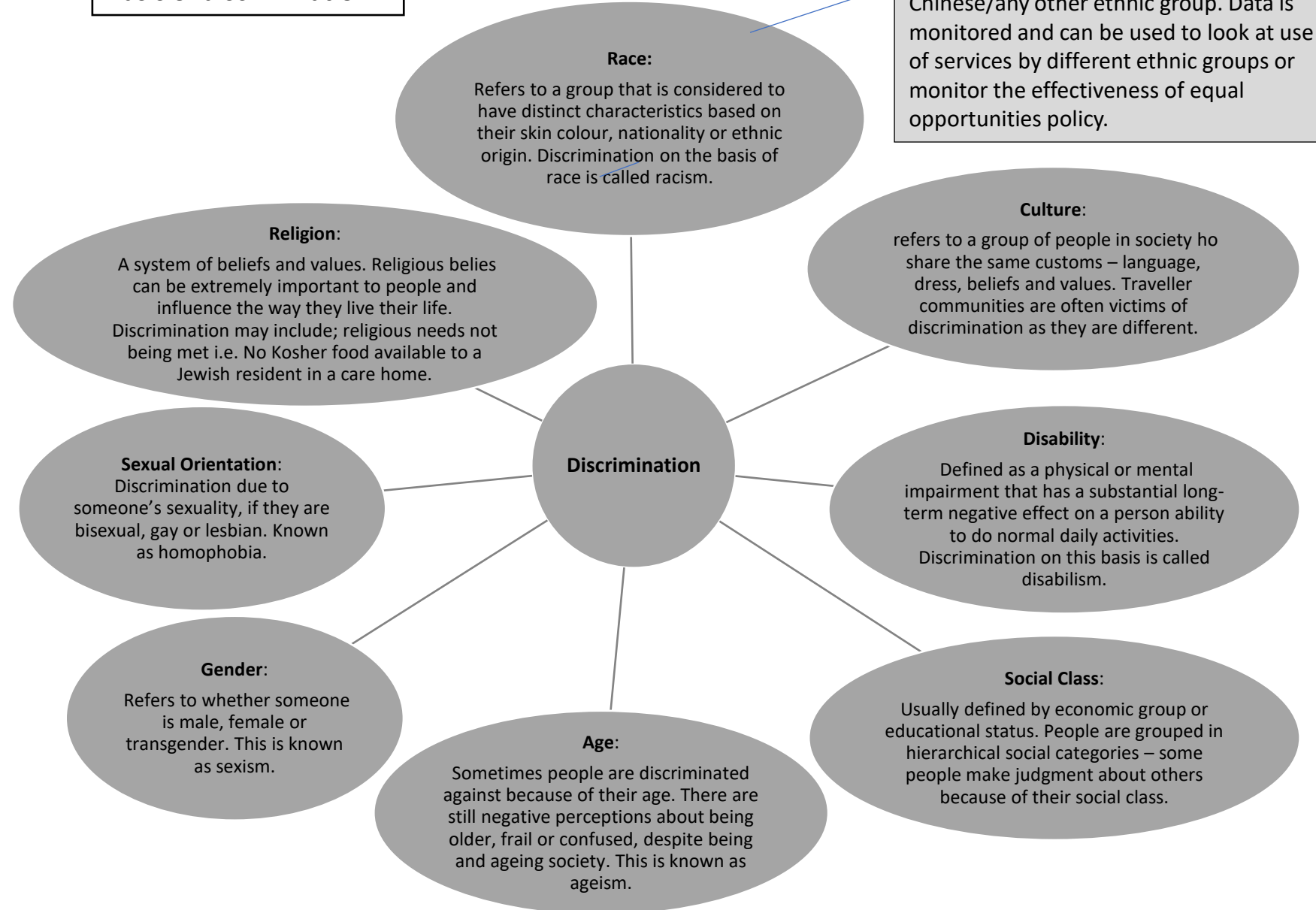
- Discriminatory practice involves treating someone unfairly or less favourably compared to others.
- Can take many forms; excluding someone from activities, physical abuse or verbal abuse.

Direct & Indirect Discrimination:

Direct: intentionally putting someone at a disadvantage or treating them unfairly based on their differences. i.e. A woman told she cannot have a job because she is female is a victim of sex discrimination.

Indirect: When a policy, practice or rule applies to everyone, but can have a detrimental effect on some people. i.e. If a job advert said male applicants must be clean shaven, this would discriminate against me whose religious beliefs prevent them from shaving their beards.

Basis of discrimination



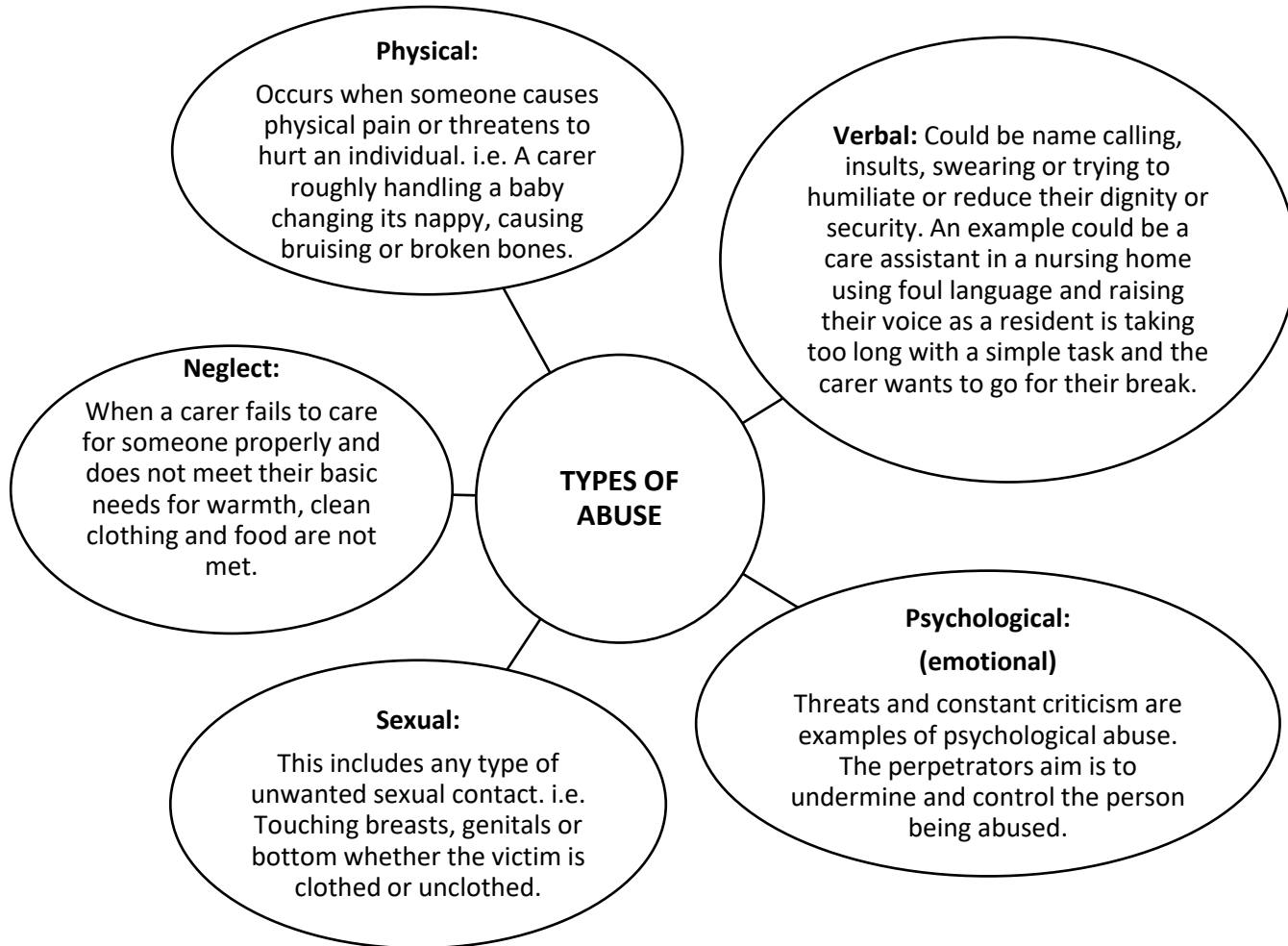
The NHS, emergency services and local authorities ask people to classify their race as; White, Black, Asian, Mixed Race, Chinese/any other ethnic group. Data is monitored and can be used to look at the use of services by different ethnic groups or to monitor the effectiveness of equal opportunities policy.

ABUSE

Types of Abuse:

The term 'abuse' refers to a wide range of negative and harmful ways of behaving.

Types of abuse in health, social care and child care environments:



2.1. Terms you need to be familiar with:

- Prejudice** - when someone has a negative attitude towards or an unfair dislike of an individual or group of people. It is often based on poorly informed opinion or inaccurate information. i.e. Racial prejudice or people being punished because of their sexual orientation.
- Stereotyping** - making judgements about a person or groups of people based on prejudices. Making unfair assumptions that people with certain characteristics are the same. i.e. Midwives are always women or girls better behaved than boys.
- Labelling** - to identify people negatively as part of a particular group. Making the assumption they are all the same. i.e. All old people are frail and need looking after.
- Bullying** – threatening, intimidating, humiliating or frightening others. It is repeated behaviour intended to physically or psychologically hurt. It is more likely to occur in a situation where someone is in a position of power, like a manager or when an individual is dependant on a care worker or relative

Who is affected?

There are three main groups of individuals who can be affected by discriminatory practice in health, social care and child care.

| Individuals requiring care & support | Family, friends, relatives of individuals | Practitioners |
|---|--|---|
| Patients Clients People with disabilities Babies Children Young adults Older Adults | Parents Grandparents Sons & daughters Step-family members Best friends Neighbours | Nurse GP Physiotherapist Midwife Health visitor Social worker Care assistant Counsellor Nursery assistant |

Impact of discrimination on individuals.

Being discriminated against can have a negative impact on an individual in all areas of PIES and this can lead to health problems and social exclusion.

Disempowerment:

Those that have suffered discrimination can feel disempowered. They can feel a lack of control in their life, especially if they are in a residential care environment as they are dependant on the carer who may be abusing them.

Low Self-Esteem & Low Confidence:

Discrimination can destroy self-esteem and self-confidence leaving an individual feeling worthless.

Poor Health and Well-being:

A persons health and well-being may be affected, they may become withdrawn and isolate themselves to avoid the situation., as they may be frightened of more discrimination. Or ill treatment.

Health problems can develop including; high blood pressure and anxiety. If an individual is already ill, their condition may deteriorate or their recovery be delayed.

Physical abuse can have serious and in some cases fatal consequences.

Effects are interrelated and don't occur in isolation. i.e. If a nurse experiences bullying in the work place, it can lead to a loss of concentration when completing tasks as they are worried and stressed. The nurse may become withdrawn socially and not want to go to work or become agitated or aggressive with colleagues or patients. This may reduce confidence causing more emotional effects like the nurse becoming frustrated and having low self-esteem.

Unfair Treatment:

Individuals may not receive the care that they are entitled to and instead have to struggle to manage their daily lives to may not achieve their potential as they are not receiving the support they should be. They may feel marginalised and excluded from taking part in things due to discrimination making them feel unwanted.

Effects on mental health:

Examples include depression, anxiety, self harming, developing and eating disorder, behaviour changes; such as becoming aggressive, becoming uncooperative, withdrawn or socially isolated.

LO1 and LO2 Exam Tips:

- Make sure you can define equality and diversity.
- Make sure you know the six rights – choices, confidentiality, protection from abuse and harm, equal and fair treatment, consultation and right to life. (you have to be able to name them correctly!)
- If you are asked to identify the values for health and social care services, you must always include 'maintaining' or 'promoting' – miss the word and you lose the mark!
- Make sure you can give examples of applying the values of care – they are mostly interchangeable but you won't get marks for repeating them. For example. Providing food that meets cultural and religious needs is an example of a care setting supporting an individual's rights and beliefs and also value diversity – it should only be used for one.
- If a question asks you to describe 'ways' then you must write about two or three ways correctly to achieve the higher marks. If you only describe one, you're limited to half marks.
- Make sure you can give examples of the type of help and support advocates support groups and informal carers can provide for individuals.
- Effects can be physical, emotional, intellectual or social and are interrelated (they affect each other). For example, a child who experiences bullying may be cut and bruised as a result of an attack (physical effect). This can cause them to lose concentration and not achieve their potential in lessons (intellectual effect) due to being scared and stressed (emotional effect). This in turn may make them not want to attend school (social effects).