**Equality** is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age

**[Diversity](https://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html)**

It **means** understanding that each individual is unique and recognizing our individual differences. These can be along. the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Equality and diversity in health and social care.

**Equality** means ensuring everyone in your setting has **equal** opportunities, regardless of their abilities, their background or their lifestyle. **Diversity** means appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles.

All leaders within the health and social care sector have a duty to promote diversity and equality across each business area. This involves organising care and support packages which are tailored to the individual requirements of the service user, recognising differences and reducing inequality. Within the health and social care sector, providers are strongly encouraged to implement the Common Core Strategic Principles. These principles outline a consistent approach to care provision which ensures that equality and diversity are taken into consideration and they are at the forefront of all decisions at a strategic level. The Common Core Strategic Principles include

**Commitment to Equality, Diversity and Human Rights Values** – Any health and social care provider should promote equality and diversity through their mission statement, core values and strategic action plans.

**Promoting Equality, Diversity and Human Rights in Decision Making** – Managers should ensure that decision making, partnership working and governance all promote equality and diversity through the implementation of robust organisational policies and procedures which are consistently applied in each business area.

**Advancement of Equality, Diversity and Human Rights** – Business activities are planned with equality and diversity in mind so that constructive relationships are established with service users and partner agencies

**Monitoring Equality, Diversity and Human Rights Performance** – Management teams will take steps to continually monitor service provision, identifying areas for improvement and taking action as required

**Commitment to Equal Access and Open Standards** – Products and/or services need to be accessible by all. Any barriers which may prevent a service user from accessing what they need should be identified and removed.

These principles provide a comprehensive framework which enable providers to deliver the right support within health and social care and to ensure that equality and diversity are at the centre of strategic decision making. Furthermore, the promotion of equality and diversity within the workplace is often about the prevention of discrimination even if this is unintentional.