greyseal ACADEMY

Certificate in Equality and Diversity

Level 2

LEVEL 2 CERTIFICATE IN EQUALITY AND DIVERSITY

AIMS AND OBJECTIVES

ENTRY GUIDANCE

This qualification is for those who wish to develop an understanding of equality and diversity in the workplace and in the community

It is also ideal for those who need to develop an awareness of issues surrounding equality and diversity, for example as part of an induction programme or personal development.

There are no specific recommended prior learning requirements for this qualification, however, learners may find it helpful if they've already achieved a Level 1 qualification.

This qualification is suitable for learners aged pre-16 and above.

Grey Seal Academy will ensure that the qualification is appropriate for the age and ability of learners.

We will also ensure that the learners fulfil the requirements of the assessment criteria and comply with the relevant literacy, numeracy, and health and safety aspects of this qualification.

Learners registered on this qualifications shouldn't undertake another qualification at the same level with the same or a similar title, as duplication of learning may affect funding eligibility

These qualifications aim to:
● introduce the concepts of equality and diversity in a variety of environments including society, the community and the workplace
● highlight how stereotyping and labelling affect individuals
● outline the effects of prejudice and discrimination
● allow the learner to examine rights and responsibilities
● stress the importance of taking individual responsibility and action to
● help and support others provide a basis for further study and/or career development.

The objectives of this qualification are to help learners to:
● raise their awareness of the issues surrounding equality and diversity
● apply this awareness through their actions in society, community and the workplace.

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UNIT 1 EQUALITY AND DIVERSITY IN SOCIETY

1. Understand what equality is

1.1 Describe what is meant by 'equality'

1.2 Define the following terms:

- stereotyping
- prejudice
- labelling
- protected characteristics
- equal opportunity
- positive action
- discrimination
- discrimination by association

1.3 Describe examples of equal opportunity within society

2. Understand what Diversity is

2.1 Describe what is meant by 'diversity'

2.2 Identify diversity that exists within society, looking at:
- interests
- beliefs
- age
- lifestyles
- personal characteristics
- cultural identities

2.3 Describe the contribution these variations make to the overall diversity of society

2.4 Describe how diversity enhances their own life

2.5 Explain why it is important to respect the differences of individuals

2.6 Describe how these differences should be respected

3 Understand the effects of stereotyping and labelling

3.1 Explain why some people stereotype others

3.2 Describe the damaging effects stereotyping and labelling can have on individuals

3.3 Describe ways stereotyping is encouraged in society

4 Understand the effects of prejudice and discrimination

4.1 Describe how people may develop prejudices

4.2 Describe the types of discrimination and prejudices that can exist in society

4.3 Describe the difference between indirect and direct discrimination

4.4 Give examples of indirect and direct discrimination

4.5 Describe the effects that different types of discrimination can have on

5 Understand the ways in which people might choose to describe themselves

5.1 Describe factors and characteristics that make a person who they are, including:

- physical characteristics
- likes and dislikes
- values and beliefs
- personal interests
- religious and cultural
- geographical

5..2 Describe what having 'multiple identities' means

5.3 Describe their own multiple identities

5.4 Describe the multiple identities of another person

5.5 Illustrate how an individual can identify as belonging to a number of

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UNIT 2 EQUALITY AND DIVERSITY IN THE COMMUNITY

1 Understand the extent of diversity within a community	2. Understand the value to communities in creating and maintaining a diverse environment	3. Understand the potential inequality that can occur within a community	4. Understand the support services and groups that exist within a community to ensure equality and diversity is maintained
1.1 Describe the extent of diversity that exists within a Community 1.2 Give examples of physical diversity within a community	2.1 Describe the types of equality that can occur within a community 2.2 Describe the benefits of equality and diversity within a community	3.1 Describe the types of inequality that can occur within a community 3.2 Describe the threats that may exist to equality and diversity within a community	4.1 Describe the range of support services and groups that exist within a community to support the promotion of equality and diversity 4.2 Identify potential users of the support services and groups

UNIT 3 EQUALITY AND DIVERSITY IN THE WORKPLACE

1 Understand the meaning of equality and diversity in the workplace	2 Understand how equality and diversity is monitored in the workplace	3 Understand how the rights of individuals are protected in the workplac
1.1 Describe what equality and diversity means to organisations in relation to: Recruitment • Pay conditions • Promotion opportunities 1.2 Describe the benefits to an organisation of having a diverse workforce 1.3 Describe how organisations can promote and maintain equality and diversity in the workplace 1.4 Describe the difficulties that can arise in trying to establish and maintain a diverse workplace 1.5 Describe how equality and diversity can be promoted and maintained by employees	2.1 Describe the types of equality that can occur within a community 2.2 Describe the benefits of equality and diversity within a community	3.1 Describe the rights individuals have under current legislation 3.2 Describe the responsibilities for equality and diversity in the workplace of: • Employees • Employers 3.3 Describe the difference between positive action and positive discrimination 3.4 Explain the importance of making sure equality and diversity procedures are followed in the workplace 3.5 Describe the types of organisation that provide support and information about the rights of individuals in relation to equality and diversity

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