
Overview

This standard is about promoting equality/good relations and valuing the diversity of people. This is an essential aspect of all jobs in the justice and safer communities sector and is appropriate to people working at all levels and in all posts. It should form the basis of everything that any worker in the sector does.

The term 'people' is used broadly to cover any child, adult, group, community or agency that workers come into contact with, either directly or indirectly. It includes members of the public, individuals who are clients of the justice and safer communities sector, and colleagues in the workplace.

Target Group

The standard is designed to be applicable to everyone who works in the justice and safer communities sector at every level of work.

SFJ AA1 – SQA Unit Code H553 04

Promote equality and value diversity

Performance criteria

You must be able to:

- P1 act in accordance with relevant legislation, employment regulations and policies (including organisational policies), and codes of practice related to promoting equality/good relations and valuing diversity
- P2 act in ways that:
 - P2.1 acknowledge and recognise individuals' background and beliefs
 - P2.2 value diversity
 - P2.3 promote good relations, where applicable
 - P2.4 respect people as individuals
 - P2.5 do not discriminate against people
- P3 provide individuals with the information they need to make informed decisions about exercising their rights in a format appropriate to their needs
- P4 seek feedback from individuals on your behaviour and use this to improve what you do
- P5 challenge individuals when they are not promoting equality/good relations and valuing diversity
- P6 actively help others to promote equality/good relations and value diversity by
 - P6.1 supporting them when they are promoting equality/good relations and valuing diversity
 - P6.2 sharing information about how to promote equality/good relations and value diversity
- P7 seek support from appropriate sources where there are gaps in your understanding in how to promote equality/good relations and value diversity
- P8 act as a role model to promote equality/good relations and value diversity to colleagues and service users

SFJ AA1 – SQA Unit Code H553 04

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Knowledge and understanding

You need to know and understand:

- K1 the principles that underpin relevant legislation, employment regulations and policies (including organisational policies), and codes of practice that apply to the promotion of equality/good relations and diversity and how you need to apply these
- K2 the benefits of valuing diversity and promoting equality/good relations
- K3 the wide forms that discrimination may take and how these manifest themselves
- K4 how inequality/good relations and discrimination affects individuals, groups and communities and society as a whole
- K5 how to take account of how your behaviour affects individuals and their experience of your organisation
- K6 the meaning of diversity and why it is important for your organisation
- K7 why the promotion of equality/good relations and valuing of diversity is vital in your role within the justice and safer communities sector
- K8 the differences between justified and unjustified discrimination
- K9 the impact of:
 - K9.1 disability and background in relation to communication difficulties
 - K9.2 sensory impairments and the steps taken to mitigate these
- K10 how to identify areas for personal development in relation to promoting equality/good relations and valuing diversity and how this will benefit you and your organisation
- K11 the effect of cultural differences on verbal and non-verbal communication
- K12 how to behave and communicate in ways that support equality/good relations and diversity
- K13 how joint working with other agencies and workers can help in the promotion of diversity
- K14 how to provide relevant information to individuals in a format that is clear, helpful and appropriate to their needs
- K15 the importance of engaging and working with other agencies/stakeholders in the promotion of diversity
- K16 how inappropriate behaviour undermines equality/good relations and diversity and how to challenge this
- K17 why it is important to seek support from appropriate sources to effectively promote equality/good relations and value diversity
- K18 how to seek clarification and who to contact for advice

SFJ AA1 – SQA Unit Code H553 04

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Scope/range related to performance criteria

Note: the term 'good relations' is a specific requirement of statutory organisations in Northern Ireland (NI) and is recognised throughout NI.

In P1 and P2 'act' might relate to direct or indirect interactions with people.

In P1 'legislation, employment regulations and policies, and codes of practice' may include:

- age (including children and young people)
- employment
- dependents – people who have caring responsibilities and those who do not
- disability
- gender and gender identity
- human rights (including those of children)
- pregnancy/maternity
- language
- learning disabilities
- marital status / civil partnership
- mental health / illness
- political opinion
- racial group (including travellers)
- religious belief/non-belief
- sexual orientation
- nation
- origin
- organisation
- general public sector duty (where applicable)
- trade union activities/membership (where applicable)

In P2, this would include:

- how you interact with people
- when you interact
- why you interact
- what is the nature of the interaction
- what information you record and how you record it.

In P7, an appropriate source for support might be:

- colleagues
- external agencies, associations and groups with a focus on equality/good relations and diversity
- learning and development opportunities
- line manager
- specific support services arranged within the organisation
- staff association / trade union
- written / electronic materials.

SFJ AA1 – SQA Unit Code H553 04

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Links to other NOS This standard is designed to underpin all other units as promoting equality/good relations and valuing diversity is an essential component of all actions in the sector.

SFJ AA1 – SQA Unit Code H553 04

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