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| **Standard 4: Equality and Diversity**  |
| **Outcome –** **The learner is able to:**  | **Assessment – The learner must:**  |
|  **4.1** **Understand** **the importance of equality and inclusion**  | 4.1a Explain what is meant by:  * **diversity**
* **equality**
* **inclusion**
* discrimination

 4.1b Describe ways in which discrimination may deliberately or inadvertently occur in the work setting  4.1c Explain how practices that support **equality** and **inclusion** reduce the likelihood of discrimination  |
|  **4.2 Work in an inclusive way**  | 4.2a Identify which **legislation** and codes of practice relating to **equality**, **diversity** and discrimination apply to their own role  4.2b Demonstrate interaction with **individuals** that respects their beliefs, culture, values and preferences  4.2c Describe how to challenge discrimination in a way that encourages positive change  |
|  **4.3 Access information, advice and support about diversity, equality and inclusion**  | 4.3a Identify a range of sources of information, **advice and support** about **diversity**, **equality** and **inclusion**  4.3b Describe how and when to access information, **advice and support** about **diversity**, **equality** and **inclusion**  4.3c Explain who to ask for **advice and support** about **equality** and **inclusion**  |