



Equality & Diversity

An e-learning resource providing comprehensive knowledge of equality and diversity in the healthcare environment



Delivering an understanding of equality and diversity and helping learners to apply that knowledge in the healthcare environment

A better understanding of the impact of decisions and actions on different people means healthcare staff can respond more effectively, resulting in high quality care for everyone and leading to a more efficient use of resources. The aim is to have a healthcare service that is delivered with dignity and respect by staff who are better informed and have a greater awareness of the needs of individuals, in a working environment that meets the needs of our diverse workforce.

Background

This programme was initially developed by the e-learning development team in Liverpool Community Health Trust, commissioned by NHS



North West. The material has since been revised for national use with the support of Skills for Health and e-Learning for Healthcare, as well as leads from several NHS Trusts.

It was recently updated to reflect the legal considerations of the Equality Act 2010. The collaboration by national e-learning providers, working with service organisations to support a common programme development, has ensured it is high quality and cost effective.

Modules include:

- Pre-assessment
- General awareness
- Age
- Disability
- Gender and gender reassignment
- Race and ethnicity
- Religion and belief

- Sexual orientation
- Pregnancy and maternity

If learners already have a good understanding of Equality & Diversity, they can take the Equality & Diversity Pre-Assessment which is available as a separate course. A score of more than 70% suggests they are at a good level of understanding. Some employers may be happy to accept a pre-assessment score of >70% as evidence of completion, but the employee should check this. If so, there will be no need for learners to work through the whole programme. Learners may however still find it useful to complete the programme in order to update their knowledge.

Assessment

Each module is followed by an assessment with a pass mark of 70%. Learners can save their progress in stages and access certificated evidence of completion for their CPD portfolios, whilst employers can effectively monitor completions.

Access

The programme is available to all healthcare staff through the Core Learning Unit and e-Learning for Healthcare platforms. It is also accessible through the National Learning Management System.



To access Equality & Diversity, go to www.e-lfh.org.uk/projects/equality-diversity/access-the-e-learning/



For more information, go to www.skillsforhealth.org.uk/e-learning or email e-learning@skillsforhealth.org.uk