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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** |