

2.3.1. (c) Legislation to promote equality, diversity and inclusion

Legislation is designed to protect individuals and promote anti-discriminatory practice in the health and social care, and childcare sector.

The Equality Act 2010

This legislation provides protection against discrimination for people who have one or more of the nine specific protected characteristics.

Age – Disability – Marriage and civil partnership – Pregnancy and maternity – Race – Religion or belief – Sex – Gender reassignment – Sexual orientation

The Mental Capacity Act 2005

This legislation and, notably, the Deprivation of Liberty Safeguards (DoLS) procedure, aims to help people who lack capacity to maintain their independence, dignity and right to freedom. The DoLS procedure helps vulnerable individuals to maintain their right to dignity and equality.

The Social Services and Well-being (Wales) Act 2014

aims to improve the well-being of people who need care and support, and carers who need support. The Act changes the way people's needs are assessed and the way services are delivered, giving people more of a say in their care and support. It also promotes the range of help that is available within the community to reduce the need for more formal, planned support.

The Human Rights Act 1998

This legislation outlines basic human rights and the principles of equality.

FREDA – Fairness, Respect, Equality, Dignity, Autonomy

The Additional Learning Needs and Education Tribunal (Wales) Act 2017 is the legislative framework for improving the planning and delivery of additional learning provision. It uses a personal-centred approach, identifying needs early, putting in place effective support and monitoring procedures and adapting interventions to ensure they deliver the desired outcomes.

Codes of practice produced by regulatory bodies to set the standards of practice and behaviour that are expected of health and social care workers, childcare workers and their employers, e.g. the Social Care Wales (SCW) Code of Professional Practice for Social Care, and the Nursing and Midwifery Council (NMC) Code of Conduct.

Key terms

Fairness
Respect
Equality
Dignity
Autonomy
Legislation
Safeguarding
Support

