Updated standards of proficiency: Equality, Diversity and Inclusion

This webinar will begin at 1.00pm

Fiona Campbell, Professional Liaison Consultant, Professional Liaison Service. HCPC
Some information about today’s session

#myhcpcstandards
@The_HCPC
Fiona Campbell

HCPC Registered Speech and Language Therapist

Professional Liaison Consultant (Scotland), HCPC
Dr. Pam Ricketts

HCPC Registered Occupational Therapist

Divisional Lead Allied Health Professional, Birmingham Community Healthcare NHS Foundation Trust
# hello my name is...

Adrian Barrowdale

Strategic Lead for Equality, Diversity and Inclusion

The Health and Care Professions Council
Focus on how the standards of proficiency have changed in relation to EDI

Discuss our own experiences of EDI

Explore resources, tools and ideas to develop our ability to improve our EDI practices
Professional Liaison Service

Standards of proficiency

Prosthetists / orthotists

Paramedics

Biomedical scientists

Speech and language therapists
What has changed?

- Centralising the service user
- Registrants’ mental health
- Equality, diversity & inclusion
- Leadership at all levels
- Digital skills & new technologies
Equality, diversity and inclusion

- Understand the central importance of EDI in people’s experiences of health and care
- Strengthened our EDI commitment in the updated standards
- Specific importance placed on making sure that practice is inclusive for all service-users
5. be aware of the impact of culture, equality and diversity on practice

5.1 understand the requirement to adapt practice to meet the needs of different groups and individuals

6. be able to practise in a non-discriminatory manner
Updated standards

5. recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

5.1 respond appropriately to the needs of all different groups and individuals in practice, recognising this can be affected by difference of any kind including, but not limited to, protected characteristics, intersectional experiences and cultural differences
5.2 understand equality legislation and apply it to their practice

5.3 recognise the potential impact of their own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity
5.4 understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others’ practice

5.5 recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups
5.6 actively challenge these barriers, supporting the implementation of change wherever possible.

5.7 recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas practice.
Hello
I am...

Not

An Expert
‘Equality’ means treating people fairly, ensuring they have equal opportunity to achieve their desired outcomes, and eliminating discrimination.

‘Diversity’ is concerned with representation and valuing individuals for the different perspectives they have to offer.

‘Inclusion’ means ensuring that everybody has a voice and a means to participate, which may involve making reasonable adjustments to our usual processes.
Equity, Diversity and Belonging
Equality Act 2010

Provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.
Why is this important?

- Health inequalities
- Workforce inequalities
Ethnic health inequalities
Tackling workforce inequalities

• The **Workforce Race Equality Standard** (WRES) is a set of measures which aims to ensure that employees from Black and Minority Ethnic (BME) background have equal access to career opportunities and receive fair treatment in the workplace.

• The **Workforce Disability Equality Standard** (WDES) is a set of metrics which enables NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.
• Diversity isn’t something to be feared. Embrace it!

• Ensure service users and carers are treated with respect and dignity.

• Treat colleagues with dignity and respect

• If you don’t know, respectfully ask and listen with fascination.

• Educate, support and inform

• Challenge inappropriate behaviours

• Zero tolerance to racism, discrimination, bullying and harassment.
Finally!

Remember...

HCPC’s function is to protect the public. Registrants have a professional responsibility to uphold HCPC standards therefore EDI should be the golden thread that runs across all areas of professional practice.
Thank you

Any questions?
• Individuals with protected characteristics may face additional barriers in accessing healthcare

• But broad generalisations are unhelpful

• Health outcomes are influenced by a complex interplay of multiple factors for every person

• Vulnerability should be assessed on a person-by-person basis
Finding space for challenging conversations

• Exploring an individual’s specific health and care needs
• Exploring the range of factors that may be impacting on an individual’s access to and experience of healthcare
• Understanding our unconscious biases and how they impact on our practice
Unconscious bias

• Educate
• Reflect
• Seek diverse experiences
• Practice empathy
• Challenge stereotypes and assumptions
• Engage in open dialogue
• Implement checks and balances
Legislation and EDI

- The Equality Act
- The Human Rights Act
- The Mental Capacity Act
- The Care Act
- The Health and Social Care Act
Do I make a strong effort to understand the person and what's unique about them? (e.g. culture, religion, sexual orientation)?
Do I have the courage to allow conversation to understand what other factors may be influencing a person's experience of healthcare?
Is the service I offer responsive to the needs of the people who are accessing it?

Is everyone able to access my service?
Allyship is a commitment from people in the majority, or in a privileged position within the workplace or the community, to build better relationships with those who are under-represented or in the minority. Am I an ally?
HCPC information for you
#myhcpcstandards events

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>07 June</td>
<td>13:00-13:45</td>
<td>Leadership</td>
</tr>
<tr>
<td>19 June</td>
<td>13:00-13:45</td>
<td>Digital skills &amp; new technologies</td>
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</tbody>
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Consultation open

Please get involved with our consultation on revisions to the SCPEs
Please complete our evaluation form to help us understand your experience today.

23/05/23 #myhcpcstandards: Equality, diversity and inclusion evaluation