

# CFATURC8

## Promote equality of opportunity and fair treatment for all union members v2



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### Overview

This unit is appropriate for you if your role involves:

1. ensuring that your behaviour promotes equality of opportunity for all members
2. assisting in the elimination of discrimination
3. advising on how to promote equality of opportunity and contributing to diversity programmes

The activities you are likely to be involved in:

1. identifying and responding to discriminatory behaviour
2. challenging discrimination in others on the basis of race, sex, sexual orientation, disability, age, employment status, etc
3. obtaining specialist advice from union sources and specialist Commissions
4. promoting equality of opportunity and representation within the union

The element is:

1. promoting the elimination of discrimination

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### Performance criteria

*You must be able to:*

#### **Promote the elimination of discrimination**

- P1 acknowledge and respect the choices, identity and beliefs of others
- P2 assist colleagues and members to examine ways in which their behaviour may demonstrate discrimination to others
- P3 seek appropriate advice, guidance and support where discriminatory behaviour and views are encountered within the union
- P4 seek appropriate advice and guidance if you are unsure of the effect your behaviour may have on another person
- P5 challenge inappropriate and discriminatory behaviour or remarks and explain the problems which they may cause in a clear and appropriate manner
- P6 report persistent inappropriate and discriminatory remarks and behaviour to a suitable authority and initiate corrective procedures
- P7 promote equality of opportunity and representation within the union and encourage members from under-represented groups to stand for election

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### Knowledge and understanding

*You need to know and understand how to:*

#### **The nature and role of equality of opportunity**

- K1 identify ways of ensuring that diversity is recognised and influences the working environment
- K2 identify and combat different types of discriminatory behaviour
- K3 identify and respond to the needs of under-represented groups

#### **Principles and concepts**

- K4 identify aspects of discrimination which may be significant in your workplace and find ways to challenge them
- K5 identify who to go to for advice and guidance
- K6 identify the communication skills required to help people address their own behaviour

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