
Overview

This standard identifies the requirements for leading practice to ensure and protect the rights of individuals. It involves embedding and sustaining a rights-based culture into systems and approaches to practice, leading to equality, diversity, and inclusion. This includes empowering individuals to exercise their rights and respect the rights of others, leading practice that involves individuals in decision-making and the co-production of care or support services.

Performance criteria

You must be able to:

1. lead practice that demonstrates a culture of anti-discriminatory practice which promotes the dignity and privacy of individuals
2. model and develop a culture of psychological safety which is reliable, and values open communication and collaboration
3. create an equal, inclusive, diverse and rights-based culture within the workplace
4. promote the rights of individuals to access information about themselves in accessible formats, and make comments and complaints
5. lead practice that empowers individuals to advocate for their rights, values, culture, spirituality and preferences
6. lead practice that empowers individuals to exercise their rights and respect the rights of others
7. lead practice that supports individuals to make informed choices and decisions about their lives and wellbeing
8. ensure that individual rights, values and preferences are at the centre of all actions and decisions
9. promote the rights of individuals to manage risk and take positive risks
10. intervene and take action to address discrimination by individuals, others and the workplace
11. acknowledge and support individuals with the complexity of decisions they need to make to balance their rights, values and preferences with those of others
12. support individuals to identify strategies for managing emotional regulation when dealing with challenges to equality, diversity, inclusion and rights
13. problem solve with individuals and others to address challenges in promoting equality, diversity, inclusion and rights
14. collaborate with individuals and others to coproduce, maintain and evaluate systems and approaches to practice that promote and protect the equality, diversity, inclusion and rights of individuals
15. lead the internal audit of information and working practices which promotes equality, diversity, inclusion and rights of individuals
16. provide feedback to improve the effectiveness of policies and procedures on equality, diversity, inclusion and rights of individuals
17. complete records and reports required to lead practice that ensures equality, diversity, inclusion and rights of individuals

18. reflect on how you carried out your roles and responsibilities when leading practice that ensures equality, diversity, inclusion and rights of individuals

Knowledge and understanding

You need to know and understand:

1. what protected characteristics are
2. the different types of discrimination and the behaviours which may be an expression of these
3. intersectionality and how it relates to discrimination
4. possible effects of stigma, stereotyping, prejudice and labelling on individuals
5. the principles of social justice, rights and equalities
6. how to support emotional regulation when dealing with challenges to equality, diversity, inclusion and rights
7. the assumptions and oppressions which surround different groups and the ways in which this is built into society
8. how to ensure that the rights and needs of individuals are represented, using advocates, digital technology and interpreters
9. the influence of neurodivergence and additional needs on the equality, diversity, inclusion and rights of individuals
10. the impact of social, economic and health inequalities
11. the importance of providing compassionate care to support spiritual wellbeing
12. how to lead on dignity, kindness and compassion when promoting equality, diversity, inclusion and rights of individuals
13. how to empower individuals to exercise their rights and respect the rights of others
14. the influence of culture and background on the equality, diversity, inclusion and rights of individuals
15. how to work with others to promote the rights, values, beliefs and preferences
16. the complexity of decisions that individuals need to make to balance their rights, values and preferences with those of others
17. how and where to access information and support to ensure equality, diversity, inclusion and rights of individuals
18. how to lead on the application of trauma informed principles to ensure equality, diversity, inclusion and rights of individuals
19. principles of risk assessment, risk management and positive risk taking
20. how systems affect the rights of individuals and the purpose of designing systems which support equality, diversity and inclusion
21. methods of coproduction in the development, maintenance and evaluation of

systems to ensure equality, diversity, inclusion and rights of individuals

22. the records and reports required for leading practice that ensures equality, diversity, inclusion and rights of individuals

23. theories relevant to equality, diversity, inclusion and rights of individuals

24. the relevant legal requirements, standards of practice, frameworks, and guidance for leading practice that ensures equality, diversity, inclusion and rights of individuals

25. the workplace requirements on equality, diversity, inclusion and rights of individuals

26. how your personal experiences and unconscious bias may impact when leading practice that ensures equality, diversity, inclusion and rights of individuals, and how to address this

27. the role of supervision, reflective practice and learning and development in leading practice that ensures equality, diversity, inclusion and rights of individuals

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Glossary

The glossary for this National Occupational Standard is available on the Skills for Care and Development website.

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