

EQUALITY, DIVERSITY, HUMAN RIGHTS & DIGNITY AT WORK QUESTIONNAIRE

Name

Date Completed

Q1 Select the correct definitions of Diversity (Select three)

- Diversity is valuing individual differences
- Diversity is taking positive steps to enable employees and volunteers to best achieve their full potential
- Diversity is about offering a range of positive and varied services within the Trust
- Diversity involves better understanding the differing needs of colleagues, patients and visitors

Q2 Select the correct definitions of Equality? (Select two)

- Equality is making sure that all employees have the same working arrangements
- Equality is making sure people are treated fairly and given fair chances
- Equality is working to prevent discrimination and harassment
- Equality is making sure that all employees in the Trust are treated in the same way

Q3 Select all the correct key principles of the Human Rights Act? (Select three)

- Freedom of thought, belief and religion
- Freedom to live in any location within the UK
- Right to vote
- Right to liberty and security
- Freedom from torture and inhuman or degrading treatment

Q4 Which of the following can be defined as a 'disability' (Select three)

- Multiple Sclerosis
- Cancer
- Dyslexia
- Severe headache

Q5 Select all the characteristics that are protected under the Equality Act (Select three)

- Age
- Disability
- Key Worker Status
- Religion/Belief
- Sexual Orientation

Q6 Select the correct definition of the Equality Act? (Select one)

- The Equality Act prohibits unfair treatment and promotes opportunities for minority groups above other individuals in the workplace and in wider society
- The Equality Act prohibits unfair treatment and assists in achieving equal opportunities for all groups in the workplace and in wider society
- The Equality Act is the law which promotes equal opportunities for certain groups in the workplace and in wider society

Q7 Select the correct definition of Workplace Bullying (Select one)

- Spreading malicious rumours or gossip
- Inability to grant leave
- An abuse or misuse of power
- Giving someone firm instructions or management

Q8 Select the correct definitions of Dignity at Work (Select three)

- Dignity at Work involves understanding differing standards of behaviour
- Dignity at Work relates to how an employee or volunteer feels about their role
- Dignity at Work involves understanding effective behaviours
- Dignity at Work involves understanding the impact of negative behaviours

Q9 Match the following statement to the associated term (Select one)

A job advert states that successful candidates will be required to support and work with difficult and potentially stressful situations such as pregnancy terminations.

- Harassment
- Victimisation
- Indirect Discrimination
- Direct Discrimination

Q10 Protective Personal Characteristics are nine groupings which are safe from being used as a reason to discriminate in the workplace:- (Select one)

- True
- False

Q11 Match the following statement to the associated term. (Select one)

A ward is predominantly female with only one male nurse. The females joke together about the male who does not mind. However one day a porter is nearby, overhears and is offended.

- Harassment
- Victimisation
- Indirect discrimination
- Direct Discrimination

Q12 Match the following statement to the associated term (Select one)

A lesbian worker is adopting a child with her partner and has requested leave. She has been declined this by her line manager who has stated that she is not the mother of the child.

- Harassment
- Victimisation
- Indirect discrimination
- Direct discrimination

Q13 Match the following statement to the associated term (Select one)

An employee has put in a grievance following a dispute with her line manager. When she put in her annual leave request, other colleague's appear to have been given priority over her, and her leave is declined.

- Harassment
- Victimisation
- Indirect Discrimination
- Direct Discrimination

Thank you for completing this Q and A session. We will feedback your score in due course.

Score ___/13 Pass Resubmit