

LSICLG8

Demonstrate equality and diversity awareness when working in counselling



Overview

This unit is about demonstrating an understanding of diversity and the rights and responsibilities of the client. You will be required to demonstrate that you can relate to and communicate with a diverse range of clients. You will be expected to develop awareness of your own culture and cultural style and to identify monitor your own thoughts and prejudices.

There is one element to this unit

1. Demonstrate equality and diversity awareness

This unit is relevant to those working in the following counselling contexts

1. Institutions
2. Statutory Services
3. VCS (Voluntary Community Sector Services)
4. Social Enterprises
5. Individual Practice
6. Commercial Enterprises

All units within the suite of National Occupational Standards for Counselling are not specific to any theoretical model.

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Performance criteria

- You must be able to:*
- P1 show awareness and understanding of diversity, anti-discriminatory practice and the rights and responsibilities of clients
 - P2 relate to and communicate with clients differing in gender, age, 'race', language, national or ethnic origin, culture, class, ability, sexuality, religion and belief
 - P3 develop awareness and knowledge of your own culture and cultural style, race and racial origins and belief systems that can impact on the counselling relationship
 - P4 monitor your own thoughts and feelings in order to identify your own assumptions, prejudices and stereotypes
 - P5 engage in continuing professional development activities that enhance understanding of issues of difference
 - P6 explore your interactions with clients in supervision to identify relational dynamics with particular reference to the response of the counsellor
 - P7 understand the power dynamics inherent in the counselling relationship with regard to diversity
 - P8 understand the implications of learning disability and special educational needs and refer for support and assessment when necessary
 - P9 be prepared to make reasonable adjustment to your service provision/practice to accommodate clients with disabilities
 - P10 demonstrate awareness and sensitivity in the use of language in inter-cultural counselling
 - P11 recognise the potential for misunderstanding when the client or counsellor is not speaking in his or her first language
 - P12 contribute to promoting a culture that values and respects the diversity of individuals
 - P13 explore client's unique experience regardless of their culture and racial origins, sexuality, gender, age etcetera
 - P14 promote the needs, rights and interests of all clients equally
 - P15 be aware that 'political correctness' can prevent open and honest communication in the counselling environment and in supervision
 - P16 explicitly acknowledge and explore issues of difference within the counselling process when appropriate
 - P17 understand the complexity of working with difference
 - P18 comply with relevant policy and legislation

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Knowledge and understanding

You need to know and understand:

- K1 relevant legislation
- K2 relevant policies and codes of your employing organisation, including diversity statements, disability statements and widening participation strategies
- K3 power dynamics, especially with regard to age, gender, colour, sexuality and ability
- K4 appropriate theory related to diversity and identity
- K5 research evidence relating to working with difference in a therapeutic setting
- K6 theory and practice relating to inter-cultural , gender, sexuality, learning disabilities, children, young people, older adults and spirituality and religion issues

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Suite Counselling National Occupational Standards v4

Key words equality, diversity, awareness, counselling, demonstrate
