

# [Diversity case study essay sample](https://assignbuster.com/diversity-case-study-essay-sample/)

[](https://assignbuster.com/)[Sociology](https://assignbuster.com/essay-subjects/sociology/), [Social Issues](https://assignbuster.com/essay-subjects/sociology/social-issues/)

Analyse the potential effects of barriers to equality and inclusion in own area or responsibility There are plenty of barriers to equality and inclusion. We can change the planning and adapt it for the childs individual needs, all the planning as centred around the unique child to ensure that they receive the correct support that they require. Barriers can make things more difficult for the child and it is vital that they are included in everyday planning.

Disability,   
Wheelchair users may not have wheelchair access to the setting, doors may not conform to the correct width and ramps may need to be installed. Are bathroom facilities accessible   
Are tasks are table top height   
Are staff up to date with manual handling training.   
Hearing, does the child wear a hearing aid,   
Staff can be trained in sign language   
Visual impairments may need assistance with close work,   
Physical impairment   
Sensory impairment

Cultural barriers   
can involve dietary requirements, eg, may eat different type of food, and not able to eat food such as certain meats, they may not fall into our traditional expectations. Involve them with others around the table at lunch time even if their diet is different it shouldn’t prevent them mixing and eating with others. Language requirements, try and understand and communicate with the child, or employ staff that are familiar with the language.

Gender   
Boys and girls can play with different toys not necessarily pink for girls and blues for boys, boys also like to play with dolls and prams and girls like garages and cars, and everything should be equal.

Prejudice   
We are anti-discriminatory, and we promote equality and diversity, everyone is equal regardless of how diverse children are Upbringing   
Some children may be from different homes, travelling community, and have very different values on upbringing, we respect all parents and encourage their way of upbringing which ever this may be. Vegetarians/vegans, certain dietary requirements which should be taken into account, especially when holding parties at our setting Religious beliefs,

may not celebrate the same festivals as other children, we ensure that all children are equal, we will adapt the activity to suit the childs needs, eg if they don’t celebrate Christmas/Easter, then we will ensure that they are involved by making an activity about a different topic to suits their needs although they will be taking part and not left out.

2. 2 Challenge discrimination and exclusion in policy and practice I have included my Equality and Diversity Policy which states we provide equality for all children, and also states our aims, methods, training, the curriculum which we follow. There are both long and short term effects of discrimination, this could be health issues, future unemployment, low self esteem issues.

2. 3 Provide others with information about:   
the effects of discrimination   
There can be very serious effects of discrimination; these can be a variety of things from depression   
low self esteem   
weight gain/loss   
anger   
fear   
stress   
rejection   
difficulty communicating   
behaviour problems   
no motivation   
withdrawn   
isolated   
Ever child/person is affected different, they can affect the child and the childs family in many different ways.

The impact of inclusion   
Helps people feel involved   
Boosts self esteem   
Builds team work   
Helps rely on others   
Be heard   
Respect   
Good health   
Promotes partnership working   
Feel valued   
The value of diversity   
Children will have a larger knowledge of other cultures   
Increased opportunities   
Understand diverse backgrounds   
Ethnic and religious backgrounds   
Understand same sex relationships   
Realize some children have disabilities or impairments

2. 4 Support others to challenge discrimination and exclusion   
You must challenge discriminatory comments and actions, not everyone will have the same values but they need to be challenged. It is important to learn different strategies that can help you recognise discrimination. When challenging discrimination you should: explain what has happened or what has been said that is discriminatory, you should state the effect of this on the individual, group and others, suggest ways to ensure anti-discriminatory practice.

If you consider how a child might feel when they have experience discrimination:   
loss of self-esteem,   
disempowerment,   
confusion,   
anger,   
lack of motivation   
depression.

3. 3 Propose improvements to address gaps or shortfalls in systems and processes We have a equality and diversity policy at our setting. We update our policy regularly to address any gaps. Included in this policy are: Race relations act 1976

Race relations amendment act 2000   
Sex discrimination act 1986   
Children’s act 1989   
Special Educational Needs and Disability Act 2001.   
We include all children into our planning, and have weekly staff meetings. All staff are aware of their role within the setting and a job description is available in their staff file. All our policies are reviewed annually but amended if necessary throughout the year. We reflect on the diversity of our children, and parents are aware if our policies. Staff at our setting is trained to enable them to develop anti discriminatory and inclusive practice, which will allow our children to thrive in our setting. We fully implement our equality diversity and inclusion policy.

Describe ethical dilemmas that may arise in own area of responsibility when balancing individual rights and duty or care There are many dilemmas you might face when balancing rights against duty of care, these may be: Child protection concern

Sharing date between professional organisations   
Confidentiality and disclosure   
Good practise and the importance of others   
Conflict   
Challenging behaviour   
Personal values and beliefs   
Legal responsibility of disclosing the subject   
Ethical dilemmas are determined by the question “ what if” “ am i right” etc and are often situations where there seems to be no clear explanation to the problem. So given the difficult nature of ethical dilemmas,

All professional moral guidelines are based on care and respect for the child at all times. In order to ensure that the decisions you make are ethical you need to: Be clear on the guidelines of your profession familiar with and guided by all relevant legislation be aware of the code of conduct, which is reflected in the policy and procedures. show a duty to a moral standard of professional behaviour

Make sure to look at all sides of an ethical dilemma and examine the consequences of any action and decisions you may make. While you explore and examine the ethical dilemma, it is important that you discuss with your work colleagues. In discussing the problem with them you may begin to see the situation more plainly and have differing opinions.

4. 2 Explain the principle of informed choice

Making an informed choice is a voluntary decision that the person makes, they make their choice on the basis of: Views and opinions   
Culture   
Information   
Evidence based   
Understanding   
Accurate information   
Unbiased   
Clear

The process will result in an informed decision by the individual about whether or not they wish to choose this.

Every child should make an informed choice, we implement strategies to help them make decisions, and our children always decide what they want to choose to play with. They can only make informed decisions on what we have taught them. We support them in their decision making. In every area of learning at our setting there is an aspect of choice for the child.

4. 3 Explain how issues of individual capacity may affect informed choice.

There may be many factors that hinder their informed choice, this may be: Disability   
Physical health   
Religion   
Culture   
Communication skills   
Mental health   
Social class   
Age   
Ability   
Social mobility

Gillick and Frazer suggest that “ Professionals working with children need to consider how to balance children’s rights and wishes with their responsibility to keep children safe from harm.

4. 4 Propose a strategy to manage risks when balancing individual rights and duty of care in own area of responsibility

We at our setting have regular staff meeting and committee meeting to oversee any issues that may arise; we have monitoring reviews on staff and aim to have strategy plans in place. We have a duty of care to the child and help the child when making informed decisions, but, if the child wants to choose a certain task to do and the parents are unwilling, then, under the United National Conventional of the Rights of the Child,, the child has a right to decide:

Article 14   
Children have the right to think and believe what they want and to practise their religion, as long as they are not stopping other people from enjoying their rights. Parents should guide their children on these matters

Article 31   
All children have a right to relax and play, and to join in a wide range of activities.

Also, we have a duty of care to the parents, we will encourage partnership working with parents to overcome this.