

Diversity case study essay sample

[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 child's 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 at 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 child's 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 suit 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

Every child/person is affected differently, they can affect the child and the child's 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 of 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 data 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.