

Promote equality,
diversity and
inclusion in work with
children and young
people



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1. 1 Identify the current legislation and codes of practice relevant to the promotion of equality and valuing of diversity

The education act is based towards the school responsibilities towards children with special educational needs. It means schools must provide resources, equipment and extra support to meet the needs of any children.

The disability act places a duty on schools to encourage children to participate in all different areas of school life free from harassment and discrimination. It also eliminates barriers to make sure that children can have equal access to services.

The SEN and disability act makes it unlawful for schools to discriminate against children with SEN or disability. Race relations act places a duty on schools to eliminate any sort of race discrimination and promote good relationships between all children from all races by educating them and explaining that there are different races but we are all equal. The children act sets out the duty of local authorities and schools to provide services to meet the needs of all children and to make sure that their safety and welfare is always taken into account and is a priority.

The equality act sets out legal responsibilities to all public sectors and schools to provide and promote equality of opportunity for all children and adults making sure that everybody is given the same choices of all that school has to offer regardless of their age, race, religion, sexuality or gender.

1. 2 Explain the importance of promoting the rights of all children and young people to participation and equality of access

It is important to support participation and equality of access so that every pupil has the same opportunities offered to them regardless of personal background. In order for us to achieve this we must involve the children in finding out what works well in school and what doesn't. I believe that involving the children in this process would make the children more confident and feel more valued.

All children should be able to fully access all areas of the curriculum. The advent of the Every Child Matters framework and the focus on personalised learning in all sectors of education has also made this high on the agenda. The reason for this is:

Human Rights All children have a right to learn and play together. children should not be discriminated against for any reason. Inclusion is concerned with improving schools for staff as well as pupils.

Equal Opportunities in Education Children do better in inclusive settings, both academically and socially. Children should not need to be separated to achieve adequate provision. Inclusive education is a more efficient use of educational resources.

Social Opportunities Inclusion education is one aspect of inclusion in society. Children need to be involved and integrated with all of their peers

1. 3 Explain the importance and benefits of valuing and promoting cultural diversity in work with children and young people

Cultural diversity is the variety of race, ethnicity, language, nationality, religion and belief systems among various groups within a community.

Schools are the perfect places to promote diversity and value it.

- Understanding that there's a whole new and different world out there will help children become more educated.
- Studying about different cultures, their habits, dressings, eating habits and value systems will help them to take the good points from their systems and become better individuals.
- If they ever travel to any other part of the world, adjustment will be minimal because they are used to being with a diverse group of people.
- Feelings of superiority, prejudice and bias will be eliminated and therefore they will become world citizens at an early age.

Outcome 2 Understand the impact of prejudice and discrimination on children and young people

2. 1 Explain ways in which children and young people can experience prejudice and discrimination
2. 2 Analyse the impact of prejudice and discrimination on children and young people

A child can experience prejudice if they have a disability and are in a wheel chair. Other children around them may think that they are not able to do certain things especially physical activities so they may leave them out and not ask them if they would like to join in and play. They may be shy to ask them about their disability or they may just be leaving them out on purpose

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because they are in a wheel chair. This can leave the child feeling very sad and left out.

They will feel as though they are different and that they don't fit in, it can also leave them feeling like they don't want to come to school anymore. If this was to happen at my school I would intervene and ask them why they won't let the child join in? I would encourage them to involve the child and explain that they are capable of doing some of the things just like they can and not to be shy to ask about the disability and asking them to join in. By educating them and telling them that leaving the child out you are hurting their feelings and that they wouldn't like it if they was being left out. I would also inform my teacher so that she could inform their parents so that can explain to them at home also.

When a child has a different race or religion it can cause prejudice and discrimination because a lot of children don't understand about different races and religions, they just see that they may wear different clothes or have different beliefs than them so they choose to leave them out or in some cases say things to them that are not very kind. Usually it is a lack of education or it could be that is the way their parents think and they don't know any better.

2. 3 Evaluate how own attitudes, values and behaviour could impact on work with children and young people

Whilst I am working at school I act as a role model to all the children. I give all the children the exact amount of respect and attention regardless of their race, gender, religion or background. I make sure that whilst in my care I
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promote this, correcting and educating any children that show any sort of behaviour that could discriminate or hurt any of the other people's feelings. I explain to the children the importance of respecting everybody and to always be kind.

I give praise and rewards to the children who are showing positive behaviour to other like sharing, being kind, helping others that need help, and not leaving anyone out. In year two where I am based the children don't always understand about different religions, so it is my job to educate them and to explain. I never take out my anger or frustrations out on any members of staff nor to children, I remain positive and professional at all times. I am always polite, friendly and happy to help.

2. 4 Explain how to promote anti-discriminatory practice in work with children and young people

We try to educate the children and help them learn a little more about particular religions in RE lessons. We tell them that people are of different races and have different beliefs but we are all equal and deserve the same respect by everyone. We encourage children to report to teaching staff or parents if they feel that others are not being kind or are name calling, we take this sort of behaviour very seriously.

Sometimes when the boys are playing football they say that no girls are allowed to play because it's a boy's game, we tell them that not only boys are good at football, girls are too. At St Teresa's we have a mixed boys/ girls football team. We also have a cooking club and a sewing club that is very popular with both boys and girls, showing that there are no stereo-typical

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views formed on male and female roles. We treat all pupils equally and encourage them to do the same.

2. 5 Explain how to challenge discrimination

This will be very upsetting for the child, leaving them sad, distressed and can make them become very withdrawn and start to isolate themselves from others. This sort of behaviour is not tolerated at our school; bullying and any sort of racist behaviour is taken very seriously. Any child showing this sort of behaviour would be sent to the head teacher's office and the Childs parents would be informed. We would make sure that the child who has suffered is well cared for and we would encourage all children to not show this sort of behaviour.

Outcome 3 Support inclusion and inclusive practices in work with children and young people

3. 1 Explain what is meant by inclusion and inclusive practices

Inclusion is known as human rights, to embrace all people irrespective of gender, race, religion, disability or any other needs. It is about giving equal opportunities and access to all and not to discriminate against them. It also means that parents and children have the right to access mainstream school where the children's needs are met. The focus for inclusion is on the schools ability to adapt to the needs of a child, altering anything that may create a problem for the child. Inclusion is not an option; children have defined entitlements in this area and setting has legal responsibilities. Inclusion is about attitudes as well as behaviour and practices.

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All staff members must promote equality of opportunity and a positive attitude to diversity, whether or not there is a diverse population locally or even if the school caters for a particular religion. We should be aware that all children have different skills, knowledge, interests and experiences which can affect their ability to learn and develop. We should plan to meet the needs of boys and girls, SEN, disabilities, religion and culture, health needs, fostered children, all ethnic groups including travelling communities, refugees and asylum seekers and children who are more capable.