

To be able to
promote equality
and diversity with
children and young
people



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Three legislations and codes of practice which are relevant to the promotion of equality and valuing of diversity are; SEN Code of Practice 2001 Also known as The Special Educational Needs and Disability Act 2001 (SENDA).

This code of practice has enabled children with disabilities and special educational needs to attend mainstream schools. It has also made available to these children a wider choice of opportunities. This code of practice came into effect 1 January 2002, schools, early years practitioners the LEA and health and social services have to regard this practice.

It makes it easier for the above settings to make positive decisions about children with SEN and disabilities. SENDA also defines what Special Educational Needs are and how to obtain a working partnership with parents and carers. Also, it states how to involve the children and young adults in assessment and decision making. Over all this code of practice is ensuring that all children and young people with SEN and Disabilities are given the same chances to access the curriculum and achieve their potential as children and young people without SEN or Disabilities. Race Relations Act 1976 and 2000 This legislation states that schools have a duty to promote race equality. All schools must have a race equality policy with an action plan. The legislation also states that it is unlawful to discriminate in admissions, treatment as a pupil, exclusion, decisions made by the LEA and decisions on SEN. Schools must; *eliminate racial discrimination* promote equality of opportunity between different racial groups *promote relationships between different racial groups Schools must follow specific duties outlined in the legislation, an example of these are; *to have a policy for promoting racial equality* assess the impact of their policy including staff,

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pupils and parents of different racial groups*monitor their impact on attainment levels of such pupilsOverall it is the responsibility of the school management team and the staff to ensure that pupils, staff and parents of different racial groups are treated equally, given the same opportunities and attaining the same targets as their peers.

Disability Discrimination Act 1995/2005It is now a requirement for the inclusion of children and young people with disabilities to be given the opportunity to attend mainstream schools. This legislation also protects these children, young people and staff with disabilities against discrimination. It promotes a positive attitude towards children, young people and staff with disabilities and supports equal opportunities. Schools are responsible for meeting specific duties, an example of these duties are;*link in with existing development plans, particularly achievement barriers, for children and young people with disabilities*include a framework of education provision for these children and young people*implement planning duties imposed by the SENDA 2001*increase representation for disabled people in the teaching profession*retain staff who has become disabledSchools can access resources for planning from the DfES called ??? Implementing the Disability Discrimination Act in schools and early year??™s settings??™. This includes a resource file and DVDs. Overall this legislation is ensuring the promotion of equality and that employees and pupils are not discriminated against. Also that children and young people with a disability have the same opportunities as their peers in a mainstream school.