

Diversity, equality, inclusion, discrimination essay sample

[Life](#), [Childhood](#)



Diversity :

The term ' Diversity' means the state or fact of being diverse; different or unlike. Within equality and inclusion it is the difference between individuals and groups including: culture, nationality, ability, ethnic origin, gender, age, religion, beliefs, sexual orientation and social class. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. . It is the exploration of these differences in a safe, positive, and nurturing environment

Equality :

The term ' Equality' means the state or quality of being equal; correspondence in-quantity, degree, value, rank, or ability. It means that everyone is offered the same choices and opportunities, everyone is treated with respect and each individuals needs are catered for. Equality means giving all children the best possible opportunities to achieve their potential in the setting. This does not necessarily mean treating all children ' equally' or every child achieving ' the same'. Some will need special, or different, levels of support or challenge. This means planning for effective learning and development for all children - irrespective of disability, heritage, special educational needs, social group, gender, physical or emotional needs, race or culture.

Inclusion :

The term ' Inclusion' means the act of including. Inclusion values diversity meaning that no-one is left out, and places individuals at the center of

planning and support. Inclusion embodies the values, policies, and practices that support the right of every infant and child and his or her family, regardless of ability, to participate in a broad range of activities and contexts. The desired results of inclusive experiences for children with and without disabilities and their families include a sense of belonging and membership, positive social relationships and friendships, and development and learning to reach their full potential. The defining features of inclusion that can be used to identify high quality early childhood programs and services are access, participation, and support.

Discrimination :

The term ' Discrimination' means the treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit ex racial and religious intolerance and discrimination. It means treating an individual or group less favourable because of a personal characteristic such as race, religion or special needs.

Describe ways in which discrimination may deliberately or inadvertently occur in the work setting

Discrimination may deliberately occur in the work place because they may be being treated less favourable, or treated differently because of their gender, age, race, disability, sexuality, or religion. Discrimination may inadvertently take place when a rule or policy that applies equally to everybody is more restrictive for people from a certain group

There are two main types of discrimination; Direct and Indirect.

Direct discrimination in the work setting occurs when nursery policies which applied to everyone might on purpose disadvantaged children from particular group. For example if the nursery every year celebrate Christmas and making a display and activities about that , but not taking into account that not every child is christen and not celebrating other cultures festivals then children are discriminated one against the other. The other example is when the nursery get children from one particular group, but not trying to be open for everyone and not getting children from different cultures, countries and race. Indirect Discrimination occurs when policies and practices, which appear neutral or fair because they are applied to everyone, actually disadvantage people and particular groups within society.

So for example you may have a school display every year to celebrate Christmas because the majority of the children would be classed as ' white' "Christian'. But if other faiths & celebrations are not represented then smaller groups could feel discriminated. In such work setting carers have the responsibility to ensure that such discrimination (direct or indirect) would not occur and if such happens, the carer must immediately inform the management and find alternative policies or procedures to minimize such risk.