

Equality and inclusion  
in health, social care  
and childrens young  
peoples setting...



1. 1- Explain what is meant by;

A – Diversity: So not that all people are the same and that different people have different experiences, skills, knowledge, race, age, gender, sexual orientation. Working in a nursery with children from civilian parents and Army parents I am fortunate to get to witness more than one culture, race or children from different backgrounds. Seeing the children on a daily basis makes me see how diverse the community is around us.

B – Equality: Treating people in a way that is appropriate for their needs alongside equal opportunities. Not one child is the same. Whether they are from a different country, different background or different race each child is unique. Even though each child may be unique this does not mean they get unique treatment. I treat all my children as equals and offer each child the same opportunities as the last or the next.

C- Inclusion: Allowing everyone equal access to a service regardless of gender, disability, religion, age, etc. Not once would I single a child out from playtime, food time or naptime. This would be unfair and go against what I believe in equality. All children should have the opportunity to be included in any upcoming tasks. Inclusion is very closely linked to Equality.

D – Discrimination: Prejudicial treatment of an individual. This is a blatant form of bullying even if it is unintentional. Discrimination is something that should be taken seriously if it occurs but is something that should NEVER occur. If I was to single a child out for their race, religion, beliefs or anything which made that child that child, then I would be discriminating. I do not

discriminate in my workplace as we are a vocal point for the wider community and I get the chance to see children from all aspects of life.

1. 2- Describe ways in which discrimination may deliberately or inadvertently occur in the work setting.

Deliberately – Purposely treating a member of staff differently due to age , race, culture etc. The nursery is a special nursery in one that we get children from Army parents and Civilian parents. We get staff from Army wives or from the wider community. We get children from the same aspects. This shows that the range of people that are within this building is so diverse. With diversity can bring deliberate discrimination. It can be something as petty as gossip leading up to verbal attacks on a certain individual. Even though I care after children in my job this does not mean deliberate discrimination doesn't happen against parents or staff. Deliberate discrimination is intentional; it is not something that happens in gest. Examples of this could be singling a child out of an activity for not liking their parents. Verbally assaulting a colleague to them or another colleague for not liking who they are. Deliberate discrimination should be ridden from all work places.

Inadvertently- Someone could ignore a colleague because they come from a different area/class/culture/religion etc. or they may not actually have anything to do with them because they feel they have nothing in common with them – but were not aware that others had noticed they never spoke to the other person, and they thought it was because they were discriminating against them for whatever reason.

1. 3- Explain how practices that support equality and inclusion reduce the likelihood of discrimination.

To reduce the likelihood of discrimination you could support a person's equality by treating them as equal and including them in all activities. I believe the best way to support equality within a workplace such as a nursery is through knowledge and to learn. The nursery is so diverse and the only way to learn about others is to have time to make it aware that each child is different yet equal to all peers. Not one child should be treated differently, so if parents, staff and even children were aware and under some understanding of what made that child unique then it would bring a stronger sense of equality. Inclusion should mean more than towards children.

Inclusion can be aimed at both parents and children and having everybody included or the chance to be included will make everybody feel like equals.

2. 1- Identify which legislation and codes of practice relating to equality, diversity and discrimination apply to own role.

– Employment Equality Regulations 2003 – Special Educational Needs and Disability Act 2001 – Disability Discrimination Act 2005

2. 3- Describe how to challenge discrimination in a way that encourages change.

I would address the situation by recording the incident exactly how it happened and what was said I would also report it so that it could be dealt with in an appropriate manner. Discrimination usually occurs through ignorance. By making a person aware of the facts it will educate them and

hopefully change their opinions and actions in the future. I could actively challenge discrimination by acting as a role model for positive behavior and by empowering people to challenge discrimination themselves.

3. 1- identify a range of sources of information advice, support about diversity, equality and inclusion.

Websites such as government based websites Library Senior staff Policies and procedures Internet Training Outreach agencies

3. 2- Describe how and when to access information, advice and support about diversity, equality and inclusion.

Within my setting I could contact my manager for information about diversity, equality and inclusion, I could read the policies and procedures which are kept within my setting or I could access the internet to find out what information I need. I believe information on the above topics should be accessed frequently. It is a changing world and children, staff and parents come and go. New children bring with them a new set of parents and a unique background. I might not be aware of the background so I would access information through means such as the internet or even through colleagues or through my chain to find out everything I need to about what makes them diverse. Once I have found this out I would put into practice the notion of equality and inclusion. There may be times in the day when I am not sure how to include all children in one activity. The first place id go is verbal advice and if I wasn't happy with what information I was given I can read my policies and procedures or use the internet to find what I need.