

# Equality & Diversity in a Childcare Setting

## Factsheet



## Equality

### Dictionary definition

1. The state of being equal, especially in status, rights and opportunities
2. The condition of being equal in number or amount

### This also includes:

Access to opportunities

Prevention of discrimination

## Diversity

### Dictionary definition

1. The state of being diverse; variety
2. A range of different things

### This also includes:

Differences

Varied

Respecting individuality

Celebrating individuality

Recognising uniqueness

People as individuals

## Inclusion

### Dictionary definition

1. The action or state of including or of being included within a group or structure: "the inclusion of handicapped students"
2. A person or thing that is included within a larger group or structure

### This also includes:

Full & active participation

Feeling respected

Sense of belonging

## Discrimination

### Dictionary definition

1. The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.
2. Recognition and understanding of the difference between one thing and another.

### This also includes:

Unfair or unequal treatment of individual or group based upon age, disability, gender, race, religion, beliefs or sexual orientation.

Treated less favourable than someone else in same situation.

## Discrimination types

There are three main types of discrimination:

- Direct
- Indirect
- Victimisation

These can occur as a result of deliberate actions or inadvertently.

### Direct

When an individual is, or would be, treated less favourably than another in the same or similar circumstances.

For example, encouraging only women to apply for Childcare jobs.

### Indirect

When a condition is applied which, whether intentionally or not, adversely affects one group considerably more than another, and this cannot be shown to be justifiable.

For example, only holding team meetings during the day.

### Victimisation

When an individual is singled out for unfair treatment by other person or persons as a result of claiming direct or indirect discrimination.

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## Prejudices

Prejudice is making a judgment or assumption about someone or something before having enough knowledge to be able to do so with guaranteed accuracy.

## Legislation and other support

Equality Act 2010	Human Rights Act 1998	Health and Social Care Act 2008	Protection of Freedoms Act 2012
Equality Act	Mental Capacity Act 2005	A guide to the Human Rights Act	DDA

## Equality Act 2010

The Act has made equality law a lot clearer as it has combined a number of laws under one act.

### These include:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (religion and belief) 2003
- Employment Equality (sexual orientation) 2003
- Employment Equality (age) 2006

Even though all of the previous look at employment, the same rights apply to individuals who are receiving services. The act ensures enforcement of these laws to prevent discrimination. This is supported by the protected characteristics.

### Protected characteristics

Age	Gender assignment	Marriage or civil partnership
Race	Disabilities	Religion & belief
Pregnancy & maternity	Sex	Sexual orientation

## Challenging discrimination

Challenging discrimination is sometimes difficult for individuals; therefore the support of the organisations is essential.

This must be an ethos of the organisation and is not only strived for but achieved.

### Support

There are a variety of organisations and groups that can give you advice and support.

### England

#### on web

[www.legislation.gov.uk](http://www.legislation.gov.uk)

[www.cqc.gov.uk](http://www.cqc.gov.uk)

[www.direct.gov.uk](http://www.direct.gov.uk)

#### on Twitter

@dukequality

@EQMatters

@HRC

@DisabilityNow

@DisabilityWales

@MinorityRights

### Wales

#### on web

[www.legislation.gov.uk](http://www.legislation.gov.uk)

[www.cssiw.gov.uk](http://www.cssiw.gov.uk)

[www.ccwales.org.uk](http://www.ccwales.org.uk)

[www.direct.gov.uk](http://www.direct.gov.uk)

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## What is early inequality?

Children have the right to be included and barriers denying this equality should be addressed. If children face inequality early in life, it has a long-term impact on their life chances and affect their self-esteem, confidence, trust of others.

Inequality is growing in the UK despite evidence showing that a fairer and more equal society benefits everyone and supports young children's development, health, education and well-being.

Research shows us that early intervention protects the most vulnerable young children at risk of poorer outcomes. because of....

- Intergenerational disadvantage
- Intersectionality
- Adverse childhood experiences
- Social exclusion
- Inequality and discrimination relating to religion, race, disability, sex and family background
- Low income and poverty
- Parental mental and physical health difficulties
- Inadequate diet
- Housing issues
- Ineffective home learning environment
- Lack of high quality early education
- Insecure attachments
- Parenting issues and associated lifestyle choices

Early years settings play a crucial part in offering support to the most vulnerable children and families within disadvantaged communities. The research findings consistently found that early childhood experiences set the trajectory for a child's life outcomes.

## Equality of opportunity

Individuals are provided with opportunities that take into account their differences and provide fair and equal access, that is to be given the same chance as all individuals.

- Work in an inclusive way that sees the positive input that all individuals can make to society and to their own care
- Be confident to challenge or confront discriminatory practice if you see this in your workplace
- Treat each child as an individual and respect their religions and cultures
- Offer all activities and toys to all children regardless of gender and developmental needs.
- Encourage positive role models, displayed through toys, imaginary play, books and posters that promote non- stereotyped images

### Horn/halo

The horn/halo effect is a common examples of unconscious bias. It occurs when someone's performance or character is generalized based on just one trait or event.

If the trait is a positive one, it's called the halo effect, and if it's a negative one, it's called the horn effect.

### Gender bias example

A female colleague raises a good point in a meeting with her male and female colleagues.

She is subsequently ignored. A male colleague then raises the same point, and is not only acknowledged, but praised as well.

### Racial bias example

Using terminology and references from a person's racial or cultural heritage as a personal descriptor, nickname, reference or joke – maybe mispronouncing or not making the effort to learn the persons name as an anglicised version is 'easier'.

### Disability bias example

Engaging the able bodied person accompanying a person with a disability rather than addressing both equally.

'Does he take sugar?'