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## **Inclusion policy**

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### **Introduction**

- As an Ofsted registered childcare provider we meet the statutory requirements of the Early Years Foundation Stage (EYFS 2014) as well as legislation including, the Equality Act (2010) (copy available on file to view on request) and codes of practice produced by the Equality and Human Rights Commission and United Nations Convention on the Rights of the Child (1992). To this end, we have developed a policy to incorporate all children, irrespective of age, gender, race or ability in our care setting. We will offer an inclusive practice that actively encourages participation by all. We encourage diversity and equal opportunity within our setting. This policy meets EYFS specific requirements 'All providers must have and implement an effective policy about equal opportunities and for supporting children with learning difficulties and disabilities'; 'The provider must ensure that, so far as is reasonable, the facilities, equipment and access to the premises are suitable for children with disabilities'; 'Providers must promote equality of opportunity and anti-discriminatory practice and must ensure that every child is included and not disadvantaged because of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender, ability or offending background '

### **Learning and development**

Children develop and learn in different ways and at different rates and all areas of learning and development are equally important and inter-connected. Children learn best through play, they need to be given a variety of activities to develop all the areas of learning.

### **Policy**

We make sure that we actively include all children and their families during the planning and execution of our care. We will encourage diversity and participation and remove, where possible, any barriers real or perceived, that prevent us from achieving this. We are committed to the fair treatment of our staff, potential staff and parents regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. Staff will be selected for interview based on their skills, qualifications and experience. We will alert potential staff to the need for a DBS check in job advertisements, and the candidate must agree to these checks to be able to apply for the position. Failure to reveal information that is directly relevant to the position sought could lead to the withdrawal of an offer of employment. We will discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

## Procedure

We provide a range of challenging and enjoyable opportunities for each child to learn and develop to their full potential, taking into account age and stage of development, likes and dislikes and ability. We provide, and make sure that all children have access to, a range of books, toys and other resources which reflect positive images and examples of the diversity of life in our society, in accordance with the inclusive practice guidelines within the Early Years Foundation Stage.

We will work closely with parents and other agencies where appropriate to ensure individual children's needs are met. We will ensure that our business documentation, policies and documents are accessible to all. We will promote self esteem and appreciation of others by celebrating the similarities and differences which make us all unique.

We will regularly review our risk assessments to ensure accessibility and reasonable adjustments are made. We challenge discriminatory remarks, attitudes and behaviour from all children and adults with whom we have contact.

We carefully plan activities with equality and inclusion in mind, we use the EYFS as basis for monitoring each child's progress and plan exciting activities to help them progress to reach their potential. We will anticipate the care we give to all children regardless of their individual needs, and the possibility of reasonable adjustment. We will regularly review, monitor and evaluate our practice and keep up to date by attending relevant training.

## Conclusion

Definitions:

- Diversity – This is the similarities and difference between individuals/groups that form our society. These can be relating to ethnic background, religion, sexuality, appearance, gender, cultural background, disabilities, personal and life style choices or social background.
- Inclusion – Is the act of accepting people by identifying and understanding the barriers they face, real or perceived, and overcoming them to allow everyone to have equal access and equal opportunities in all aspects of society.
- Equality - Each individual is given equal access to opportunities and treated with respect that meets their individual needs.
- Participation – This is the involvement of all parties, allowing them to have a say, be heard, respected and to become a valued part of the decision making that will affect their lives.

We will take all appropriate steps to give an equal and inclusive service to all children in our care. We will take all reasonable steps to remove any barriers to inclusion and embrace the diversity of our society. We will actively involve all parties, allowing them to become part of the decision making that affects their lives.

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Signed \_\_\_\_\_ (Director and registered person)

Date \_\_\_\_\_

Signed \_\_\_\_\_ (Director and registered person)

Date \_\_\_\_\_