



The Alphabet Before, After and Holiday Club

Charity No: 1089318

Inclusion Policy (#17)

Our Club is committed to Inclusion. Practitioners aim to provide a safe environment free from harassment and discrimination in which children's contributions are valued and where racial, religion, disability and gender stereo-types are challenged. All children and adults are treated with equal concern.

The Trustees and staff have regard to relevant anti-discriminatory good practice, by promoting the understanding of the principles and practices of equality thus treating all adults and children, as individuals and according to their needs. Staff and the Manager work well together, through effective daily communication. Everyone involved in the setting shares a commitment to inclusion, with expectations high for all children. Our plan is to work well together, developing a culture where policies and practices include everyone.

Staff recognises, celebrates and embraces diversity. They have a positive attitude to children's individual identity and help develop self esteem by using praise and rewards, for achievement, and for effort. New children are helped to settle in. Support for those who have a home language other than English benefits all children. Our Staff implement the Behaviour Policy, which improves the setting for all children and encourages a calm atmosphere based on respectful relationships. Support which may be specific and from other outside professionals are effectively co-ordinated.

Staff are encouraged to look at their own professional development to help them respond to the diversity of children. Thus enabling them to prepare and offer;

- Activities planned with all children in mind
- Activities that encourage all children to communicate
- Activities that encourage the participation of all children.
- Activities that develop the understanding of the differences between people, which can then be used as resources to support play, learning and participation
- Activities which discourage stereotyping.
- Activities that encourage children to be actively involved in their play and learning.
- A well arranged setting that encourages play learning and participation.

- Resources that are distributed fairly.
- Expertise that is fully utilised.

Our Staff complete assessments on their key children termly, and these will be shared with parents. Through our partnership with parents the staff share experiences linking what happens in the club to children's lives at home. Staff helps parents/carers to feel good about themselves. It works well when staff and parent's/carer's collaborate.

Our staff are treated fairly in employment and promotion opportunities. All new staff are helped to settle, by a comprehensive induction and regular two way communications.

The Club has a Special Educational Needs policy and staff have regard to the Code of Practice on Special Educational Needs, and they work together to break down the barriers to play, learning, and participation for all children.

This policy was adopted on

Signed on behalf of the Club

Signed on behalf of the Trustees

Date of Review