



Inclusion Policy

Date agreed November 2017	Review Cycle 3 years	Due for review November 2020
Signed		

Ethos:

At Effra Early Years Centre we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

Effra Early years Centre strives to be an inclusive setting.

We are committed to providing equality of education, equality of opportunity and equal access to services for all children and their families who attend here. The community we serve is diverse. This is a strength which we believe should be celebrated and respected. Discrimination will be robustly challenged.

Statutory Responsibilities:

The Equality Act 2010 states that it is unlawful to discriminate on grounds of:

- age
- disability
- race
- gender
- sexual orientation
- marital or civil partnership status
- gender reassignment
- pregnancy and maternity
- religion or belief

These are known as protected characteristics.

Racist incidents are recorded and reported on a termly basis to the Governing Body and Lambeth Local Authority in line with statutory requirements.

Other statutory documents informing this policy are:

- 1) Special Educational Needs and Disability Code of Practice (2014)
- 2) The Statutory Framework for the Early Years Foundation Stage (Safeguarding and Welfare Requirements (2014)

Policy Links:

This policy links with the following policies/statements/strategies and must be considered in conjunction with them:

- Accessibility policy
- Attendance Policy
- Behaviour Policy
- Centre Improvement Plan
- Equality Statement
- SEND policy
- Supporting children with medical conditions policy.
- Teaching and Learning Policy

Aims:

To provide an environment where **all** children can thrive, reach their full potential, and feel respected and valued.

To ensure that **all** children have equal access to the activities, curriculum, and teaching and learning provided at Effra.

To provide an environment that is free from behaviour that injures, discriminates, offends, or prevents individual achievement.

Wherever possible, to remove barriers to learning and participation.

To actively promote equality of opportunity for, and good relations between, individuals and groups.

How we achieve these aims:

The following procedures will be observed to enable the aims outlined above to be achieved:

- Ensuring our admissions policy is non-discriminatory.
- Monitoring attendance in order to identify any individual or group where attendance is low in order that appropriate support and interventions can be provided.
- Ensuring our centre is accessible for children, and parents and carers with a disability
- Rigorously monitoring progress and attainment in order to identify any gaps in achievement between different groups (eg boys, girls, SEND, EAL, Early years pupil premium, etc).
- Addressing identified achievement gaps and ensuring that appropriate actions to narrow or eliminate these gaps are incorporated into the Centre Improvement Plan.

- Ensuring that reasonable adjustments are made to enable all children, including those with additional needs or disabilities, to participate in all aspects of nursery life.
- Ensuring that all families are able to play an active and participatory role in decisions affecting their children.
- Recognising, valuing and celebrating the achievements of all children at our centre
- Ensuring resources, displays, and curriculum materials, including any electronic or on-line resources, promote positive images of all groups and individuals, particularly those with protected characteristics.
- Ensuring resources, displays, and curriculum materials, including any electronic or on-line resources, reflect the diversity of children and their families who attend our centre.