



Clann Aire

Inclusion Policy

Policy Statement:

Clondrohid Community Crèche, Pre-School and After School are dedicated to developing and supporting an inclusive environment for all the children and staff within our setting.

Principle:

This policy is underpinned by the Child Care Act 1991(Early Years Services) Regulations 2016 and Tusla (2018) Quality and Regulatory Framework and the Diversity, Equality and Inclusion Charter.

Inclusion is "a process involving a programme, curriculum or education environment where each child is welcomed and included on equal terms, can feel they belong, and can process to his/her full potential in all areas of development" (National Childcare Strategy, 2006-2010).

The management and employees of Clann Aire embrace equality and diversity. We value the ability, individuality and cultural background of all the children. We aim to show this through an inclusive environment, our interactions with children and their families and through our curriculum planning which will provide opportunities for children to reach their full potential as active learners. We will support children to respect difference and empower them to deal with situations that may arise around discrimination. We aim to actively promote equality of access and participation and eliminate discrimination on grounds of, gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the travelling community. This policy represents the agreed principles and commitment for inclusion, in line with Early Childhood Care and Education National Inclusion Charter.

Inclusive Environment

We aim to provide an inclusive environment by;

- Respecting all children, their families and their rights i.e. freedom of choice, meeting their needs, listening and understanding, good communication with parents
- Embracing and respecting all cultures, nationalities, race, religions and abilities that attend the setting
- Confidentiality is of paramount importance
- Providing resources that show diversity and challenge stereotypes i.e. visuals, family walls, books, jigsaws, food, toys, use key words of the child's first language to communicate with them
- Labelling the equipment and the environment with images and/or words
- Having our service accessible for children with additional needs
- Having toys and resources accessible to the children
- Ensuring all staff have the necessary qualifications required.

Interactions with children and their families

- For each child and family that start attending our setting, we ensure that we are welcoming, friendly and we get to know them all individually.
- Practitioners need to be good role models. As questions arise from children, we deal with them there and then. We get down to the child's level, we listen, we understand, and we answer honestly.
- We encourage children to express their feelings, develop decision making skills and conflict resolution skills
- Practitioners need to be open minded and aware that they can't leave their pre-conceived idea's impact the way they view or treat a child or adult

- We know and respect our Partnership with Parents Policy.

Our Curriculum

Within the Aistear Curriculum one of the four main themes is Identity and Belonging. It is our responsibility to ensure the children are provided with the opportunities to develop a positive sense of who they are, and that they are valued and respected within our centre.

Dealing with discriminatory incidents

- We would get down to the child's level
- Listen to the children about what happened, what was said and how they felt. By practitioners showing empathy and expressing how we are feeling, will help the children express their feelings
- We would ask questions about what happened and for ideas from the children how they are going to resolve the situation
- Some issues may arise from what the child may hear outside our setting and if this happens, we will have to speak to the parents in a private and confidential manner. We would explain to them what was said or done. We would explain that we cannot have any anti-bias or anti-discriminatory language or behaviour in our setting.

The Inclusion Co-ordinator within our service is our ECCE Manger Maree Hoare.

This policy was adopted by Clondrohid Community Crèche Pre-School & after School Services.

Signed by: Harriet Murray on behalf of Management (Manager, Owner, Chairperson)

Date: 02/09/2024

Review Date: September 2024