

Inclusion Policy

Firm Foundations for Children and Adolescents CIC is committed to inclusion without exception; all staff, children, parents and visitors should be aware of this and our policies regarding inclusion.

The responsibility for the day-to day implementation of this policy lies with the Director and staff though children, parents/carers and visitors should also be aware of this policy and their role in reinforcing it.

Firm Foundations for Children and Adolescents CIC believes that everyone has the right to belong and feel happy and valued within both the Centre and wider community, this is irrespective of age, ability, sexual orientation, ethnicity, race or social background.

The inclusion policy applies to all staff, children, parents/carers and visitors connected to Firm Foundations for Children and Adolescents CIC, all shall be made aware of its existence and any person who disagrees with the statements therein may be asked to review their position or be excluded from the club.

Firm Foundations for Children and Adolescents CIC is committed to eliminate discrimination against any child, staff member, parent/carer or visitor and to take positive action to ensure that groups that have been excluded or disadvantaged in the past have equal access to our services.

Inclusion should be present at all levels of the running our services, both in admissions and the daily running of the centre, it should also be maintained alongside behavioural management policies ensuring fair treatment of all at the centre.

It is the duty of the Director to ensure that:

- all staff, parents/carers and children are made aware of the inclusion policy
- the policy is always being implemented at the centre
- staff are provided with any additional information to promote inclusion
- disciplinary action is taken against any child or member of staff whose behaviour contradicts the inclusion policy
- the policy is regularly checked and when necessary updated or altered, particularly after an incident occurs that does not comply with the policy.

To promote inclusion staff shall:

- emphasise that **all** who use our services have a gift to bring and shall be welcomed
- demonstrate inclusive behaviour by never discriminating against anyone

- challenge any discriminatory behaviour that contradicts with the principle of inclusion
- prepare children regarding inclusion to prevent any unhelpful responses by them
- take time to plan for the successful inclusion of those with more diverse and complex needs
- give help and assistance to all children in their care so they can thrive, have fun and benefit from the services on offer at the centre.

The inclusion policy includes, but is not limited to the following equalities groups:

- Girls and boys, men and women
- Black and Minority Ethnic and faith groups
- Travellers
- Asylum Seekers and Refugees
- Lesbian, Gay, Bisexual and transsexual people
- Children with "special needs"
- "Gifted and talented" learners
- Children "looked after" by the local authority
- Sick children
- Young carers
- Children from families under stress
- Children at risk of disaffection and exclusion
- People with disabilities

Legal framework:

Our inclusion policy, and related policies comply with The Disability Discrimination Act 1995, The Race Relations Act 1976, The Sex Discrimination Act 1975, Special Education Needs and Disability Act 2001 and The Equalities Act 2006. Under these Acts it is unlawful to treat people less favourably because of a reason relating to their disability, sex or race unless there is objective justification.

It is the duty of the Director to ensure that arrangements at Firm Foundations for Children and Adolescents CIC regarding equipment, facilities, or requirements of employment shall not discriminate against the above groups. If a person is placed at a disadvantage to others on account of their race, sex or any disabilities then reasonable adjustments must be made by The Principal as soon as is possible.

Admissions and attendance

It is the responsibility of the Director to ensure that the admission of children and appointment of staff is open to all in the local community without discrimination. The registration of children shall comply with the admissions policy. The appointment of staff shall be on their individual merit through application and interview performance and on completion of a DBS check and medical questionnaire. Admission to our services is open to all those who wish to come, it is hoped that the diversity of the local community will be reflected in those who work at and attend services provided by Firm Foundations for Children and Adolescents CIC.

Involvement, development and monitoring

Firm Foundations for Children and Adolescents CIC encourages the participation of all children who join both in games and activities and on a social level whilst chatting and relaxing together. Staff will keep a close eye on the work produced by all individuals as well as their social behaviour, any concerns should be shared with the Principal.

Staff should also be trained to look out for those who find activities and work more difficult and assist them without, if possible drawing too much attention to their individual difficulties. Staff should also be constantly aware of the disparities that can develop between children, effort should be made to help them understand and appreciate the difference between all individuals.

Centre ethos

Firm Foundations for Children and Adolescents CIC appreciates the benefits of a diverse community; everyone stands to gain if children share the same opportunities, as such, individual differences shall be welcomed and valued within an environment of mutual respect and trust between both staff and children. Staff will have a duty to promote this as positive role models. To enhance this environment, the anti-bullying policy, race and equality policy and behaviour policy are in place to deal with discriminatory behaviour and harassment.

Disciplinary procedures against staff and children must be enacted fairly. Cultural background or disability must only be considered if the Director believes this may have a direct cause or effect on the incident. All occasions of serious misbehaviour must be recorded in the incident file and action taken according to behavioural procedures.

Activity programme

Firm Foundations for Children and Adolescents CIC aims to provide a diverse activity programme which reflects different cultural needs, staff are trained to constantly ask for the children's opinions and contributions regarding the activities organised. Activities shall be made available to all children who attend our services, governed by both the principles of inclusion and equal opportunities.

Based upon feedback from the children as well as the opinions of staff, the activity programme shall be regularly reviewed, alteration based on the suggestions of children can even be made on a daily basis.

Staff recruitment

The recruitment of staff shall not be discriminatory to any group. All applications shall be considered with regard to the person's ability to meet the person specification and carry out duties as defined in the job description

Once employed, staff are given equal opportunities to work and attend training. As detailed in the staff handbook, the contributions of all staff are welcomed and will be considered if not actually enacted. Most significantly, staff will all be made aware of the inclusion policy in induction.

Partnership with parents

Firm Foundations for Children and Adolescents CIC ensures our services hold regular 'family' events when parents/carers are welcome, the option for becoming more involved exists, although often parents/carers find they have too many other commitments. Parents will be made aware of the inclusion policy.

Monitoring and Review

If an incident of discrimination occurs, the inclusion policy shall be monitored for its effectiveness and may be altered.

Our related inclusion policies include:

Equal opportunities policy

Race and equality policy

Special needs policy

Access policy

The Inclusion Policy shall be reviewed annually. It may be necessary for further reviews if the policy is ever brought into question either by an individual or a particular incident.