**MUNTERCONNAUGHT COMMUNITY DEVELOPMENT**

**ASSOCIATION CLG**

**SUPERKIDS**

**INCLUSUSION & DIVERSITY & EQUALITY POLICY**

April 2024

**Policy Statement**

It is the policy of SuperKids and Munterconnaught Community Development Association CLG (the Company), being the registered service provider of SuperKids, to respect the individuality of all children and adults involved in the service and to promote positive attitudes to differences in culture, race, gender, religious beliefs, language, country of origin, financial circumstances and physical and mental abilities.

This policy is under-pinned by:

* The National Diversity, Equality and Inclusion Charter and Guidelines for Early Childhood Care and Education (DCYA 2016);
* Child Care Act 1991 (Early Years Services) 2016;
* Tusla: Quality and Regulatory Framework;
* U.N. Convention on the Rights of the Child;
* Irish Constitution; 40.1, 40.3.1, 40.3.2 and 44.3.3;
* Equal Status Acts 2000-2012; and
* Employment Equality Acts 1998-2015.

“Inclusion” in this context refers to 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 progress to his/her full potential in all areas of development (National Childcare Strategy 2006-2010).

SuperKids endeavours to provide an inclusive environment and curriculum that enables all children to fully participate in the activities and experiences on offer. SuperKids work in partnership with parents and other agencies, where appropriate, to support individual children’s learning. SuperKIds aims to provide effective support to meet every child’s needs.

The Manager and all staff members are responsible for the implementation of this Inclusion & Diversity & Equality Policy.

SuperKids ensures that all parents/guardians/carers are aware of this policy (it is published on our website [www.munterconnaught.ie](http://www.munterconnaught.ie)) and welcomes any discussion about individual children or any other matters arising out of this policy.

SuperKids aim is to ensure that the service is a place where everyone, regardless of their age, gender, ethnicity, culture, religion, language, sexual orientation, ability, disability and social circumstances, is welcomed, feels safe, feels a sense of belonging, is respected and valued and has their individual needs understood and met as far as resources allow within the context of SuperKids service.

**Procedures & Practices**

In respect of children, SuperKids aims to offer:

* a safe accessible environment that facilitates, supports and encourages a positive individual and group identity;
* a curriculum and activities developed/planned to reflect the various differences in age, gender, culture and ability;
* a curriculum that meets the individual needs and emerging interests of the child under Siolta [The National Quality Framework (2006)] and Aistear [The National Council for Curriculum and Assessment Framework (2009)];
* an environment where staff regularly check books and other materials/equipment to ensure that they challenge stereotyping and that they positively and accurately reflect cultural and racial diversity and differences in ability;
* an environment where any statements, behaviour or actions by anyone in the service, which are racist or sexist or which are in any way derogatory to an individual will be challenged;
* a well-trained staff who understand the individual needs, culture, identity and interests of the children in their care;
* an environment which supports children to become respectful of difference and fosters each child’s critical thinking in order to confront bias and discrimination; and
* a service which is totally non-discriminatory.

In respect of Parents/Families, SuperKids aims to offer:

* a fair and transparent admissions policy;
* an open and transparent approach to communications which enables all parents/families to have a knowledge and understanding of SuperKids’ policies and procedures (all available on the website [www.munterconnaught.ie](http://www.munterconnaught.ie)), of the curriculum and activities in which their children will participate and of the structure and organisation of the service; and
* channels of easy access to members of staff to discuss any issues and/or concerns in respect of their child.

In respect of staff, SuperKids aims to offer:

* a fair and transparent recruitment policy;
* an environment in which all good employment practices are adhered to;
* an environment in which every member of staff is respected as an individual;
* an environment which encourages and supports the continual professional development of all members of staff so as to ensure that they are trained in an equality and diversity approach to providing care and education; and
* processes which encourage every member of staff to actively be involved in the improvement and development of the service.

**Discriminatory Incidents**

The first step in handling incidents involving discrimination is to recognise and acknowledge what is happening.

All children need to know that name calling or physically hurting someone is unacceptable. Staff will, where appropriate, discuss this in a democratic and sensitive way with children.

When an incident occurs, say a hurtful remark is made by one child to another, staff will endeavour in a sensitive and caring way to ensure that both children learn from the incident.

Staff will always try to determine the real reason for incidents involving exclusion or conflict, as it may not always be a discriminatory incident.

Staff members will consider an incident from the perspective of all individuals involved including, where appropriate, those who may have witnessed it. Appropriate action may need to be taken at circle time or in group discussion, in order to address incidents witnessed by children who were not directly involved – no child in the group will be singled out.

Some incidents may arise from word/actions that took place outside of the preschool. In such circumstances staff will consult with the parents/guardians concerned.

All members of staff are mindful of the fact that they are role models for the preschool and the children in their care.