



Inclusion Policy for Ace Sports Coaching.

Location: Ace Sports

Policy Created By: Nick McGowan

Policy Date: September 2024

Review Date: September 2025

1. Policy Statement

At Ace Sports Coaching, we are committed to providing an inclusive environment where every child and family is valued and respected. We believe in equal opportunities for all children, regardless of their background, abilities, or circumstances. This policy outlines our approach to inclusion, ensuring that all children have access to high-quality care, education, and activities that meet their individual needs.

2. Aims and Objectives

- **Equal Opportunities:** To promote equal opportunities and eliminate discrimination, ensuring that all children can participate fully in our activities and services.
- **Respect for Diversity:** To celebrate and respect diversity, creating an environment where differences are recognised and valued.
- **Individual Support:** To provide tailored support to children with additional needs, ensuring they can thrive alongside their peers.
- **Accessible Environment:** To ensure that our facilities, resources, and activities are accessible to all children, including those with disabilities.

3. Legal Framework

This policy is guided by the following UK legislation and statutory guidance:

- The Equality Act 2010
- The Children Act 1989 and 2004
- The Special Educational Needs and Disability (SEND) Code of Practice 2015
- The Early Years Foundation Stage (EYFS) Statutory Framework
- The Human Rights Act 1998

4. Implementation and Practices

4.1 Admissions

- **Inclusive Admissions:** We welcome all children to our setting, ensuring that our admissions process does not discriminate against any child or family. We are committed to accommodating children with disabilities and additional needs.
- **Clear Communication:** Information about our services, including the admissions process, will be made available in accessible formats and languages as needed.

4.2 Access to Activities

- **Inclusive Planning:** Activities will be planned and delivered in a way that considers the diverse needs of all children. Staff will adapt activities and resources to ensure they are accessible and inclusive.
- **Participation:** All children, regardless of their abilities, will be encouraged and supported to participate fully in all activities, including sports and group games.

4.3 Supporting Children with Additional Needs

- **Individual Plans:** For children with identified additional needs, we will work closely with parents/carers and other professionals to develop an Individual Education Plan (IEP) or Support Plan that outlines specific strategies and interventions.
- **Specialist Support:** Where necessary, we will seek support from external specialists (e.g., speech therapists, occupational therapists) to ensure that children with additional needs receive the appropriate care and education.
- **Training:** Staff will receive training to support children with additional needs, ensuring they have the knowledge and skills to provide effective care and inclusion.

4.4 Respecting Cultural Diversity

- **Cultural Awareness:** We will respect and celebrate the cultural, linguistic, and religious backgrounds of all children and families. This includes recognising and incorporating cultural traditions and celebrations into our activities.
- **Language Support:** For children and families who speak English as an additional language (EAL), we will provide appropriate support, including the use of visual aids, bilingual resources, and language support staff where possible.

5. Anti-Discrimination and Challenging Prejudice

- **Zero Tolerance:** Discrimination, harassment, and prejudice will not be tolerated in our setting. This includes discrimination based on race, gender, disability, religion, sexual orientation, or any other characteristic.
- **Promoting Understanding:** We will actively promote understanding and acceptance among children, encouraging them to value diversity and treat each other with respect.
- **Responding to Incidents:** Any incidents of discrimination or prejudice will be addressed immediately and appropriately. Staff will work with the children involved to understand the impact of their actions and to promote positive behaviour.

6. Partnership with Parents and Carers

- **Inclusive Communication:** We are committed to working in partnership with parents and carers, ensuring that communication is clear, inclusive, and respectful. We will provide information in accessible formats and languages as needed.
- **Involvement in Decision-Making:** Parents/carers will be involved in decisions about their child's care and education, particularly when it comes to supporting children with additional needs. We will seek their input and feedback regularly.
- **Support for Families:** We will offer support to families facing challenges, providing information about available resources and services, and signposting to external support where necessary.

7. Accessible Facilities and Environment

- **Physical Accessibility:** We will ensure that our premises are accessible to all children, including those with physical disabilities. This includes providing wheelchair access, accessible toilets, and ensuring that all areas are safe and easy to navigate.
- **Resources:** We will provide resources that are accessible to all children, including sensory materials, adaptive equipment, and diverse books and toys that reflect different cultures, abilities, and family structures.

8. Staff Training and Development

- **Ongoing Training:** All staff will receive training on inclusion, equality, and diversity as part of their induction and ongoing professional development. This will include training on the legal requirements and best practices for supporting children with additional needs.
- **Specialised Training:** Staff working directly with children with specific needs (e.g., autism, physical disabilities) will receive specialised training to ensure they can provide appropriate care and support.

9. Monitoring and Evaluation

- **Regular Review:** This inclusion policy will be reviewed annually or sooner if there are changes in legislation, guidance, or circumstances. Regular checks will be made to ensure the policy remains effective and up to date.
- **Feedback and Improvement:** We will seek feedback from parents/carers, staff, and children to assess the effectiveness of our inclusion practices. Any necessary improvements will be made promptly to ensure that we continue to meet the needs of all children.

10. Monitoring and Review

This inclusion policy will be reviewed annually or sooner if there are changes in legislation, guidance, or circumstances. Regular checks will be made to ensure the policy remains effective and up to date.

Next Review Date: September 2025

Policy Reviewed By: Nick McGowan