



Inclusion/Disability Awareness Policy

Please let staff know of any health/medical/developmental difficulties or concerns (past and present) **before** your child is admitted to Oasis. This will ensure that we can be fully prepared to make any necessary adjustments and obtain information/training (if necessary) prior to your child starting our group. We are very flexible and prepared to make reasonable adjustments as needed.

We have a support network we can call on, enabling staff to have training and support from the school nurse, speech and language therapists etc. if needed. We will set up and follow 'Individual Education Plans' and 'Health Care Plans' to address any difficulties which may arise to enable us to support your child. For example, for a child who is diabetic, we would access the school nurse or a 'diabetic' nurse for training. Our policy is to allocate a key person specifically for each child, who will take responsibility for their care whilst at The Oasis.

We provide 3 named SENCOs and give their names to the parents, Briony Sedgeman (Lead SENCO), Simone Devine (Lead SENCO), and Hollie Empson. They are designated to work with both the child and the parents and liaise with the relevant agencies. Caroline Peers of the Management Committee takes a special interest in SEN at Oasis and SEN transition into school.

Our staff are committed to working within an equal opportunities framework. We treat all children with equal concern, regardless of gender, racial origin, ability, cultural and linguistic background or religious beliefs. We feel that play should promote self image and value the experiences of each other and a respect for our different backgrounds.

If a child attends our settings with any 'difficulties' diagnosed by a Doctor/Specialist, or a parent brings a 'concern' to our attention that we feel we need more information on, it is our policy that in **some cases** children can only be left in our care once we have had a recent letter from the child's doctor/specialist, stating their current medical situation and any medication or procedures that are needed. We would then put a detailed 'Health Care Plan' in place in consultation with parents including how we would deal with any emergencies. We will hold regular meetings with parents and all staff so that all parties are happy with the arrangements/training in place for the well being of the children and staff.

In all cases, if the staff and committee feel your child, other children in our care or staff are 'at risk' because we do not have enough information when a child starts, parents may be asked to stay

with their child during sessions until all parties are comfortable and we have the correct care levels in place.

The staff will continue to monitor and assess your child's learning, development and needs throughout their time at Oasis. Children who are due to make the transition from the baby room to the toddler room will need to be steady and confident on their feet before completing the transition. We have a large outdoor area with a wide range of play equipment including a climbing wall, cargo net, slide and rope swing. Staff members will assess your child during transition visits to ensure that your child can safely access the equipment and outdoor area. If we feel your child is unable to safely access the outdoor area and play equipment, they will remain in the baby room while they develop these skills. Where necessary, we will seek your consent to access further support from other professionals and to apply for funding to provide additional support for your child if required. We will also follow this process for all new children of any age who join the setting.

We aim to review policies, practices and procedures on a regular basis and have due regard to discrimination against a disabled child or adult. Disabilities may not always be obvious to the eye, children are covered by the Equality Act 2010 part of which is defined as *"a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to perform normal day to day activities."* We aim to give due consideration to all, to ensure that disabled children are not discriminated against.

Staff encourage parents to share information and build up a trust that we will handle information sensitively and welcome changes rather than cause a barrier to any adjustments that may need to be made for their child. Our aim is to support parents in a positive way and make you and their child feel welcome and a part of our close 'family feel' group of children, parents, committee and staff.

Disciplinary procedures will be followed if staff do not adhere to the regulations set out in this policy (please see Disciplinary Procedures).

Adopted by The Oasis Management Committee on: 01.08.2025

Representative of Management Committee Signature: Lorna Tindal

Review Date: August 2026