

EYFS Equality, Inclusion, and Valuing Diversity Policy

The aim of this policy is to ensure that every staff member understands and upholds the equality of opportunities and diversity principles at DePS. We are dedicated to practicing anti-discrimination to support equal opportunities and promote diversity for all children and families.

Admissions

- Our facility is open to everyone in the community.
- We widely promote our services.
- Our advertising and promotional materials reflect the diversity of our society.
- We provide information in clear, simple language, whether spoken or written.
- Our admissions policy is based on fairness.
- We ensure that all parents are informed about our equality, diversity, and other relevant policies.
- We do not discriminate based on color, ethnicity, religion, or social background when admitting children or their families.
- We do not discriminate against children with disabilities and make necessary accommodations for those with disabilities or special educational needs.
- An action plan is developed to ensure that everyone can fully participate in our services and curriculum.
- Any discriminatory behavior by staff or parents, such as displaying offensive materials, name-calling, or threats, is not tolerated and will be dealt with firmly.
- We regularly review our practices to ensure full implementation of our equality, diversity, and inclusion policy.

Curriculum and Environment

The curriculum at our facility fosters positive self-esteem in children and promotes respect for diversity. The environment is accessible to all visitors and service users. Our curriculum:

- Encourages children to feel valued and positive about themselves.
- Provides every child with ample opportunities to develop skills and abilities.
- Avoids stereotypes or derogatory images in books and visuals.
- Celebrates a variety of festivals.
- Cultivates an atmosphere of mutual respect and tolerance.
- Teaches children that discriminatory behavior is hurtful and unacceptable.

Valuing Diversity in Families

We embrace diverse family lifestyles and collaborate with all families. Children are encouraged to share their daily life stories. Parents/guardians are welcomed to engage with the facility and contribute fully. For families speaking languages besides English, we will ensure their full participation.

Determined Ones

Children with special educational needs include a diverse group of individuals, such as those facing physical, emotional, behavioral, or learning challenges, as well as those with visual or hearing impairments. Additionally, we acknowledge the unique requirements of exceptionally gifted students. Our commitment is to cultivate an inclusive environment that fosters positive perceptions of every child and adult within our community.

Through appropriate curricular provision, we respect the fact that children:

- Have different educational and behavioural needs and aspirations; require different strategies for learning;
- Acquire, assimilate and communicate information at different rates; need a range of different teaching approaches and experiences.

Deira Private School Commitment to Inclusive Education

At Deira Private School, we firmly believe in providing every child with an education that empowers them to excel academically. We have dedicated support systems in place to assist all students, including those with additional language needs, Special Educational Needs (SEN), or disabilities. Our Inclusion Team is committed to a consistent approach in identifying and addressing the unique requirements of each child, ensuring early intervention for optimal outcomes.

We uphold a zero-tolerance policy towards discrimination, harassment, or victimization of disabled children by any member of our staff. Teachers and employees are expected to make reasonable accommodations to facilitate the learning of students with SEN or disabilities. Through our inclusive practices, we ensure that every child has equal access to learning opportunities within our school environment.

Recognizing the essential role of caregivers in recognizing and addressing individual needs of children with SEN and disabilities, we emphasize the importance of effective communication with parents. By fostering strong partnerships with parents, we aim to provide a supportive and responsive network for families seeking guidance and assistance.

As per the Early Years Foundation Stage (EYFS) guidelines, it is the responsibility of early years providers to promote the well-being and development of children. At Deira Private School, we conduct regular observations to track children's progress and ensure that our caregivers follow a structured approach to monitor developmental milestones. By utilizing early years learning outcomes and developmental indicators, we assess children's development levels according to their age groups. Regular progress reviews are shared with parents, along with guidance on supporting children with SEN and disabilities.

We continuously evaluate the effectiveness and inclusivity of the support provided to children at our school.

Staff respond to children's needs by:

- Providing support for children who need help with communication, language and literacy, planning to develop children's understanding through the use of all available senses and experiences;
- Planning for children's full participation in learning, and in physical and practical activities;
- Helping children to manage their behaviour and to take part in learning effectively and safely;
- Helping individuals to manage their emotions, particularly trauma or stress, and to take part in learning.

Identifying Special Educational Needs

In our early years program, we carefully track and assess the progress and growth of all children. If a child's development raises worries, we analyze all available information regarding their learning and growth both within and outside our program. It's important to note that a delay in learning and development during early years does not always indicate that a child has Special Educational Needs (SEN).

Special support should be tailored to the specific SEN identified in each child. SEN are generally categorized into four main areas: communication and interaction; cognition and learning; social, emotional, and mental health; and sensory and/or physical needs.

At Deira Private School, we have dedicated special needs inclusion caregivers who closely monitor each child's progress, focusing on communication and language skills, physical development, and personal, social, and emotional growth. They share these progress updates with parents. We utilize screening tools like AGES AND STAGES, designed to identify developmental delays and assess the risk percentage for such delays in children.

If any areas of concern emerge, our caregivers and the Inclusion Team will initially engage with parents to discuss these concerns. It may be recommended to seek external assistance, which could involve therapies and other interventions suggested by experts.

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See QR code below for related KHDA Inclusion Policies.



Dubai Inclusive Education
Policy Framework



Advocating For Inclusive Education
A Guide for Parents