Pre-school Learning Alliance
Inclusion workshops
2010-2011

“Inclusion is a process of identifying, understanding and breaking down barriers to participation and belonging”
(Early Childhood Forum)
Introduction to our workshops

The Pre-school Learning Alliance is committed to the principles of equality and inclusion and recognises that good inclusive practice is an essential element of all early years practice. As a major early years training provider with nearly 50 years’ experience in the early years sector, we have an excellent track record as a leading training provider and we offer a wide range of courses and workshops to suit all needs. In June 2007 Ofsted judged our provision to be outstanding at meeting the needs of learners. The Learning and Skills Council described our achievement rates as amongst the highest in the early years sector, and in July 2009 our information, advice and guidance services gained Matrix accredited status. The Alliance is also an approved Training Provider and Capacity Builder for the Early Support Programme (see www.earlysupport.org.uk)

As well as providing an excellent range of development opportunities for practitioners on general inclusion topics, the workshops/courses can also be used to support progress in particular targeted areas. For example the Time for Boys workshop has contributed successfully to settings improving outcomes for boys where they represent some of the lowest 20% of achievers. Similarly the Time for Dads and Mind the Gap training programmes contribute to widening take-up of early years services by under-represented groups and help provide Ofsted self evaluation form evidence of effective parental engagement.

Our training programmes support individuals and the settings in which they work or volunteer to meet their responsibilities under the Early Years Foundation Stage (EYFS) and other statutory requirements. The first principle of the EYFS is the Unique Child, and one of the EYFS commitments that support this principle is Inclusive Practice. Not all groups of people start from an equal footing in life and some of them are more likely to face prejudiced attitudes and discriminatory behaviour than others; there may be certain policies and procedures that settings can put into place to ensure that all children and families are fully included. It is for these children and families in particular that these workshops and courses have been designed. They give practitioners the opportunity to learn about equalities legislation and duties, to challenge any barriers they may face in effectively caring for and educating the children in their settings and to reflect on their own practice. These workshops and courses aim to ensure that the children who attend participants’ settings get the best start to life.
1. Embracing Equality – promoting inclusion in the early years

**Length:** Five-day course

**Aim**
This course provides participants with the in-depth knowledge and understanding, and the opportunity to reflect, on how to overcome barriers and promote equality in early years settings.

**Scope**
This workshop will address (in) equalities in the wider society, barriers to equality in early years settings and strategies for overcoming them. In doing so, we will address discrimination and recent equalities legislation; policies, procedures and the curriculum in settings; equality schemes and impact assessments.

**Target group**
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers.

**Recommended Alliance publications to accompany workshop**
Pre-school Learning Alliance (2007) *Embracing Equalities*
Pre-school Learning Alliance (2009) *All Together Now*
[www.pre-school.org.uk/shop](http://www.pre-school.org.uk/shop)

2. An Introduction to Equality and Diversity

**Length:** Full-day workshop

**Aim**
This workshop aims to raise participants’ awareness on how to promote equality and address barriers to inclusive practice in early years settings.

**Scope**
This full-day workshop explores underlying principles which are essential for raising awareness of what constitutes inclusive practice in an early years setting. The workshop covers relevant legislation, defines terminology and explains how to recognise and address discriminatory practice in an early years setting.
Target group
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers.

Recommended Alliance publication to accompany workshop
Pre-school Learning Alliance (2007) *Embracing Equalities*
www.pre-school.org.uk/shop

3. All Together Now – implementing an early years Single Equality Scheme

Length: One and half-day workshop

Aim
To formulate and implement a Single Equality Scheme for early years settings.

Scope of the workshop
This workshop will help participants understand the importance and benefits of a whole-setting approach to inclusion and the need for a Single Equality Scheme.

Target group
This workshop is aimed at all staff members of an early years setting including volunteers. All participants must have already attended an equality, diversity and inclusion workshop.

Recommended Alliance publications to accompany workshop
Pre-school Learning Alliance (2009) *All Together Now*
Pre-School Learning Alliance (2007) *Embracing Equalities*
www.pre-school.org.uk/shop

4. Exploring the Roles of the Early Years SENCO and ENCO

Length: One and half-day workshop
Aim
To help early years practitioners understand the individual roles of the early years SENCO and ENCO.

Scope
This workshop will help participants have a better understanding of these specialist roles, appreciate the interrelatedness of the two roles and ensure that all children and families are included equally in provision.

Target group
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers who are interested in becoming specialist co-coordinators.

Recommended Alliance publications to accompany workshop
Pre-school Learning Alliance (2006) The Role of the Early Years SENCO
Pre-school Learning Alliance (2007) Embracing Equalities
Pre-School Learning Alliance (2009) All Together Now

www.pre-school.org.uk/shop

5. Mind the Gap – understanding the needs of vulnerable and disadvantaged families

Length: 5x 3-hour sessions

Aim: These sessions aim to raise participants’ awareness on the issues for children and families facing social and economic disadvantage in the UK and consider ways of offering support.

Scope
These sessions explore the social and economic issues which lock children and families into cycles of deprivation and disadvantage. Socio-economic discrimination is one of the most complex (and damaging) inequalities in our society and is closely linked to other forms of inequality and discrimination. These sessions will help early years practitioners understand the social and economic trends which are pushing some families into greater poverty and disadvantage and offers advice on how to address issues for children and families attending early years settings.
Target group
These sessions are aimed at all members of the staff team in a pre-school setting including volunteers. Because of the subject area these sessions are particularly beneficial for staff working in areas of disadvantage such as in Children’s Centres.

Recommended Alliance publication to accompany workshop
Pre-school Learning Alliance (2010) Engaging with Mothers and Fathers
www.pre-school.org.uk/shop

6. Time for Boys!

Length: Full-day workshop

Aim
To construct an understanding of how boys develop, to understand how to communicate effectively with them and to support and encourage their participation in all areas of learning in an early years setting.

Scope
There is a dual concern, both with the under-achievement of certain groups of boys and with the fact that certain areas of the curriculum are over-used, and under-accessed, by many boys. This full day workshop will cover boys’ interests and needs and their inclusion in all areas of the curriculum. It will suggest ways of encouraging boys’ engagement.

Target group
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers.

Recommended Alliance publication to accompany workshop
Pre-school Learning Alliance (2007) Embracing Equalities
Pre-school Learning Alliance (2009) New Child in Focus
Pre-school Learning Alliance (2010) Reflecting on Behaviour

www.pre-school.org.uk/shop
7. Time for Dads!

**Length:** Full-day workshop

**Aim**
For participants to develop the confidence, skills, knowledge and understanding to enable their own setting, or the practitioners they work with, to engage effectively with fathers.

**Scope**
This workshop has been designed to support people working in the early years to address the importance of involving fathers (and other male caregivers) in their children’s learning and development, to identify and reflect on the barriers that inhibit fathers from getting involved in settings and to develop strategies to increase their involvement in settings.

**Target group**
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers and others working in the sector, such as tutors and development workers.

**Recommended Alliance publication to accompany workshop**
Pre-school Learning Alliance (2009) *Where’s Dad?*
[www.pre-school.org.uk/shop](http://www.pre-school.org.uk/shop)

8. Reflecting on Behaviour

**Length:** One and half-day workshop

**Aim**
To help early years practitioners identify and address the factors that influence young children’s behaviour.

**Scope**
This workshop will help participants gather information and reflect on the impact of influences on children’s behaviour (including the behaviour of adults around them) and
help formulate an effective strategy that everyone (including parents) understands and uses.

**Target group**
This workshop is aimed at all members of the staff team in a pre-school setting, including volunteers.

**Recommended Alliance publications to accompany workshop**
Pre-school Learning Alliance (2010) *Reflecting on Behaviour*
Pre-school Learning Alliance (2007) *The Social Child*

www.pre-school.org.uk/shop

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**9. Raising Awareness – disabled access in early years settings**

**Length:** Full-day workshop

**Aim**
To give an overview of relevant legislation and give participants an understanding of how to recognise barriers to access for disabled users.

**Scope**
This workshop gives an overview of relevant legislation and the duties on early years service providers. It helps identify barriers which may exclude children and adults with impairments from fully accessing the provision. It also explores how to make necessary changes to maximise access for all users.

**Target group**
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers.

**Recommended Alliance publications to accompany workshop**
Pre-school Learning Alliance (2007) *Embracing Equalities*
Pre-school Learning Alliance (2009) *All Together Now*
www.pre-school.org.uk/shop
10. The Fundamentals of Inclusive Practice for Disabled Children

Length: *Full-day workshop

Aim
To understand the main features of inclusive practice which promotes the learning and development of disabled children and those with Special Educational Needs. *This workshop can be extended to include one or more of the following half-day modules:

1. supporting communication
2. supporting children with physical impairments
3. supporting children with sensory impairments
4. ‘specialist’ equipment and resources
5. working with other professionals
6. partnership with parents of disabled children.

Scope
This full-day workshop covers important underpinning knowledge relating to inclusive practice for disabled children and those with Special Educational Needs (SEN).

Target group
This workshop is aimed at all members of the staff team in a pre-school setting including volunteers.

Recommended Alliance publications to accompany workshop
Pre-School Learning Alliance (2006) *Role of the Early Years SENCO*
Pre-school Learning Alliance (2007) *Embracing Equalities*

[www.pre-school.org.uk/shop](http://www.pre-school.org.uk/shop)
Training information

The range of equality workshops and courses detailed in this brochure are delivered by highly experienced tutors with a wealth of knowledge and practical experience and are delivered in a number of locations around England. They are designed to support the professional development of practitioners at every level – from the new volunteer to the experienced manager. Delegates will benefit from our extensive, high-quality course materials, practical sessions and group work.

Individual support - Our specially trained tutors are able to provide the type of individual learning support that you need to get the most out of your chosen course or workshop.

Record of Training
On completion of all training courses and workshops participants receive a Pre-school Learning Alliance Certificate in recognition of their attendance.

Course fees
Many local authorities have funding available to help cover the costs of training. Current rates and fees for our training are available from our Divisional Centres:

North Division Centre
T. 0113 252 2848
F. 0113 238 3773
E. northdivision@pre-school.org.uk

South Division Centre
T. 020 7697 2599
F. 020 7700 1324
E. southdivision@pre-school.org.uk

East Division Centre
T. 01954 232 327
F. 01954 232 702
E. eastdivision@pre-school.org.uk

West Division Centre
T. 0121 643 0063
F. 0121 693 0063
E. westdivision@pre-school.org.uk

For general enquiries about our Inclusion Training please ring 0207 697 2557/2574.