



## Inclusion Policy

### 1. Mission Statement

Building connections that enhance the well-being and resilience of individuals and communities within nature.

### 2. Values

Through our programs, **Educated by Nature** (the Company) fosters the following values:

Play - We value play, we make space for play and we are playful.

Physical Development - We support bodies to feel comfortable in natural environments.

Sensory - We open and activate our senses to the world around us.

Risk - We are brave, we are aware and we take risks.

Identity - We create space to be and belong, identifying our role as an individual within a community.

Curiosity - We wonder about the world around us and find joy and inspiration in nature.

Health - We listen to our bodies and find balanced ways to foster physical, mental and emotional health.

Empathy - We show respect for ourselves, each other and the environment, through deep listening, kind words and thoughtful actions.

### 3. Policy Scope

This policy applies to:

- Staff (directors, permanent, temporary or casual employees)
- Volunteers
- Program participants, including parents and guardians of minors.
- Support workers or carers

### 4. Policy Statement

**Educated by Nature** programs are run entirely outdoors and are designed to foster resiliency and the spirit of play in children. We are inclusive of gender, race, culture and religion and are working towards ways to further support the inclusion of children with a diversity of physical, mental, intellectual and emotional capabilities.

We acknowledge our programs may not be suitable for all children and ask that parents of children with additional support needs use this policy to help assess whether their child is ready to attend **Educated by Nature** programs.

This policy enables **Educated by Nature** to make clear statements about its expectations of the rights and responsibilities of children attending programs.

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### 5. Version Control

Version Number	Approval Date	Approved by	Amendment Details
1.0	November 2019	Directors	Created
1.1	August 2024		Program names, mission statement and values update

### 6. Convention: Play Rights and Responsibilities

#### 6.1. The Right to Play

**Educated by Nature** recognises The United Nations Article 31 including the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts.

**Educated by Nature** respects and promotes the right of the child to participate fully in cultural and artistic life and encourages the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity.

#### 6.2. Responsibilities of Play

**Educated by Nature** believes in the child's right to play and ask children to take on responsibility for their play by respecting themselves, each other and the environment.

KIN Village, KIN Unplugged KIN Homeschool, KIN Afterschool and KIN Wilderness Wanderers are drop and leave programs for 6 -12-year-olds. Children attending these programs are required to have the capacity to take on the following responsibilities.

- Leave their parent/s or guardian/s at the drop off point and attend the session on their own (for children requiring support workers see Convention 8).
- Remain within the physical boundaries set by **Educated by Nature** facilitators.
- Follow **Educated by Nature** facilitator calls and directions.
- Respond to instructions to gather as a group to listen to safety briefings, instructions and discussions throughout the day (in English).
- Work alongside other children, sharing resources and ideas.
- Use strategies to deal with frustration or other negative emotions. Examples include speaking about how they feel, seeking help or removing themselves from the group but staying within the boundaries.
- Self-risk assess and participate in activities. Some activities are designed to comfort participants (ie. being in a hammock) and some may provide challenge (ie. using carpentry tools).

It is the responsibility of the parent or guardian to assess whether their child has the capacity to take on the responsibilities at an **Educated by Nature** program. **Educated by Nature**

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facilitators will work together with the child, as much as practical, to assist with carrying out these play responsibilities. If a child is unable to adhere to the required responsibilities with some support of Educated by Nature facilitators, then the Lead Facilitator may phone the child's parent or guardian to discuss. In the event that the decision is made for the child to be collected prior to the conclusion of the program or series, please be aware that no refunds are issued in this situation.

### 7. Convention: Inclusion Strategies

**Educated by Nature** believes it is important to balance diverse participation and maximising individual potential whilst maintaining activity integrity. Some activities may be unsuitable or unable to be adapted for full inclusion. To assist in the inclusion of a diverse range of ages and abilities, the following strategies have been put in place.

#### 7.1. Transitions

A transition time at drop-off is built into our programs to allow children to arrive, feel comfortable with the space and group prior to leaving their parents and walking a short distance with the facilitators to the home base for the session. Parents and guardians can assist this process by arriving early to allow for this important transition.

During the program, where possible, children are given a 5 minute warning to finish off what they are doing before they need to stop and gather as a group.

**Educated by Nature** facilitators outline the flow of play opportunities and activities as much as possible at the beginning of each session. Facilitators will aim to prepare the participants for transitions and changes that occur within a session.

#### 7.2. Group Management

**Educated by Nature** facilitators constantly monitor the energy and needs of the group and will adapt timing and activities to suit. This may mean that sometimes more free-unstructured play opportunities are offered, a game is started or stories are told. **Educated by Nature** facilitators adapt to the group's needs in order to provide a structure that supports a healthy, nature connected community.

Staff to child ratios are set at a maximum of 1:11 but are typically arranged for a 1:8 ratio to ensure higher quality mentoring. There will always be at least one Qualified Teacher or experienced Nature Playworker present, with a minimum of two adults present with first aid qualification. Junior Playworkers also make up part of the team due to the strong relationships they build with children, giving our team a diversity of ages.

**Educated by Nature** facilitators believe in gratitude and acknowledgement and aim to acknowledge children when they see respectful behaviour which fosters a strong sense of community and culture. **Educated by Nature** facilitators use a behaviour management system where children are given a series of three stated warnings followed by a consequence of either

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missing out on an activity or needing to remain in close proximity to a facilitator. Support through reminders are given when required. If behaviour does not improve, parents and/or guardians will be contacted and asked to pick-up their child from the program.

Physical boundaries are identified and explained to the children. **Educated by Nature** facilitators regularly monitor these boundaries. Most programs are set in open bush spaces and children are asked to monitor that they remain with a buddy or nearby others. Children must be able to stay with the group and seek help from an **Educated by Nature** facilitator when needed.

### 7.3. Environment and Participation

**Educated by Nature** programs include a range of ages from 6- to 12-year-olds. The younger age limit is set at 6 years old as participants need to be reasonably capable in emotional, physical, mental or intellectual skills to participate fully in the day.

The age range creates the feeling of a village in which children and facilitators learn from each other. Children have the right to choose who they would like to play with and can opt to play by themselves (parallel play near others), or in a small or large group. **Educated by Nature** facilitators help guide children to make new friends, combine groups and negotiate conflict.

Most activities proposed are optional and children are supported by the facilitators to persist with activities which challenge them. Some activities require the participation of the whole group when it involves a game, learning a new skill or explicit instruction.

**Educated by Nature** conducts its program outdoors in all weather and on uneven terrain. This includes undulating sandy landscapes, covered with sticks, rocks and plants. Sites are often also near large water bodies. Children need to be reasonably capable of managing their physical and emotional needs in adverse weather, including storms. Children need to be able to move through the space either unassisted or with the assistance of adaptive equipment. Universal access toilets are accessible within 250 metres of most of our locations. Please contact Educated by Nature for more information on our sites if your child has additional physical needs.

**Educated by Nature** believe that children have the right to engage in risky play and many of our activities contain higher risks such as tree-climbing, using carpentry tools, including carving knives and working with fire. Children are mentored by **Educated by Nature** facilitators in self-risk assessing and impulse control. Children need to be able to take responsibility for their own and other children's safety with support. Some children may need to wait until they develop further skills before they are invited to physically participate in these activities.

### 7.4. Dietary Requirements

Occasionally, we cook and serve food together at our programs. **Educated by Nature** requests dietary requirements at the time of booking, via the online booking form, to indicate dietary needs. **Educated by Nature** will provide easily accessible alternatives to food provided if dietary requirements are recorded on the booking form.

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**Educated by Nature** programs are NOT a nut free zone. Therefore, other children may bring nuts as part of their snacks. **Educated by Nature** requests medical conditions of the child be noted at the time of booking. We ask parents/guardians to be very clear if the child has an anaphylactic reaction to touch in addition to oral digestion.

### 7.5. Medical Requirements

**Educated by Nature** facilitators are able to help administer oral or ventilated medications and are trained in first aid, including the use of epi-pens. At sign-in, parents and/or guardians with children requiring medication will be asked to fill out an Authority to Give Medication Form. Children with asthma and who are able to self-medicate do not require a form. Action Plans are also useful and copies of these are gratefully received. For parents of children attending KIN Afterschool, parents and/or guardians must contact **Educated by Nature** for a form when medication is required after-school.

For medical conditions such as diabetes, epilepsy or conditions that require specific action, parents and/or guardians must contact **Educated by Nature** before their child attends a program. A phone call is arranged to discuss the specific needs and best days to attend with the most appropriate facilitation team. Children with diabetes must be able to manage their own insulin pump or injections. **Educated by Nature** facilitators will be able to assist with monitoring time and to liaise with parents and/or guardians regarding any issues. Communication via mobile phone can happen between a parent/guardian and child with low severity monitoring. In the case of higher severity readings, communication with the facilitation team is required.

In the case that a support worker is present, all administration of medication will be carried out by the support worker.

### 8. Convention: Additional Support

**Educated by Nature** understands that some children may need additional adult support to meet the requirements above. Parents of children requiring additional adult support must contact **Educated by Nature** before enrolling their child in a 'drop and leave' program (ie. KIN Afterschool, KIN Homeschool, KIN Wilderness Wanderers, KIN Unplugged or KIN Village).

**Educated by Nature** focuses on training staff in a particular philosophy of mentoring. It is important to us that all adults on site follow and communicate this philosophy throughout interactions and activities during the day. Therefore, parents and/or guardians are not allowed on site with their child during the session.

**Educated by Nature** is open to the possibility of having a child's support worker attend a program with them. It is a requirement that support workers are external professionals rather than family members. The process and requirements for a support worker include:

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1. Phone conversation with parent or guardian to ascertain reasonable adjustments that may be needed and if **Educated by Nature** has the capacity to make these adjustments without unjustifiable hardship.
2. Phone conversation with support worker to discuss communication needs for the day.
3. Support worker to submit Working with Children Check and Public Liability Insurance.
4. Support worker to read and sign Code of Conduct, Child Well-being and Safety Policy, Nature Playworker guide, Session Communication Guide.
5. Available bookings with experienced team (including the limit of adults present per session).
6. Documents are required at least 5 business days before the start of a program season to allow processing time. If documents are not received within this time frame, the booking will be cancelled.
7. Each season requires a new application to ascertain appropriate dates and any changes with child or support worker.

Please note: Transfers (ie. due to illness) to other dates can only occur if other appropriate dates are available and in conjunction with our Bookings and Refunds Policy.

**Educated by Nature** reserves the right to re-evaluate and cancel this arrangement if the child or support worker impedes on the safety, philosophy, values or community cohesiveness of the group. Please be aware that no refunds will be issued in this situation.

## 9. Related

### Related Documents

- Child Well-being and Safety Policy
- Bookings Terms and Conditions Families Policy
- Risk Management Policy
- Staff Code of Conduct
- Authority to Give Medication Form
- Program Procedures

### Authority

- Disability Discrimination Act 1992 <https://www.legislation.gov.au/Details/C2014C00013>

### Resources

- UN Convention on the Rights of the Child <http://www.ohchr.org/en/professionalinterest/pages/crc.aspx>
- Discrimination and harassment <https://www.commerce.wa.gov.au/book/export/html/5485>
- Inclusive Participation, Department of Local Government, Sport and Cultural Industries [https://www.dsr.wa.gov.au/support-and-advice/research-and-policies/policies/inclusivity-\(substantive-equality\)](https://www.dsr.wa.gov.au/support-and-advice/research-and-policies/policies/inclusivity-(substantive-equality))
- Inclusive Sport Design <https://inclusivesportdesign.com/tutorials/the-inclusion-spectrum-planning-sport-activities-for-everyone/>