

Kinder House Day Care

Admission, Inclusion and Diversity Policy and Procedures

At Kinder House Day Care admission is open to **all** children, 12 months to 6 years of age, including special needs children whose individual and family needs can be met by our program. Children are allocated in spaces in such way as to maintain our staff/child ratios and in accordance with Government Regulations.

As we are licensed for children from 12 months to 6 years of age, we reserve the right to limit the amount of time children under 16 months of age spend at the center. It is recommended that children younger than 16 months of age should not spend more than 9 hours per day at Kinder House, as we believe this can be stressful for a young child at this age to be away from his/her parents for longer durations. Furthermore, children in this age category have a staff/child ratio of 1:4, of which we must maintain at all times. As we strive to ensure consistency of care, especially for infants, our staffing schedule is specific to the needs of these children. Keeping in mind staff schedules do not exceed 9 hours per day in the center.

Our program is committed to celebrating and appreciating diversity by providing equality of opportunity for all children, families, and employees.

Our goals:

- To provide a secure environment in which all children can flourish and in which all contributions are appreciated
- To ensure inclusion is incorporated into all activities throughout our entire program
- To include and value the contributions of all families to our understanding of equality and diversity
- To provide positive non-stereotyping information about gender roles, people with disabilities, and diverse ethnic and cultural groups

- To improve our knowledge and understanding of anti-discriminatory practice in order to promote equality and better appreciate diversity in our Center

Our Strategies:

- We review and evaluate our practices to ensure we are fully implementing our policy for equality, inclusion, and diversity
- Our Program is open to all members of the community
- We provide an environment that includes pictures, songs, books, stories, activities, materials and foods which are reflective of other countries and cultures
- We work in partnership with parents to ensure that the medical, cultural and dietary needs of the children are met
- We will provide accessible play facilities ensuring the physical environment is adapted to each child's individual needs
- Our program will celebrate each child's individuality
- Our program will supplement interest centers with multiculturally diverse materials and equipment
- Our Staff will develop warm and respectful relationships with each child and family through informal chatting, open discussions, and collecting relevant information about each family's unique context
- Our program will host cultural events (Celebration of Learning) to teach the children about different cultures (ie: food) and all families are encouraged to participate
- Applicants are welcomed from all backgrounds and employment positions are open to all