

Inclusion into practice

PIP makes inclusive play and childcare deliverable

PIP Briefing Paper



About the Playwork Inclusion Project

“PIP has had a tremendous impact in how our organisation provides inclusive play.”

The **Playwork Inclusion Project (PIP)** has been running since 2001 as a development programme aimed at increasing the numbers of Disabled Children in play and childcare. This was achieved through training, publications and a regional development programme.

Developed under a strategic contract with the Department for Children, Schools and Families (DCSF), PIP is funded by a three year Children, Young People and Families grant. Under the current programme, PIP has supported an estimated 200,000 professionals to increase both the numbers of Disabled Children and Young People they work with, and the quality of provision offered to those children and young people. PIP works with both voluntary and statutory organisations providing a complete package of support, training, guidance and



Photo by: Sabrina Aaronovitch, from the PIP Publication 'Inclusion by Design' 2008.

resources. PIP also advises on national and local policy development, with a particular focus on turning inclusive policy into inclusive practice.

Through this extensive partnership working, PIP has come to a deep understanding of the dynamics of inclusion, and the importance of creating 'inclusive environments' for delivering workable and sustainable inclusive play and childcare services.

PIP Evaluation

In the past year (2007/08) it is estimated that PIP has reached 10,006 people. The most recent evaluation shows that the profile of PIP participants includes departmental managers, face to face workers, trainers, inclusion officers, policy and strategy officers, development workers and manufacturers of play equipment.

PIP's breadth of services has meant that it remains relevant to anyone working towards inclusion – from staff working directly with Disabled Children to those developing policies and strategies. This has led to an increase in those using PIP at both strategic and face to face levels and, consequentially, in the numbers of children and young people accessing mainstream play and childcare.

“PIP has enabled me to make the settings I work with become more inclusive by identifying the barriers and how to overcome them. It has also taught me that all children have a right to play wherever they want.”

“PIP has helped me update my knowledge, and provided me with a sounding board for issues that improve the daily lives of children and their families.”

“PIP has given us the backing and support to promote models of good practice with other settings, trust groups and strategic groups in our two closest local authorities.”

“PIP is a very important tool for my organisation – experienced, professional and helpful.”

The PIP evaluation has shown that the project and its staff are highly valued for their support and expertise. PIP has impacted on organisations strategically by helping them to develop policies and strategies, and practically by offering step by step guidance and training. For some, PIP has been a lifeline – reducing their sense of isolation and bringing about real change within their organisations.

National and Strategic Development Programme

Through its Regional Development Officers (RDO's) PIP works directly with regional and national organisations across the country offering consultancy, support and information on inclusive play and childcare. PIP Regional Network Seminars are held bi-annually in each of the nine English regions providing a valuable opportunity for participants to network and share good practice. These are hosted by local partners with an interest in inclusive play and childcare.

“I have found the seminars and networking opportunities invaluable. There is always something useful to feedback to colleagues/parents/childcare staff.”

“The seminars are useful for keeping up to speed on regional and national developments and for networking.”

Through consultancy, advice, workshops and training the PIP RDO's have impacted on individuals, as well as on whole organisational approaches to inclusion. In particular, the 'Strategies for Inclusion' consultancy package aimed at local authorities, has proved a very

effective tool for implementing change. The package is delivered by the RDO's who support the local authority and key partners over several months to review policy and practice in the context of the 'Strategies for Inclusion' briefing document.

Network members gather annually for the PIP national conference, where they hear from and take part in workshops with national leaders in play, childcare and inclusion. A Forum Advisory Group of managers working at implementation on a departmental basis, also meets regularly to explore and expand approaches to

"PIP has enabled our local authority to provide an inclusive play strategy that was recently recognised by a JAR inspection as effective and well thought out."

inclusion. This feeds into the publications and guidance and informs PIP policy, development and childcare.

These various networks are complemented by an easy to read, bi-monthly **PIP e-bulletin** which offers the latest news on inclusive play, plus updates on publications and events to over 3000 members who have signed up to the **National Inclusive Play (NIP) Network**. Information on national PIP developments and sharing of good practice case studies from around the country are provided through a bi-annual illustrated newsletter, **PIP Network News** which is distributed free of charge through the play sector magazine, Playtoday.

"I have found the PIP e-bulletins very helpful. They keep me on top of things out there, as we can become a little insular."

Workforce Development and Training

From the start, PIP identified workforce development as crucial to achieving inclusive practice. Partnership with SkillsActive and sector colleagues has resulted in playwork leading the children's workforce in offering inclusive National Occupational Standards at all levels. Today, PIP is working with the Children's Workforce Development Council (CWDC) on developing inclusive standards for the entire childcare workforce sector.

PIP has developed and offers a wide range of training courses which have been shown to increase participants' confidence in working with Disabled Children, and to develop 'can-do' attitudes – both identified by Ofsted as key to successful inclusion. The level 3 endorsed training **Planning Inclusive Play** has proved the foundation for organisational change. Designed for managers and development officers, it is rooted in disability equality and challenging Disablism and provides the tools to support organisations to become more inclusive.

"KIDS Planning Inclusive Play course has been pivotal in planning inclusive playcare services for children in Rotherham."

Let's All Play!, endorsed at Induction Level 2, is increasingly popular with entry level staff who want practical training through games and ideas on how to include Disabled Children and Young People. A new version, **Let's All Play for Play Rangers**, offers the same fun and information filled approach for workers in outdoor, free access play settings. Early years workers are offered an introduction to rights based inclusion through the **Just Because the Law Says So** seminar. The new **All of Us**



Photo by: Sabrina Aaronovitch, from the PIP Publication 'Inclusion by Design' 2008.

Framework for Quality Inclusion is accompanied by training in developing good inclusive practice and using the Framework as a tool for assessing and developing practice.

Sharing Good Practice – Publications and Briefings

PIP has developed a range of supporting publications, drawing on learning from the project and the experiences of practitioners. Feedback has indicated that the publications are accessible, practical and help de-mystify inclusion. The PIP Briefings offer succinct information on current issues around inclusion and build on the experience of the National Inclusive Play Network across England.

The most influential briefing has been **All of Us – the Framework for Quality Inclusion** (previously the All of Us Checklist) which reflects recent workforce development and offers practitioners 45 indicators of what good quality inclusive provision looks and feels like. It can also be used as a development and audit tool.

The **Bridges to including Disabled Children** briefing has proved useful in bringing to general attention the many 'bridging' workers and services who fulfil the vital role of creating smooth links between families with Disabled Children and inclusive settings. Advice on putting equality and diversity legislation into practice is covered in **Equalities and Inclusion in Play and Childcare** and the recent **Aiming Higher for Inclusive Play** highlights the potential overlap between Short Breaks services and the Children's Plan's commitment to inclusive play.

As part of the PIP Guidelines series, PIP's most recent publication **Inclusion by Design: a guide to creating accessible play and childcare environments** provides inspiring examples and practical suggestions for creating inclusive play spaces. Offering a set of Inclusive Design Principles, the book notes that good design is more likely to happen in settings where the managers have a strong understanding of inclusion.

"If adopted on a national scale, the principles within this simple, but powerful book could have a dramatic impact on attitudes regarding the importance of inclusive play in the development of all children."

Leslie Barrow, NRAC Consultant in Access by Design, Issue 115

Aimed specifically at managers, **It doesn't just happen: inclusive management for inclusive play and childcare** has been described as a 'Bible' for inclusive management. For those working directly with Disabled Children, **Pick & Mix: a selection of**

inclusive games and activities is crammed with fun games to play and ideas to adapt for all children and is particularly popular with those working directly with Disabled Children and Young People.

The breadth of these publications encapsulates PIP's holistic approach, supporting everyone working in a play/childcare setting or service towards creating 'inclusive environments'. PIP has consistently found that this is the most effective route to sustainable inclusion.

The future of PIP

Feedback from PIP participants shows that real commitment to providing vibrant and fun activities for Disabled Children – and thereby reassurance and rest for their families – comes through the belief in Disabled Children's right to play and be included alongside other children.

So the emphasis on workforce development, now focused on introducing rights-based inclusion across the whole children's workforce, remains paramount. Increased access to PIP Briefings will support this, aided by the new KIDS website at www.kids.org.uk.

PIP's work has been augmented in the past year by closer work with another national KIDS programme, the **Young People's Inclusion Network (YP-in)**, which is led largely by Disabled Young People. Drawing on their experiences of a person-centred approach to inclusion, YP-in members have drawn up their own guidance for the inclusion of Disabled Young People in youth and leisure services.

In the coming year, PIP anticipates continuing our work nationally and regionally, with the objective of sharing and developing quality inclusion for all. PIP plans to develop our work with playworkers, to focus on Reframing Playwork/Reframing Challenging Behaviour, working with Wendy Russell. Through our new partnership with Play England we will be sharing learning from Play Pathfinder and Play Builder authorities, to ensure the transformation of the Short Breaks offer in line with **Aiming High for Disabled Children**.

We have come a long way since the **Playwork Inclusion Project (PIP)** began with new policies and funding for inclusion in place across Children's Services. **Aiming High for Disabled Children** requires local authorities to provide leisure-based 'short breaks' for Disabled Children and increase accessible childcare, and **Fair Play** outlines an emerging national play strategy which places inclusive play centre-stage. Meanwhile, National Indicators are being developed both for Disabled Children and play.

But there is still a long way to go, and PIP will continue to campaign tirelessly for a rights-based approach to inclusive play and childcare and a world where Disabled Children can take part in ordinary play and social activities that other children and families take for granted.

We take this opportunity to thank everyone who has contributed to the development of the Playwork Inclusion Project since its inception, and welcome any comments and contributions to future newsletters and publications.

KIDS – the Disabled Children and Young People's charity

KIDS is a national charity working towards a vision in which all Disabled Children and Young People realise their aspirations, and their right to an inclusive community which supports them and their families. KIDS provides a wide range of services in seven English regions, and promotes inclusive play and leisure nationally across the children and young people's sectors through workforce development and support. The PIP Project is funded by a 3 year strategic grant from the Department for Children, Schools and Families (DCSF) and is run by KIDS National Development Department (NDD).

KIDS Publications – The PIP Guidelines Series


- **Inclusion by Design – a guide to creating accessible play and childcare environments** (*Clare Goodridge 2008 Ed. Philip Douch*) This new KIDS publication is aimed at planners, designers, parks and leisure officers as well as early years, play and childcare providers who want to ensure that the design of their playspace is accessible, welcoming and inclusive.
- **Pick & Mix – a selection of inclusive games and activities** (*Di Murray, 3rd Edition 2008*) This popular KIDS publication which derives out of our games based training course Let's All Play!, has been updated and includes a wealth of practical ideas, games and activities to help promote inclusion in any play, holiday or childcare setting.
- **It doesn't just happen – inclusive management for inclusive play and childcare** (*Philip Douch, 2nd Edition 2006*) This publication is aimed primarily at senior managers of play settings, but is also relevant for face to face workers as well as others in the voluntary sector.

If you would like a copy of this Briefing in large print or an alternative format, please contact the PIP Team.


PIP Briefings & other resources

- **All of Us – The Framework for Quality Inclusion** (*3rd Edition 2008*) (previously – The All of Us Inclusion Checklist)
- **Aiming Higher for Inclusive Play** (*2008*)
- **Equalities and Inclusion in Play and Childcare** (*2007*)
- **Bridges to Including Disabled Children in play and childcare provision** (*2006*)
- **KIDS DVD: Kids just gotta have fun!** (*2008*) Featuring a KIDS Adventure Playground.
- **PIP Network News:** A FREE bi-annual newsletter on inclusive play.
- **National Inclusive Play (NIP) Network E-bulletin:** A FREE bi-monthly e-bulletin.


Contacting Us: To receive PIP Network News, subscribe to the e-bulletin, attend regional meetings or contact your PIP Regional Development Officer, please contact: pip@kids.org.uk. To book training or discuss your organisation's workforce development needs please contact: training@kids.org.uk. To order briefings and books, use the online form on our website or email: publications@kids.org.uk



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