

Inclusion & Accessibility Standard

Purpose

Little Minds Play Studio is committed to creating welcoming, inclusive and accessible play environments where all children and families feel safe, respected, supported and able to participate meaningfully.

This Inclusion & Accessibility Standard outlines how Little Minds Play Studio promotes inclusive practice, reduces participation barriers and supports equitable access across all services.

Scope

This standard applies across all Little Minds Play Studio services, including:

- casual play sessions
- term play sessions
- childcare and early learning centre bookings
- parties and private events
- one-on-one sessions
- pop-up and community events

This standard applies to all staff, contractors, facilitators, families, venues and partner organisations engaged in Little Minds Play Studio services.

Standard Statement

Little Minds Play Studio is committed to inclusive, respectful and accessible practice across all service areas.

All children and families are entitled to participate in Little Minds Play Studio experiences in ways that uphold dignity, safety, belonging and equitable access.

Little Minds Play Studio takes reasonable steps to reduce barriers to participation and create environments that are responsive to differing developmental needs, communication styles, sensory profiles, family structures, abilities and lived experiences.

Inclusion is embedded into planning, communication, facilitation and service delivery.

Guiding Principles

Every child belongs

Every child has the right to feel safe, welcome, valued and included.

Inclusion is intentional

Inclusive practice requires active planning, flexibility and responsiveness.

Access should be equitable

Children and families should be supported to access services in ways that are fair, respectful and practical.

Difference is expected and respected

Children engage, communicate, regulate and participate in different ways. Difference is recognised as a natural part of human development and diversity.

Inclusion is collaborative

Inclusive participation is best supported through respectful collaboration with families, caregivers and partner services.

Inclusion Commitments

Little Minds Play Studio is committed to:

- welcoming children and families of all backgrounds, abilities and family structures
- creating emotionally safe and respectful environments
- reducing barriers to participation where reasonably practicable
- supporting different communication styles and developmental needs
- providing flexible and responsive participation options
- respecting sensory, behavioural and emotional support needs
- using inclusive and respectful language
- responding to children with dignity and without shame, punishment or exclusion
- partnering with families to support safe and meaningful participation
- making reasonable adjustments where practical and safe

Accessibility Commitments

Little Minds Play Studio will take reasonable steps to improve accessibility by:

- providing clear and simple communication
- offering transparent session expectations and service information
- considering physical access requirements where possible
- adapting setup, materials or delivery where practical
- reducing avoidable sensory overload where possible
- offering flexible participation within the scope of service
- supporting children to engage in ways that feel safe and achievable
- considering transitions, regulation and environmental needs in planning

Accessibility is considered within the practical limits of venue access, staffing, safety and service scope.

Inclusive Practice Standards

Inclusive practice at Little Minds Play Studio includes:

- child-led and flexible engagement
- reduced pressure participation
- developmentally appropriate expectations
- sensory-aware facilitation
- respectful communication
- regulation-supportive responses
- flexible transitions
- adapted materials or invitations where practical
- predictable and safe environments
- collaborative support with caregivers where needed

Children are not required to engage in the same way, at the same pace or for the same duration to be considered included.

Communication & Behaviour Support

Little Minds Play Studio recognises that children communicate in different ways, including through:

- spoken language
- non-speaking communication
- gesture
- movement
- body language
- sensory expression
- behaviour

All communication is treated as meaningful.

Little Minds Play Studio will:

- respond respectfully to verbal and non-verbal communication
- support communication differences without shame or pressure
- avoid punitive or exclusionary responses where possible
- respond to dysregulation with safety, support and appropriate boundaries
- work with caregivers to understand support needs where relevant

Reasonable Adjustments

Where practical and safe, Little Minds Play Studio may provide reasonable adjustments to support participation, including:

- quieter participation options
- flexible engagement expectations
- adjusted materials
- reduced sensory load
- alternative seating or setup options
- transition support
- visual supports
- pacing adjustments
- caregiver-supported participation

Adjustments are made within the practical limits of staffing, environment, safety and scope of service.

Limitations to Accessibility

Little Minds Play Studio is committed to accessibility, however some limitations may exist due to:

- venue access constraints
- staffing limitations
- safety requirements
- supervision requirements
- environmental restrictions
- scope of service boundaries

Where full accessibility cannot be provided, Little Minds Play Studio will communicate openly and work to identify practical alternatives where possible.

Respect, Dignity & Non-Discrimination

Little Minds Play Studio is committed to maintaining environments free from discrimination, exclusion, shaming or unnecessary barriers.

All children and families will be treated with dignity, respect and fairness regardless of:

- ability
- neurotype
- developmental profile
- communication style
- family structure
- cultural background
- gender
- religion
- socioeconomic background

Unsafe, discriminatory or exclusionary behaviour by adults may result in participation being limited or ended where safety or dignity is compromised.

Review & Continuous Improvement

Little Minds Play Studio will regularly review inclusion and accessibility practices to ensure services remain respectful, practical and responsive.

Inclusion and accessibility practices will be reviewed:

- after feedback or complaints
- after access concerns arise
- after service changes
- when introducing new programs or environments
- as part of regular policy review

Shared Responsibility

Inclusion is a shared responsibility.

Little Minds Play Studio is responsible for creating respectful, flexible and accessible environments within the practical scope of service delivery.

Families, caregivers, venues and partner organisations share responsibility for open communication, respectful participation and collaborative support for inclusion.