



## **CoderDojo Inclusion Policy**

CoderDojo is a movement that is open and free for all young people across the world aged 7-17. As such we want all of our young people globally to have the best possible learning opportunities and experiences. To achieve this, we actively promote inclusive practice in the movement in order to best meet the needs of the local communities which CoderDojo serves. On this basis all Dojos globally align with the following inclusion policy.

### **Policy Statement:**

*All young people aged 7–17 and volunteers are welcomed and encouraged to attend CoderDojo regardless of their ability, background, economic circumstances, ethnicity, gender, race, nationality, religion, sex, gender or sexual orientation.*

### **Procedures:**

- Through inclusive practice, we aim to reflect our wider community and promote positive attitudes to both the similarities and differences in each other both within and outside of the movement.
- All Dojo Champions, through signing the CoderDojo Charter, commit to welcoming volunteers and children regardless of ability, background, economic circumstances, ethnicity, gender, nationality, race, religion, sex, gender or sexual orientation.
- All Dojos that are aligned with CoderDojo Tao's Recommended Practice have ensured that all of their attendees, mentors and volunteers are committed to the CoderDojo Inclusion Policy.





- Many children with disabilities or other special needs are supported by developmental and educational professionals such as therapists, teachers and others. All Dojos welcome these children fully and in addition welcome those professionals and work with them to assure the child's success. The service provider is encouraged to collaboratively determine the best strategies to support the child in the Dojo setting.
- Children of all abilities are accepted into the Dojo and families interested in having their child attend the Dojo will be given an equal opportunity for admission. A waiting list may be maintained by the Dojo and children will be accepted from the list on a first come first served basis or at the champions discretion, when a prospective Ninja's parent offers to volunteer at the Dojo.
- Dojos located where a few attendees are from an underrepresented demographic may reserve a number of places for these ninjas. For example, a Dojo might reserve a set number of tickets for girls either preemptively when a Dojo starts, as a proactive measure, or correctively, if they find that over time an imbalance has been created. This is one example of where a Dojo can proactively promote equality, but may not be an approach that works for all Dojos. Taking these \*\*\*proactive\*\*\* measures to make the Dojo fully inclusive, is deemed not to be a breach or violation of this inclusion policy.

