MANDELA Model for Early Childhood Education and Care (ECEC)

MANDELA MODEL WORKBOOK

Written by

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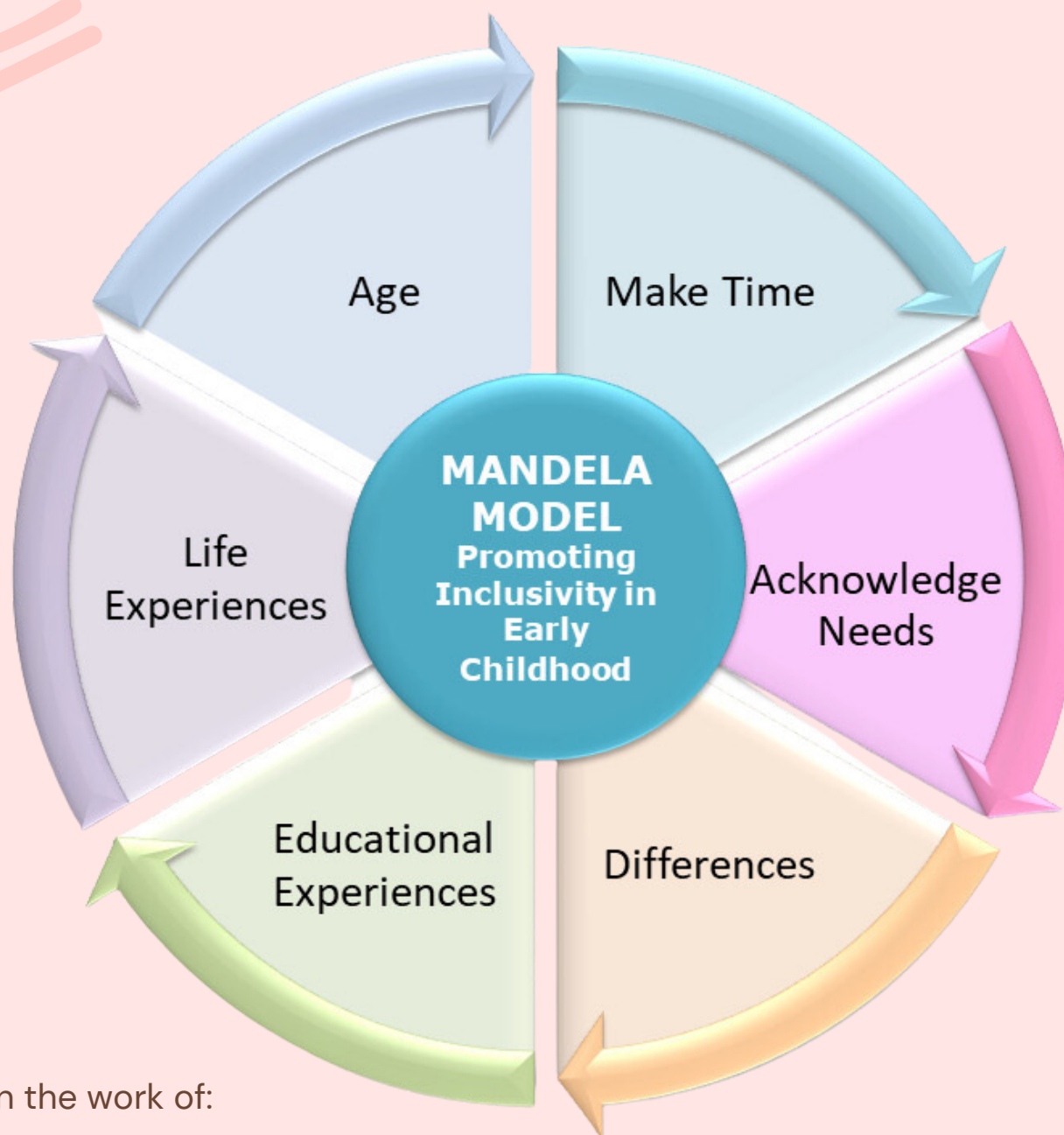
foundation stage forum

INTRODUCTION

The MANDELA Model aims to drive change and promote new ways of thinking and working with infants, young children, families and practitioners. It is a reflective framework of questions that aims to promote **reflexivity** in our work. Reflexivity allows us to question our own assumptions, reflect on what influences us and use this learning to create change.

MANDELA represents hope. Each of the letters frame questions to explore how we can develop inclusive working environments and ensure we actively engage in anti-oppressive and anti-discriminatory practice:

Make time; **A**cknowledge; **N**eeds; **D**ifferences; **E**ducational experiences; **L**ife experiences; **A**ge.

The MANDELA model supports this process through facilitating conversations with staff that analyse and critique practice in the whole organisation and individual areas. It provides the opportunity to explore how the organisation can embrace inclusivity in all aspects of their work to address the structural inequalities embedded in our society. It is an ongoing whole team approach that includes policies, day to day practice, recruitment and how we engage and work with families, infants and young children.

The model can also be used by Childminders and other educational institutions.

Click the segments, including the centre, to view the relevant workbook section.

MANDELA MODEL
Promoting Inclusivity in Early Childhood

Age

Make Time

Acknowledge Needs

Differences

Educational Experiences

Life Experiences

This workbook draws on the work of:

Lumsden, E. (2018) Child Protection in the Early Years: A Practical Guide. London: Jessica Kingsley Publishers.

Dr Prospera Tedam who has given her permission for it to be developed for ECEC. Tedam, P. (2012) The MANDELA model of practice learning. The Journal of Practice Teaching and Learning. 11(2), 60-76.

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Make Time	Do you audit the diversity of staff, families, children regularly? How do you use this information to value all and guide practice? Areas to consider: 1. Anti-oppressive and Anti-discriminatory practice* 2. Anti-racist practice* 3. Inclusivity* 4. Appreciation of religious and spiritual beliefs* 5. Value the individuals in the staff team 6. Whole setting training 7. Individual training 8. Supervision 9. Mentoring 10. Pedagogy 11. How do families know about the ethos and values of the setting? *Do you thoroughly understand these terms?	

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Acknowledge	How does the organisation acknowledge and value the diversity of those working in the setting and the children and families that use it? How do those working in the organisation know they are acknowledged and valued? How do children and families know they are acknowledged and valued?	

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Needs	How does the setting address the individual needs of staff members, children, parents and families in relation to: 1. Language differences 2. Language proficiency 3. Verbal and non verbal communication 4. Relationship building 5. Writing skills 6. Training needs 7. Neurodiverse needs of staff members, children and parents? How does the organisation support the needs of the local community?	

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Differences	What are the differences and similarities of staff members? These could include: 1. Culture 2. Ethnicity 3. Religious beliefs 4. Age 5. Sexuality 6. Gender 7. Neurodiversity 8. Disability How does the organisation use these characteristics to support and enhance their work? How does the organisation embrace the cultural heritage, religion and ethnicity of their local community and the infants, young children and families using the setting? How does the organisation use these characteristics to support and enhance their work?	

REFLECTIONS

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Educational Experiences	How does the organisation recognise and value previous and different educational experiences?	
	How does this understanding inform training and development opportunities?	
	How does the organisation ensure high quality early learning experiences for the children?	
	How does the organisation support families to know about and understand the importance of child development and early learning?	

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Life Experiences	We know that those choosing to work in the early years are often motivated by their childhood experiences. How do you: 1. Support staff who share their previous experiences? 2. Maintain confidentiality? 3. Ensure all staff are 'seen', 'heard' and 'safe'? 4. Provide opportunities for individual staff to develop?	

REFLECTIONS

MANDELA MODEL	Questions to Promote Inclusivity	Reflective Notes
Age	1. Do you know how age is viewed in different cultures? 2. How do you value people of different ages in your organisation? 3. What is the age range of staff in your organisation? 4. Do children meet and interact with people of different ages? 5. How do you organise the children in relation to their ages in your setting? (e.g mixed age groups).	

ADDITIONAL REFLECTIONS

Reflection Questions	Reflective Notes
How do you think this evaluation can support and promote the following areas in your setting: 1. Inclusivity 2. Relationships 3. Representation 4. A community of practice How has this process identified training and development needs for all members of staff? How are you going to address the training and development needs of staff? How would you use this model to support recruitment and induction processes of new staff? How are you going to use the MANDELA Model to engage with: • Children, parents and families using your setting? • Parents and carers considering sending their children to your setting? • The local community? How are you going to ensure the MANDELA Model will be embedded in your organisation?	