

This section will evaluate the critical role of an inclusive leader within a specific scenario in an early years setting. Whilst considering issues that may provide opportunities or barriers to inclusive leadership in the areas of working with children, families, professionals and communities. According to Booyesen (2014), inclusive leadership can be defined as a practice that fosters respectful relationships and allows both individuals and groups to actively contribute to a unified purpose. It involves promoting alignment, commitment, and direction towards shared goals, ultimately benefiting everyone involved. Importantly, inclusive leadership also emphasizes the importance of maintaining authenticity and recognizing the unique contributions of each individual.

Randel et al. (2018) says that inclusion is crucial to harnessing the benefits of diversity. Merely assembling a team or promoting individuals from minority groups to leadership positions is insufficient to guarantee positive outcomes, such as employee well-being and innovative behavior (Choi, Tran & Kang, 2017). According to Randel et al. (2018), inclusive leadership plays a unique role in enabling the benefits that other forms of leadership fail to sufficiently address. Inclusive leadership is instrumental in developing the collective capabilities of team members, fostering inclusive environments, and enhancing overall group performance. Jin, Lee, and Lee (2017) also support this notion. Nevertheless, inclusive leadership can sometimes be elusive and particularly challenging due to inherent tensions and the absence of clear guidelines, as well as the hierarchical nature of intergroup relations states Ferman (2021).

According to Pacey (2021), inclusive leadership does not involve treating all children in the same way. Instead, it emphasizes the importance of paying attention to the individual needs of each child. Whilst also recognizes and responds to the unique requirements of every child, ensuring they receive the support and accommodations necessary for their optimal development and inclusion.