

Sample Inclusion Policy

Statement of Intent

At _____ we actively promote inclusive practice in order to best meet the needs of the children, families and staff of our centre. All children are welcome to attend _____ regardless of ability, need, background, culture, religion, gender or economic circumstances. Through inclusive practice, we aim to reflect our wider community and promote positive attitudes to both the similarities and differences in each other. In order to achieve this, we actively engage with children, parents and other organisations as appropriate.

Procedures

Admissions

- In order to provide an open and accessible service for all children and families, admissions are accepted on a first come first served basis where possible or in line with stipulations of the national ECCE scheme. For further information, see our Admission Policy.

Valuing Diversity in Families

- Key Workers regularly engage with parents to facilitate information sharing and to ensure parents are involved in planning for their child's learning and development.
- Information sharing between staff and parents ensures a partnership approach which happens in the form of daily communications as well as scheduled meetings as required.
- Staff, children and parents work together to ensure that food served in our service meets the medical, cultural and dietary needs of each child.
- Parents and children are encouraged to contribute to various aspects of our service for example providing information or resources illustrating aspects of their lives, culture or community.

Accessibility and Flexibility

- An induction process is carried out for all families and children new to the service. This involves registration, information sharing about both the child, the service and the exploration of policies and procedures of the service.
- Because the need of each family and child can vary, the service will respond to individual needs where possible, for example, period of induction, times of attending the centre.

Representation and Participation

- The curriculum, activities, books, materials and environment are used to reflect the diversity of all children, families and the wider community. Where possible, these will be adapted as necessary to facilitate the inclusion of all children within the daily routine and activities of the service.
- Staff actively discourage stereotyping of gender, culture, background or ability by facilitating non stereotypical play, and through the use of non stereotypical resources and images.
- We strive to provide learning experiences that are meaningful to each individual child and recognise varying learning styles and abilities.

Staff

- The inclusion policy forms an important aspect of the recruitment of staff within the service. Applicants will not be excluded from being considered for a position based specifically on their need, background, culture, religion, gender or economic circumstances. (as pertaining to the Equality Act 2004). Positions will be offered based on competency, qualification and enthusiasm for the position.
- Upon commencement of employment, staff will be given a period of induction to the service. All staff will be made aware of inclusive practice within our service and it's importance.
- When possible, staff will attend training pertaining to inclusion, for example, behaviour management, equality and diversity, language development or special needs.

Date Adopted:	
At Meeting of:	
Signed:	
Reviewed:	

SAMPLE

This sample policy is developed by DCCC as a guideline document for childcare services .It is intended that the policy is adapted to suit each individual service. June 2009