



INCLUSION POLICY

This Policy is designed to ensure that the Nursery provides a high quality, flexible, inclusive and specialised childcare service that meets the needs of all the children within our setting. This Policy should be considered to be supportive of the Equal Opportunities & Diversity Policy (Policy No 204), Disability Discrimination Policy (Policy No 205), the Race Relations Policy (Policy No 206) and the Special Needs Policy (Policy No 303), to which the reader is referred:

The term "inclusion" is designed to ensure the equal and fair provision of services to all. These may include individuals with special educational needs and / or disabilities, those from minority ethnic groups and other diverse cultural groups, those whose mother tongue is not English, and those with specific medical or clinical needs. In this respect the Nursery has established the following policy standards:

1. To ensure that each child, regardless of family background, race or ethnic origin, creed, colour, or religion, has equal and consistent access to the same range of services, facilities, curriculum and resources within the setting, and to meet individual needs.
2. To create a friendly, caring setting where both adults (staff, parents, carers) and children are encouraged to have a positive self-image.
3. To enhance and improve staff awareness and appreciation of the beliefs, values and cultures of different ethnic groups which may directly impact upon both our employment policies for staff, and the services we provide for the children in our care.
4. To recognise the importance of parents / carers and families in the life of every child, to seek their views and to value their contributions.
5. To enable staff to address, challenge and eliminate discriminatory practices within the Nursery. This will include challenging unacceptable language, actions, beliefs and any stereotyping of any particular ethnic or cultural group.
6. To ensure that this ethos underpins the Nursery's overall management strategy. This will cross-reference the following:
 - 6.1 The recruitment and selection of staff. The Equal Opportunities Policy No 204
 - 6.2 Staff Induction Training.
 - 6.3 Welcoming a new child into the Nursery (Ref Policy No 300)
 - 6.4 Handling children with Special Needs (Ref Policy No 303)
 - 6.5 Planning activities for the children in line with the requirements of the *Early Years Foundation Stage, 2012*, as appropriate to each child.
 - 6.6 Addressing the requirements of the *Disability Discrimination Act, 1995* (Ref Policy No 205)
 - 6.7 Working closely with parents / carers to ensure that the appropriate care is delivered to the child. The *Partnership with Parents and Carers* (Ref Policy No 221)

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