

Inclusion Policy



PARKWAY PRE-SCHOOL

Aims

At Parkway pre-school we believe that all forms of prejudice and discrimination are unacceptable and we seek to embrace diversity in all its aspects. The pre-school aims to ensure that all actual or potential employees, children, families and students are treated equally regardless of ability, disability, medical needs such as long-term illness, family responsibility, race, colour, ethnicity, nationality, sexuality, religion or belief, gender. We will treat all children, parents, carers, staff and students with respect and dignity and seek to provide an environment free from harassment, bullying and victimisation.

Procedures.

- We will provide a stimulating, challenging and inclusive environment where all children can fully participate explore, play and learn together.
- We want all children to have the best possible learning opportunities and experiences.
- We welcome and actively promote inclusive practices and diversity, aiming to make the preschool accessible to all families who wish to use it.
- We work in partnership with families and other agencies, where appropriate, to support individual children's learning, aiming to provide effective support to meet every child's needs.
- The Manager and Special Educational Needs Coordinator (SENCO) are responsible for the implementation and annual review of our inclusion policy. They ensure that all staff, students and parent/carers are aware of the policy.
- We welcome discussion about individual children or any other matters arising from the policy.
- Our owner/manager is Gillian Dunne
- Our present SENCO is Melanie Canny.
- We welcome children with additional needs, special educational needs, emotional and physical needs and children whose first language is not English.
- We aim to provide play and learning opportunities, experiences and activities in which all children can participate.
- We have a caring and experienced staff with a wide range of skills and knowledge, enabling us to provide an inclusive environment where diversity is celebrated.
- All our staff are supported by our SENCO and Manager who work with children, parents, carers and outside agencies, as necessary. Our SENCO and Manager discuss individual children's needs fully with parents and carers to ensure that individual needs are planned for and met. Specialist resources, toys and equipment can be acquired should the need for this be identified.
- All parents and carers of children at Parkway pre-school can be assured that their concerns are taken seriously and will be discussed sympathetically.
- Staff are available for informal discussion at the end of sessions and longer appointments can be arranged if required.

- Through our system of regular observations, we can identify individual children in need of additional support; discuss these, in the first instance, with parents/carers and work together to devise a plan of action and support.
- Children who have an identified additional need on joining the setting will be welcomed and celebrated in the same way as all our children. An individual settling-in plan will be devised by the Manager, SENCO, Key persons and parents/carers. Appropriate levels of support will be offered and input and advice from other agencies and professionals will be sought.

Review September 2027