

1.17. INCLUSION POLICY

The program and practices at Highland Grove Preschool promote inclusion, independence and competence. Children have genuine and equitable opportunities to participate in all learning experiences within our program.

Highland Grove Preschool values individuality and difference. Interactions are always respectful and responsive to each child and meet individual children's needs. Educators model positive interactions, a sense of fairness and the understanding of the rights and feelings of others. Empathy and an appreciation of diversity are actively encouraged throughout our centre.

Families are encouraged to participate in the centre program and share their background, culture and experiences. These backgrounds are always warmly welcomed, appreciated and respected. The centre management and educators oversee visitors to our centre, ensuring that they support our anti-bias, inclusive practices.

Reading material and training opportunities are available for educators to continue their awareness of practical approaches to reducing bias and enhancing inclusion throughout our preschool community.

Educators keep detailed developmental records on all children and respond to their individual needs. Close attention is given to observing and recording children's development and learning so that children needing extra support or assessment are clearly identified.

Parents or caregivers are always asked permission before any further assessment is sought. Educators work co-operatively with families and other professionals (such as Speech and Occupational therapists and/or Early Intervention Staff) to form a Developmental and Inclusion Support Plan for the individual child.

An 'Inclusion Support Scheme' (ISS) is available for children who require a high level of support in an early childhood environment. This scheme follows a set of guidelines and may enable the centre to access an additional educator to support the teachers in the inclusion of the child into the preschool program. The inclusion of children with additional needs encourages positive attitudes for the entire community within our preschool.

Reviewed; 16/9/20

Source; Code of Ethics (2015) -Early Childhood Australia