

Inclusion Policy

Purpose

Our preschool is committed to creating a welcoming, respectful, and inclusive environment where every child feels valued, safe, and supported. We believe that all children have the right to participate fully in our educational program regardless of their abilities, backgrounds, identities, cultures, languages, family structures, or individual needs.

Policy Statement

We are dedicated to providing equal opportunities for all children and fostering an environment that celebrates diversity and promotes belonging. We recognize that every child is unique and will work collaboratively with families, educators, and relevant professionals to support each child's learning, development, and well-being.

Principles

Our preschool will:

- Welcome all children and families with respect and dignity.
- Value diversity and promote equity in all aspects of our program.
- Ensure children have opportunities to participate in all learning experiences.
- Foster a culture of kindness, empathy, and mutual respect.
- Address discrimination, bullying, or exclusion promptly and appropriately.
- Encourage positive relationships among children, families, staff, and the wider community.

Inclusive Practices

To support inclusion, our preschool will:

- Adapt learning experiences to meet individual strengths, interests, and developmental needs.
- Provide reasonable adjustments to support children's participation where appropriate.
- Use inclusive teaching strategies and accessible learning materials.
- Promote cultural awareness by incorporating diverse perspectives, languages, traditions, and celebrations into the curriculum.
- Encourage cooperative play and positive peer relationships.
- Maintain environments that are safe, accessible, and welcoming for all children.

Partnership with Families

We recognize families as children's first and most important educators. We will:

- Build respectful and collaborative relationships with families.
- Encourage open communication regarding children's strengths and support needs.
- Respect each family's culture, language, beliefs, and values.
- Involve families in decisions that affect their child's education and care.

Supporting Children with Additional Needs

Where appropriate, we will:

- Work with families to develop individualized support strategies.
- Collaborate with specialists and external agencies, with family consent.
- Monitor children's progress and review support plans regularly.
- Maintain confidentiality and respect the privacy of children and families.

Staff Responsibilities

All educators and staff are responsible for:

- Treating every child and family with respect and fairness.
- Promoting inclusive language and practices.
- Participating in ongoing professional learning related to inclusion, diversity, and equity.
- Identifying and addressing barriers to participation.
- Responding appropriately to concerns about discrimination or exclusion.

Anti-Discrimination

Discrimination, harassment, bullying, or exclusion based on disability, race, ethnicity, religion, gender, sexual orientation, family structure, language, socioeconomic status, or any other protected characteristic will not be tolerated. Any concerns will be addressed promptly in accordance with our policies and applicable laws.

Monitoring and Review

This policy will be reviewed regularly to ensure it remains current, effective, and aligned with relevant legislation, regulations, and best practices. Feedback from families, educators, and the wider community will inform ongoing improvements.