



INCLUSION POLICY

(This is one component of our Child Safe Environment Policies)

AIM

The Approved Provider, Nominated Supervisor and staff of the preschool ensure that all children and families will be given the opportunity for acceptance, belonging and participation within the preschool. The preschool values and provides an environment that promotes individuality and diversity.

PROCEDURE

The preschool will:

- Provide opportunities for Aboriginal and Torres Strait Islander children to see themselves, their identities and cultures reflected in their environment.
- Be culturally responsive including a genuine commitment to embed Aboriginal and Torres Strait Islander perspectives in all aspects of the curriculum.
- Be culturally responsive including respecting and working collaboratively with culturally and linguistically diverse children and families.
- Consider special conditions related to the enrolment and integration of children with additional needs.
- Discuss and consider all special conditions and requirements prior to children enrolling.

The staff will:

- Follow the Code of Conduct, Code of Ethics, National Regulations/Laws and EYLF at all times.
- Communicate with respect to all individuals including the parents/guardians, families, children, colleagues and the broader community.
- Promote a culturally responsive program.
- Provide opportunities through music, games, books, stories, posters, language, food, crafts, small groups and learning environments for the children to build an awareness of their own identity, and the diversity of their peers and community.
- Invite parents/guardians to provide information about their family beliefs and attend the preschool to share their skills/culture, as well as advise the staff about appropriate practices, relevant to their family.
- Provide and promote developmentally appropriate care plans for children with additional needs/circumstances.
- Provide a positive, inclusive, and comfortable environment for all children attending the preschool.
- Support the children in developing respectful, reciprocal, and high expectations relationships with their educators and each other.
- Support all children to become confident learners by encouraging them to test/explore their ideas and experience challenges and success.
- Provide current information about the world we live in.
- Encourage all staff to engage in professional learning on all cultures, indigenous people, disability, pedagogies, parenting approaches, and diversity.
- Explore each group's cultural diversity.
- Collaborate with supporting agencies when necessary or appropriate.
- Connect with local Aboriginal and Torres Strait Islander organisations to learn the 8 ways of learning, symbols, language and skills associated with embedding these perspectives in our daily practices.