

INCLUSION POLICY

As an Early Years provider, we at All Seasons Childcare Nursery provide essential learning to encompass and develop different cultures, policies and practices so as to include all learners.

At All Seasons we believe that learning, achievements, opinions and happiness of all our children, parents and staff matters. We encourage and promote a sense of community and offer prospects to all learners who may have never had the opportunity before. However, we recognise that all learners are not treated the same and for some this may be specific and sometimes require the help of other outside professionals. For example, DfES.

Educational inclusion is about providing equal opportunities for all learners, whatever their ability, age, gender, ethnic origin, religious belief, impairment, status, sexuality, or social or economic background. What matters are the provisions made for succeeding and tackling under achievers and over achievers in both rights.

It is All Seasons' responsibility to provide an inclusive environment to our children, parents and staff. As individuals, children and adults alike all require some form of support.

Educational inclusion should relate to all aspects of educational provision and not just the academic curriculum. It covers the hidden curriculum, after class activities, parents/carers' evenings, open evenings, enrolment, events, breaks and lunch times, work experience, trips, outings etc, as well as issues of exclusion and social inclusion.

OfSTED now uses the phrase "educational inclusion" to cover all the following groups:

- **Girls and boys, men and women**
- **Black and minority ethnic and faith groups**
- **Travellers**
- **Asylum Seekers and Refugees**
- **Learners with "special educational needs"**
- **"Gifted and talented" learners**
- **Children "looked after" by the local authority**
- **Sick children**
- **Young carers**
- **Children from families under stress**
- **Learners at risk of disaffection and exclusion**



The responsibility for the day-to-day implementation of the policy lies with All Seasons' Senior Management. All Seasons Childcare Nursery promotes and educates their staff through Induction Programmes and provides regular training and access to updates of any policy.

Not only does this policy apply to service delivery but also applies to employment. At All Seasons we ensure that our staff are provided with a wealth of opportunity and commitment and as so reflects the quality service that All Seasons provide to pupils and future customers.

All Seasons prepare and take responsibility for a welcoming environment for all and make regular steps forward in improving the setting of the nursery to boost involvement and contribution for our children and staff with disabilities.

Further details are available in our Special Educational Needs Policy.

At All Seasons we take pride in working with our parents to support all pupils. Parents recognise their child's strengths and weaknesses and by working closely with staff, will provide the child with that added security while placed at All Seasons. In addition, we appreciate that parents are fully involved and through their child's individual development they feel secure that their child is receiving the right care and attention.

Our staff and parents at All Seasons are fully aware of what is expected of them. However, with the help and guidance from external agencies, such as the LEA support services and the Dfes – Innovation for Inclusion and Enjoyment, we can be confident that everyone linked to our setting is given the best start in education and recreation.

Responsibility and Authority

The responsibility for the implementation of this Policy is detailed below.

- ✓ Responsibility for the achievement of this Policy rests with the Board of Directors.
- ✓ The Nursery Manager has the authority and responsibility to implement this Policy and monitor its effectiveness in the everyday running of the business. The person in charge will report the results to the Board of Directors.
- ✓ All staff are responsible for undertaking and owning their responsibilities in accordance with this Policy, and for its implementation within the governance of existing procedures.
- ✓ The Board of Directors is responsible for the development of guidance on the utilisation of this Policy.