



Inclusion

Aim

We intend our approach to inclusion at Horn End Nurseries will ensure that all individuals are able to participate in our curriculum and the social aspects of nursery. We aim to empower all children and ensure that the following 8 principles are adopted:-

(Ref Disability Equality in Education May 2002)

- A persons worth is independent of their abilities or achievements
- Every human being is able to feel and think
- Every human being has a right to communicate and be heard
- All human beings need each other
- Real education can only happen in the context of real relationships
- All people need support and friendship from people their own age
- Progress for all learners is achieved by building on things people can do rather than what they can't
- Diversity brings strength to all living systems
- Collaboration rather than competition

Procedure

- The built environment will be audited on an annual basis to ensure access is maximised and that any modifications are included in the development plan
- Access to the learning environment will be ensured by maintaining up to date information on adaptations e.g. Braille etc
- Disability issues will be considered when planning the curriculum. Resources and books will be available at all times which are non-discriminatory.
- All children will have access to positively portrayed images of disabled people. Disabled people will be invited into the setting to talk about their lives.
- A range of approaches to the curriculum will be used to ensure that different strengths and aptitudes of the children can be drawn upon.
- Where deaf children are accommodated we will make use of British sign language and access support through the early years special needs unit.
- We will ensure all information given to parents is accessible. We will use Braille, large print, and pictograms as necessary and enlist support from outside agencies as necessary.

- All name calling will be challenged and bullying will be unacceptable on the grounds of individual differences.
- We will encourage children to build relationships with each other and adults will support those children in need to form friendships.
- We will develop empowerment of disabled children by encouraging them to express their views. Disabled adults will be invited into the setting.
- Our physical development scheme of work includes all children. Activities will be adapted to ensure this.
- Our trips policy ensures that all children are able to participate fully in any planned outings.
- Outside specialists will be encouraged to come into Horn End in order to offer support to staff, parents, and children.
- Hygiene routines will be developed to ensure systems maintain a child's dignity.
- Staff will be instructed as necessary on medical procedures such as tube feeding or catheter use.
- Disabled staff will be encouraged to apply for posts. Access to work funding will be obtained as necessary.
- Staff will receive both external and in house training on disability issues on a regular basis.
- Parents will be consulted and involved in all aspects of nursery for their child.