St. Joseph’s Pre School Hindmarsh

POLICY DOCUMENT

Inclusion
INCLUSION POLICY

St Joseph’s Pre-school believes that every child has the right to have their individual needs met, to learn at their own pace and in their own way. Inclusiveness is a central part of the Pre-School’s philosophy and operations and we strive to ensure that it pervades all aspects of care. Whilst inclusion covers a broad range of areas at the Pre-school, we feel it important to state our procedures with regard to additional needs, gender and culture.

AIMS

- To provide an environment in which the individual development of all children is reinforced.
- To gather information from parents at regular intervals regarding their child’s needs and culture.
- To show diversity in the children’s environment on a daily basis.
- To extend staff skills and the Pre-School’s resource base in areas that promote inclusion.
- To increase our knowledge and resources by liaising with external bodies as appropriate.

ADDITIONAL NEEDS

1. Each child is welcomed as a valuable and important individual.
2. Children with additional needs are included in all aspects of the program and routine.
3. The Pre School actively promotes the acceptance and support of children with additional needs by the other children and families.
4. Staff will use positive language, encouraging children’s strengths and working with their individual needs.
5. Staff will work with parents and the child’s support professionals to ensure that child’s care experience and long-term plan is responsive to their needs and extends their abilities.
6. The Pre-School aims to build up its resources representing children and adults with additional needs, and to develop staff skills in this area through training and support.
7. Awareness of additional needs will be incorporated into any changes to the Pre School’s buildings.
8. The Pre-School encourages external input ad use of external resources, to support children with extra needs.

CULTURAL DIVERSITY

1. As stated in the Pre-school’s philosophy, families are the most important component of children’s lives, and the Pre-school recognises that it is vital that the culture, preferences and needs of each child and family are incorporated seamlessly into the broader program.
2. Culture is expressed on many levels. Staff are aware of this and work to integrate diversity through all of the Pre-School’s operations.
3. Staff endeavour to work in partnership with parents to ensure that children’s cultural values are known and reflected in the care they receive.
4. Staff regularly ask parents for information about their culture, and incorporate this into programs and practises. Information is sought informally and through parent feedback forms, child profile forms, and other written communication.

5. Cultural diversity is reflected in the environment, toys, books, posters and program.

6. Staff work with parents to learn and use key words in children’s home language.

7. Staff are encouraged to contribute their own diverse experience and skills to the program.

8. The Pre-school accessed support staff as required, through appropriate organisations for children from other cultures, and/or with English as a second language.

9. The Pre-school has access to resource organisations within the community. All staff have opportunities to use these resources to enhance the Pre-school’s programs.

GENDER EQUITY

1. Staff will use inclusive language with the children in the Pre-school’s publications.
   (E.g. Fire fighter as opposed to fireman).

2. The Pre-school will use non-sexist criteria in the evaluation and selection of books, posters and equipment.

3. The staff will encourage all children to participate in all experiences.

4. The staff will use pictures, books, stories and events that happen everyday life to discuss and help breakdown stereotypes.

5. When organising visitors representing occupations (e.g. police Officers, Emergency Services),
   The Pre-school will aim to have female and male representation when possible.

6. An understanding of gender issues will be part of selection of staff criteria.

7. The Pre-school will be considerate in its publications and the type of music and lyrics provided to the children.

“If our intention is pure and we have love in our hearts we shall have God with us,”
St. Mary of the Cross MacKillop 15.9.1890

Philip Schultz
Principal

Anne Burke
School Board Chairperson

Dated: June 2015