



Inclusion Policy including SEND and Equal Opportunities

"All providers must have arrangements in place to support children with SEN or disabilities". (EYFS 2024, 3.61)

Policy Statement: Inclusion

Fledglings Day Nursery and Fledgling Lodge, makes sure that it actively includes all children and their families and believes that every child should have the best possible learning opportunities. We recognise that some children may have particular needs or disabilities and we take specific action to support and encourage those children with a caring environment. We enable all children to participate fully in learning activities and experiences by providing a curriculum that responds to the individual development of each child. We work closely with parents and other agencies to monitor the child's progress carefully and provide effective additional support to meet the child's needs.

Procedure:

Staff provide a range of challenging and enjoyable opportunities for each child to learn and develop to their full potential, considering age and stage of development, gender, ethnicity, religion, home language, and ability.

Staff provide, and make sure that all children have access to, a range of books, toys and other resources which reflect positive images and examples of the diversity of life in our society.

Staff will work closely with parents to support the early identification of any needs and liaise with other agencies where appropriate to ensure individual children's needs are met.

The Nursery will ensure that all policies and documents are accessible to all. Staff will promote self-esteem and appreciation of others by celebrating the differences which make us all unique. Nursery management will regularly review the risk assessments to ensure accessibility and reasonable adjustments are made.

Staff will challenge racist and other discriminatory remarks, attitudes and behaviour from all children and adults with whom they have contact.

The Nursery is aware of all legislation and existing codes of practice produced by the Equality and Human Rights Commission, the Equality Act 2010 and the Children and Families Act 2014.

The Nursery delivers 2, 3 and 4-year-old Free Early Education and Care and gives the Special Educational Needs and Disability Code of Practice 0-25 years due regard.

Staff will promote the British values of democracy, rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs through the delivery of the EYFS.

Staff will be proactive in providing care to all children regardless of their individual needs and consider reasonable adjustments to equipment and routines where necessary.

Staff can give medication but where this requires medical or technical knowledge the Nursery management will ensure that they must have training by a healthcare professional before administering this.

Staff will regularly review, monitor and evaluate their practice and keep up to date by attending relevant training.