

ALTON COLLEGE NURSERY

INCLUSION POLICY

Inclusion is recognising that we are one even if we are not the same. "The benefit to one will be the benefit for all". It is about change.

All staff work together as a team, through management training and meetings, to promote this policy. Through discussion and training, staff develop awareness of the inclusion of all who attend at the Nursery.

At the Nursery, staff create a happy welcoming and friendly atmosphere which creates a welcoming environment for parents and children. Staff nurture their individual talents, skills, capacities and give the children and parents choices to live a life they value. We promote and encourage a sense of community to all children who may have never had the opportunity before, realising that not all children learn the same and some may require assistance from outside agencies.

We welcome and value support and guidance from outside agencies that could make a difference in enabling all children to experience success and achieve a positive start. This means giving equal opportunities for all, whatever their ability, status, social or economic background, age, religious belief, sexuality, impairment, gender or ethnic origin. Inclusion involves assuring that all support systems are available to those who need such support.

We appreciate and welcome parental support and involvement with learning abilities and disabilities. We feel this is essential as parents recognise their child's strengths and weaknesses, and parents working closely with staff gives the children a feeling of security and safety.

Education inclusion should relate to all aspects of the education provision (and not just curriculum) such as breaks, lunch times, trips, enrolment open days, parents/carers as well as issues of exclusion and social inclusion.

The Nursery Manager and responsible Executive Lead at the College are responsible for implementing this policy and monitoring its effectiveness. All staff are fully aware of the responsibility and the undertaking of the policy.

Ofsted uses "educational inclusion" to cover the following:

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

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| Reviewed: | May 2021 |
| Reviewed | July 2022 |