

INCLUSION POLICY/PROCEDURE

'Blackthorn Good Neighbours (BGN) is a Registered Charity, and is the employer for the purposes of this policy. References in this policy to "the employer" should be taken in all instances to refer to BGN'. Similarly all references made to 'Staff' are to be taken in all instances to refer to all paid employees of BGN.

This Inclusion Policy & Procedure has been compiled in line with the Code of Practice 2014 and the Equality Act 2010. BGN values have also been used to inform our inclusion policy.

At BGN we believe that every child should have the best possible opportunities and we therefore promote inclusive practice.

All staff at the setting work to provide children a broad balanced and stimulating range of learning and development opportunities which take into account every child's individual needs and stage of development with in the Early Years Foundation Stage Framework. Throughout this policy BGN aims to show their commitment to working with a range of professionals and other agencies to support children with SEND (Special Educational Needs and Disabilities).

BGN has a named Inclusion officer/s (SENCo) that has responsibilities to oversee the Inclusive practice. The person is Senior Designated Person. The responsibilities of this person are attached to this policy.

The aims of our Inclusion Policy are to:

- Promote equality of opportunities and promote positive attitudes for children and adults with Special Education Need and/or Disability.
- Challenge any discrimination or harassment of disabled children, young people, families and adults
- Create a culture where disabled people feel welcome and at ease in our setting.
- Ensure that all children are monitored and included in everyday activities, including routines, learning experiences and special events. Confidentiality will be adhered to at all times.
- Provide the opportunity for parents to discuss their child's needs with us when they join the setting so that we can plan the most effective provision through home visits and liaise with outside agencies, if required, and to also highlight any individual needs of the child and any information we would require with regard to SEND (See Special Educational Needs and Disability Policy)
- Provide resources that are bought with inclusive practice and SEND as a priority including communication/visual aids, sensory toys etc.
- Assign each child with a key person who will work closely with each child to observe, assess and plan for their individual needs, alongside 1:1 support workers as required and will support of SENCo.
- Assess the child through the Key person approach and the Early Years Foundation Stage Framework.
- Review each child's progress regularly by monitoring and reviewing their learning and development progress 6weekly.
- Enable all children to have access to the full early year's curriculum (EYFS) through careful and individualized planning, differentiation of activities/experiences and adaptations where required to the environment.

- Take in to account all aspects of the organisation of the learning environment, how children with SEND can be included in indoor and outdoor planned activities.
- Monitor and evaluate the effectiveness of the Inclusion policy through the children's learning and development progress.
- Value and respect children and families' views with action and feedback.
- Give children and young people the opportunity to develop both socially and emotionally.
- Work closely with parents and relay learning and development progress to them regarding their child. We will share information on home visits, at parents evenings, learning and developmental reviews and daily feedback E.g. verbally, communication diaries etc.
- Establish links with local schools and make the transition from BGN services to School a vital part in these links. BGN will ensure that the child's individual needs are discussed during a pre-arranged school transition meetings led by the SENCo and supported by the Early Years Specialist Support Service.
- Encourage staff to commit to undertaking training to develop their knowledge and skills in relation to inclusion and SEND. Staff will attend training courses organised by the LEA (Local Education Authority) and also take part in in-house inclusion training organised by the Inclusion officer (SENCo)
- BGN will work collaboratively with other Early Years and Health Professionals from external services to best support each individual child and to refer to appropriate services as required to meet each child's individual needs, helping families to access a range of services including educational psychologists, speech therapist, physiotherapy, occupational therapy, specialist support service etc.

Reviewed 23.2.18

Next review due Feb 2019