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| INCLUSION POLICY/PROCEDURE |

'Growing Together 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 Growing Together. Similarly all references made to 'Staff are to be taken in all instances to refer to all paid employees of Growing Together.

This Inclusion Policy & Procedure has been compiled in line with the Code of Practice 2015 and the Equality Act 2010. Growing Together values have also been used to inform our inclusion policy.

At Growing Together 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 Growing Together 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).

Growing Together has a named Inclusion officer/s (SENDCo) that has responsibilities to oversee the Inclusive practice. The person is also Senior Designated Person. The responsibilities of this person are attached to this policy in the appendix.

The aims of our Inclusion Policy are to:

* ﻿﻿Promote equality of opportunities and promote positive attitudes for children and adults with disabilities
* ﻿﻿Challenge any discrimination or harassment of disabled children, young people, families and adults
* ﻿﻿Create a culture where disabled people feel welcome and at ease.
* ﻿﻿Ensure that all children are monitored and included in everyday activities. 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 and liaise with outside agencies required, and to also highlight any individual needs of the child and any information we would require with regard to SEND.
* Provide resources that are bought with inclusive practice and SEND as a priority.
* Assign each child with a key person who will work closely with each child to observe, assess and plan for their individual needs.
* 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.
* Enable all children to have access to the full early year's curriculum (EYFS) through careful planning, differentiation and the assessment of individual planning process.
* 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 at pre-arranged open evenings, learning and development reviews and daily feedback e.g. verbally, diaries.
* 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 the transition period.
* 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.
* Embrace the support that our LEA Teaching Advisor/Area SENDCo can give us and to make ourselves available for meeting with them on a regular basis (termly). Through this support BGN Nursery will be able to access a range of services including educational psychologists, speech therapist and a child's services.

