

Inclusion Policy

Admissions -Our pre-school is genuinely accessible to children and families from all sections of the local community. We ensure that the existence of the pre-school is widely known in all local communities. We arrange our waiting list in order of date of birth and we keep a place vacant, if this is financially viable, in order to accommodate emergency admissions. We follow our Admissions Policy.

Employment -All vacancies are advertised. We will appoint the best person for each job. We will treat fairly all applicants for each job and all those appointed. Commitment to implementing the group's Equal Opportunities Policy will form part of the job description for all workers. We have resources to accommodate disabled applicants. Our Staffing and Employment Policy is also followed.

Families -The pre-school recognises that many different types of family groups can and do successfully love and care for children. The pre-school aims to offer support to all families, the pre-school offers a flexible payment system for families with differing means. We follow our Parental Involvement Policy.

Curriculum - All children are respected and their individuality and potential recognised, valued and nurtured. Activities and the use of play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the pre-school will ensure that both girls and boys have full access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others. We also work in liaison with the relevant agencies outside the group to meet the children's specific needs.

Resources - Our resources are chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multiracial society. Materials will be selected to help children to develop their self-respect, and to respect other people by avoiding stereotypes. This is accomplished by using images and words that reflect positively the contribution of all members of society. We also follow our Selecting Play Equipment and Toys Policy

Special Educational Needs - The pre-school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can

play in meeting these needs as they arise. Planning for pre-school meetings and events will take into account the needs of people with special educational needs and disabilities. We follow our Special Educational Needs Policy.

Discriminatory Behaviour/Remarks - Any discriminatory language, behaviour or remarks by children, parents or any other adults are unacceptable in the pre-school. Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated. We follow our Behaviour Management - Policy and Practice.

Language - Basic information, written and spoken, will be clearly communicated in as many languages as are necessary and possible. Bilingual/multilingual children and adults are an asset to the whole group. Parents will be encouraged to bring their culture through activities within the setting. Parents will also be encouraged to speak to children in their first language at home. Children and parents who have English as a second or additional language will be valued and their languages recognised and respected in the pre-school.

Food and Dietary Requirements - Working in partnership with parents, children's medical, cultural and dietary needs will be met. We follow our Diet Policy and Practice.

Health and Medication - We follow our Health & Hygiene Policy and Practice which includes Medication. To prevent the spread of all infections, adults in the group will ensure practices are observed in personal hygiene.

Monitoring and Evaluation - Our Policies and procedures are regularly reviewed and evaluated in staff and Committee meetings. We have regular visits from local outside agencies e.g. Ofsted and South Gloucestershire Council, who check that we put policies to practice and make any changes when necessary.