

# Bertram Hawker Kindergarten Inclusion Policy



## WE BELIEVE

Diversity is valued and strengthens our kindergarten community.. We provide access to a high-quality education that is free from discrimination. Our policies and practices respect and celebrate different ways of knowing and being. We all share responsibility for creating positive change and building a culture where everyone feels safe, included and respected. This includes children, parents, families and staff.

We recognise every child as a capable and competent learner. Every child has the right to participate fully in our program. There is an emphasis on collaborative learning and ways of connecting children in ongoing and supportive relationships.

The first step is consulting and collaborating with the learner, their family, other educators and health professionals. It is most successful when you build a trusting and respectful relationship with the learner and their families and get to know their strengths, interests, needs, learning preferences, language, culture, developmental level, social understanding, and emotional capacity. We work together to ensure an inclusive and supportive kindergarten.

## OUR INCLUSIVE PROGRAM

Provides a supportive and positive environment. Educators partner with families and other professionals to engage all children in learning.

Ensures we develop and adapt programs and practices in response to children and their changing needs. Staff receive training for emerging issues relating to inclusivity as new research and approaches are introduced

Assesses and documents children's learning and development using observations, photographs, individual learning plans and learning folders.

Focuses on the strengths and interests of the children and recognises and celebrates achievements.

Provides all children with the opportunity to develop greater independence and positive social interactions.

Supports life skills as children learn to get along with, show respect for and care for others. We support children to be comfortable with differences between people and see beyond differences to similarities.

## ADDITIONAL SUPPORT

Sometimes children and families benefit from additional support. Our kindergarten provides the following programs:

- Access to the Department for Education Support Services who work collaboratively with educators and families to support the child's teaching, learning and participation in the kindergarten program.
- Bilingual support for children with English as a second language who require support to fully access our kindergarten program.
- The Speech and Language Program, which provides a high level of support for up to seven children with severe specific speech and/or language impairment whose primary area of need is communication. This is provided in a way that allows for learning and development in other areas to be like that of other children their age.

***We welcome parents to contact any staff member for further discussion regarding this policy.***