

Inclusion Policy

Procedure Version	Version 21
Related Policy & Forms	Staff Development Policy, Recruitment Policy, Behaviour Management Policy, Admissions Policy, Partnership with Parent
Date of Issue	25 th March 2001
Date Reviewed	October 2022
Responsible for Implementation	Managers
Staff Involved	All staff in Crèches
Date for Next Review	January 2024
Person responsible for review	Policy & Procedure review team

Part 1 Policy

Regulation 19: Health, Welfare and the Development of the Child states registered providers must ensure the health, welfare and development of the child. This is achieved through implementing an appropriate programme and care practices that support the learning, development and wellbeing of each child, taking their individual interests and needs into consideration.

At Park Academy Childcare, we will ensure an inclusive culture, recognising that every child is an individual and has their own learning styles. We believe that all children are unique, but share many similarities, thus promising equality, and diversity throughout the early childhood service. Park Academy Childcare will promote and nurture the identity of each child attending and ensure that their emotional and physical well-being is always of paramount importance.

Park Academy Childcare actively seeks to support learning and participation that does not hinder or exclude individual children or groups of children. This policy represents the agreed principles and commitments for inclusion, in line with The National Equality, Diversity and Inclusion Charter.

Part 2 Procedure

2.1 Admissions

In order to provide an open and accessible service for all children and families, admissions are accepted on a first come first served basis where possible. For further information see our Admissions Policy. We will explore all options and risk assess any requirements for the needs of children to ensure we can accommodate to the wellbeing of each child.



2.2 Valuing Diversity in Families

- Staff engage with parents to facilitate information sharing and to ensure parents are involved in planning for their child's learning and development. We work in partnership with our parents.
- Information sharing between staff and parents ensures a partnership approach which happens in the form of daily communications as well as scheduled meetings as required.
- Park Academy Childcare supports families by striving to provide appropriate alternative meals that meet the medical, cultural and dietary needs of each child.
- We support children's ability, identity, cultural background and sense of belonging. Parents and children are encouraged to contribute to various aspects of our service for example providing information or resources illustrating aspects of their lives, culture or community. We respect and value each child's home language and display core words to support the child in the environment.

Accessibility and Flexibility

- A settling in period is carried out for all children who are new to the service. This involves registration and information sharing about both the child and the service.
- As the needs of each family and child can vary, the service will respond to individual needs where possible, for example, period of induction, and times of attending the centre for settling periods.





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