



# ALEXANDRA COLLEGE DUBLIN

## Alexandra College Preschool: Inclusion Policy

Alexandra College Preschool recognises and respects the rights of all adults and children in the Service. We value the ability, individuality and cultural background of all children by providing each child with the opportunities they need to reach their full potential as active learners within an inclusive ethos. Alexandra College Preschool aims to promote equality of access and participation and eliminate discrimination on grounds of gender, civil status, religion, disability and race. This policy represents the agreed principles in line with the Early Childhood Care and Education National Inclusion Charter.

### **Principle**

The policy is underwritten by the Child Care act 1991 (Early years Services) regulations 2016, the employment Equality acts 1998-2011, The Equal status acts 2000-2012, UN Convention on the Rights of the Child, the Disability Act 2005 and the Special Needs Act 2004.

### **Purpose of Policy**

To provide guidelines for the successful inclusion of children with additional needs and to promote diversity in Alexandra college Preschool.

Alexandra College has guiding principles for the inclusion of children with special needs We set out a consistent, effective, equitable, high quality and integrated approach with a clear sense of identity. We ensure that the physical environment is suitable. We have clearly defined enrolment procedures as set out in our admissions policies which endeavour to facilitate access for all children within the resources and expertise available. We endeavour to identify children with additional needs attending the service. We link in with AIM for advice and support. We provide appropriate physical and staffing resources within the budget constraints of the service. We ensure that there is a purposeful learning for the child with additional needs within the setting. At all times we ensure a collaborative family approach.

### **Equality and Diversity**

The UN Convention on the Rights of the Child 1991 States:

“It is the States obligation to protect children from any form of discrimination and to take positive action to promote their rights” We are aware that everyone’s tastes vary and thus each of us have a different way of doing things, different interests and ways of expressing ourselves. Alexandra College Preschool has a responsibility to show that they respect all children and their families regardless of ability, culture, beliefs and traditions. Staff are non -discriminatory and show no favouritism with any one child. Everyone in the community regardless of religious affiliation, political background, race, disability has access to the service.

## **The Curriculum**

All children are respected and their individuality and potential is recognised and valued. We provide activities and the use of play equipment which offer children the opportunities to develop in an environment free from prejudice and discrimination. Through the use of planning and the Curriculum, developmental opportunities will be given to children to explore and value similarities and differences between themselves and others. It is Alexandra College Preschool objective to support and encourage each child in their experience and guide them to embrace their own values and the values of others. This will set the child's foundations and shape the person they will become.

## **Resources**

We provide materials that reflect cultural and racial diversity. In Alexandra College Preschool we use a range of books, images, songs and experiences that reflect diversity.

It is important in Alexandra College Preschool, that all children and their parents/guardians feel welcome. We fully support girls with no English and we ensure inclusion by speaking slowly and simply demonstrating what is meant by the words.

Finally with respect to Social, cultural and moral values we provide an environment where children feel safe and secure. We encourage the girls to share and respect the property of others and to learn to accept the rules of play and rights of others. We also celebrate festivals from a variety of cultures.

**Review Date      May 2025**

Signed: \_\_\_\_\_

Signed: \_\_\_\_\_

(Chairperson of Board of Management)

(Principal)

Date: \_\_\_\_\_

Date: \_\_\_\_\_