

Inclusion Policy

Rationale – or why we do it

Here at Grosvenor Nursery School we want all of our children to have the best possible learning outcomes and experiences. We welcome and actively promote inclusive practices and diversity within our setting.

Intent

Our aim is to make our nursery accessible to all families who wish to use it.

We aim to promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people and an absence of harassment of disabled people.
- positive interaction and good relations between communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying.
- Mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

Legal Framework

As a maintained Nursery School, we are maintained by the Local Education Authority and are bound by the general and specific duties for a public authority.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

Recognising, respecting and valuing differences

We must not discriminate in our policies, practices or activities but they must take into account the differences in the experiences, outlook, background of our school community and take into account the kinds of barriers or disadvantage which people may face in relation to:

- Disability; so that reasonable adjustments can be made
- Ethnicity; so that different cultural background and experiences of prejudice are recognised

- Gender, so that the different needs and experiences of girls and boys and women and men are recognised
- Religion
- Sexual identity

We must prepare children for life in a diverse society. We must also acknowledge the existence of prejudice and take steps to prevent it.

Implementation

Within our nursery environment, we endeavor to provide an inclusive environment (indoors and outdoors) and curriculum that enables all children to fully participate in the activities and experiences on offer.

We work in close partnership with parents and other agencies, where appropriate, to support children's individual learning. We aim to provide effective support to meet every child's needs. Staff plan differentiated tasks for individuals and groups on the basis of need and understanding.

Further information for children with an identified Special Educational Need and/or Disability can be found within our Special Educational Needs and Disability (SEND) Policy.

Promoting equality in staff recruitment, retention and CPD.

As a Nursery School, the Local Authority is the actual employer of staff. As a Governing Body we implement the policies of the LA in recruitment and we ensure that policies and procedures benefit all in recruitment, promotion and continuing professional development (training) regardless of age, disability, ethnicity, religion, gender or sexual identity. The Headteacher and Governors are also trained in safer recruitment.

Impact

Our Headteacher and Special Educational Needs Co-ordinator (SENCO) are responsible for the implementation and annual review of our inclusion policy. They ensure that all staff, students and parents are aware and following the guidance within this policy.

Grosvenor Nursery School and Day Care 2023

To be reviewed June 2024