Policy – Inclusion

Document Control	
Responsible Officer: Executive Committee & Director	
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Statement

Burpengary Community Kindergarten provides responsive programs for children from diverse contemporary childhoods. Children growing up in Australia are experiencing new global contexts which offer challenges and possibilities for learning.
Burpengary Kindergarten is committed to inclusion, diversity and social justice. Burpengary Kindergarten provides inclusive programs responsive to children's individual needs. This is achieved through building collaborative relationships with children, families, community, support agencies and health professionals.
Through these relationships, all children can access and participate within the program. Inclusive environments benefit all children.

Definitions

Inclusion
Inclusion involves taking into account all children's social, cultural and linguistic diversity (including learning styles, abilities, disabilities, gender, family circumstances and geographic location) in curriculum decision-making processes. The intent is to ensure: all children's experiences are recognised and valued, equitable access to resources and participation, and opportunities to demonstrate their learning and to value difference (EYLF).

Additional needs
Adjusted and / or additional support, education and / or care is required to support: disability or impairment a gift or talent medical condition, illness, disease or disorder psychiatric condition, illness, disease or disorder a learning or developmental difficulty or disorder a culturally and/or linguistically diverse background being at risk or need of protection from harm, and family, social or environmental circumstances (e.g. grief and trauma).

Anti -bias
Anti-bias is the practice of inclusion, which accepts that all people are of value and should be respected. It supports challenging and confronting bias to support children and adults in responding to diversity.

Transdisciplinary practice
Transdisciplinary practice integrates the expertise and experience from several different and related professional disciplines to benefit children. Members of the team work together to

contribute knowledge and skills, collaborate and collectively determine the best outcomes for children.

Implementation

Burpengary Community Kindergarten will comply with relevant legislation, standards, funding and contractual obligations, including (but not limited to):

- Anti-Discrimination Act 1991
- Commonwealth Disability Discrimination Act 1992 and Amendments 2009
- Disability Standards for Education 2005
- Education and Care Services National Law and Regulations 2011
- The Child Protection Act 1999 and the Commission for Children and Young
- People and Child Guardian Act 2000
- United Nations Convention on the Rights of the Child (1990)
- Early Childhood Australia's Code of Ethics (2016)
- Early Childhood Australia's Statement on the Inclusion of every child in early childhood education and care (2016)
- Early Childhood Intervention Australia
- Practice Frameworks

Inclusion is an important responsibility of all Burpengary Community Kindergarten employees regardless of position. Inclusive practice is solutions focussed, strengths based and influences many aspects of service delivery, including (but not limited to):

- Enrolment Access and participation
- Building and facilities
- Equipment and resources
- Curriculum development, program delivery and evaluation
- Promotion and the protection of children's health, safety and wellbeing, and
- Partnerships.

Burpengary Community Kindergarten will support educators to build their professional and local knowledge through professional development, community engagement and understanding of local contexts through Australian Early Development Census data.

Burpengary Community Kindergarten will welcome all children and families, provide a sense of belonging, and continue to learn in cross-cultural ways, will endeavour to work in transdisciplinary ways to build partnerships and models of practice that will provide increased support for children, families, educators and other professionals.

Burpengary Community Kindergarten will create safe, well maintained and adaptive environments that are responsive to children's needs.

Burpengary Community Kindergarten will lead and advocate for inclusion, diversity and social justice.

Links to associated documents

Enrolment form	Kindergarten Inclusion Support Services (KISS) funding Form

Revision Record

Version	Approval Date	Authorised by	Effective Date	Review cycle	Next review date
1	March 2019	Claire Neville	March 2019	12 months	2020
2	March 2020	Josie Millerick	March 2020	12 months	2021
3	Feb 2021	Hayley Franks	Feb 2021	24 months	2023
4	Feb 2023	Aleisha Cuthbert	Feb 2023	24 months	2025
5	Feb 2025	Nikki Wakerley	Feb 2027	24 months	2027