



## Operational Policies

### 6.07 Inclusion Policy

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**Classification:** Teaching and Learning  
**Applies to:** All Staff  
**Approved by:** General Manager

**Date:** August 2023  
**Review Date:** August 2026

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#### **Purpose:**

- To ensure that the practices of the Association are inclusive and responsive to all children, regardless of their age, gender, socio-economic background, language, special needs, ethnicity, and abilities, as competent and confident learners

#### **References:**

- Licensing Criteria for Early Childhood Education and Care Services 2008 (C1, C7)
- <https://tewhariki.tki.org.nz/en/weaving-te-whariki/inclusive-practice/>
- <https://www.odi.govt.nz/nz-disability-strategy/>
- <https://ero.govt.nz/our-research/inclusion-of-children-with-special-needs-in-early-childhood-services>

#### **Definition:**

- Kaitiaki Kindergartens – is referred to as ‘The Association’

#### **National Education and Learning Priorities – NELPs considered:**

- **Objective 1: Learners at the centre.** Learners with their whānau are at the centre of education.
  - **Objective 2: Barrier free access.** Great education opportunities and outcomes are within reach for every learner.
  - **Objective 3: Quality Teaching and Leadership.** Quality teaching and leadership make the difference for learners and their whānau.
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## **Policy**

All those involved with the Association should feel that they belong and that they can make a contribution. We will acknowledge, respect and value individuals and groups thereby nurturing a positive sense of identity.

## **Practice**

The Association will take the following steps towards achieving inclusion for all of the children attending centres within the Association.

1. Teachers will demonstrate inclusive practice that provides equitable opportunities for each child. Children will be affirmed as individuals and encouraged to work with and alongside others.
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- 2 Teachers will support children to make decisions that affect them, and will respect and accept children's choices wherever possible.
- 3 Teachers will provide a wide range of learning experiences, equipment and resources that children can access independently.
- 4 Teachers will provide differentiations to the learning experiences and adaptations to the environment so all children are able to access meaningful learning experiences independently.
- 5 The Association will develop collaborative relationships with parents, whānau and other agencies/services to enable a child's participation and learning.
- 6 The Association will, via policies, procedures and practices, support teachers to actively identify and remove barriers to effective participation and learning.

Signed:

A handwritten signature in black ink, appearing to read 'Tara Solomon'.

Date:

05/04/24

Tara Solomon  
General Manager

**Endorsed by the Kaitiaki Kindergartens Board at the Board Meeting of 6 March 2024**