



Inclusion and Disability Policy, Incorporating Special Needs and Barriers to Learning

Date Policy Written: 12/2019
Date of current revision: 08/2022
Date of next revision: 08/2023
Person responsible: Esme Olyn

Aims and Intent

We do not discriminate against a child with a disability or refuse a child entry to our ABC Kidz Educare because of any disability.

The aims of ABC Kidz Educare Inclusion Policy are to:

- Provide an environment in which all children are supported to reach their full potential.
- Promote the Right to Education for Children with Disabilities.
- Facilitate the provision of quality Early Childhood Development to children with disabilities and special needs.
- Provide early identification of barriers to learning and address them.
- Provide guidance to the Practitioners, in terms of addressing social barriers that exclude children with the abovementioned disabilities.

Method

This policy will be implemented and updated by Esme Olyn, principal, and manager.

Key Facts

This policy is informed by the National Department of Social Development's Policy on disability, and it is underpinned by the following principles:

1. **Accessibility to:**
 - a. Quality ECD provision for all children.
 - b. Physical access, i.e. ramps and appropriate ablution facilities.
 - c. We are prepared to make changes to suit individual needs where possible.
2. **Support system for the children and their families.**
 - a. We provide parents with information on sources of independent advice and support.
 - b. We work closely with the parents of children with special educational needs to create and maintain a positive partnership.
 - c. We are willing to work in partnership with the child's therapist/s.
3. **Access to appropriate, independent services:** We will refer parents to appropriate service providers/therapists when the need arises.
4. **Inclusion:**
 - a. Their desire to participate in group activities motivates them to work harder on developmental goals.
5. **Early identification of barriers to learning, and recommending appropriate interventions.**
6. **Identify and meets the specific needs of any child.**
7. **Curriculum:**
 - a. Promotes self-respect and self-sufficiency.
 - b. Supports emotional and social development and integration.

- c. One of the objectives of our curriculum is to reduce eliminate bias because of disability, gender, race, ethnicity, and religion.
- d. We use the Birth to Four Years Curriculum to provide a broad, balanced and differentiated curriculums for all children with special educational needs.
- e. We are equipped to use sign language where necessary.
- f. We use visual aids every day.

8. Employment:

- a. The Practitioners at ABC Kidz Educare have the qualifications required to work with children with mild disabilities.
- b. We employ sufficient Practitioners to accommodate the individual attention and high-quality care that children with disabilities require.
- c. Endeavour to accommodate the needs of any staff member with a disability and will strive to adapt the facilities if possible.
- d. Our Employment Agreement ensures a commitment to diversity and equality.
- e. We ensure that the provision for children with special educational needs is the responsibility of all members of staff.
- f. All our staff are aware of this Disability Policy and are aware that the care and education of children with special needs is the responsibility of each staff member.
- g. We provide on-going training for practitioners.

9. Monitoring and Evaluation:

- a. We use the graduated approach to monitor and evaluate the children's progress and ensure that children with special educational needs are appropriately evaluated, taking their levels of ability into account.
- b. We monitor and evaluate the progress the children make in the classroom three times per annum.
- c. We ensure that parents are informed at all stages of their children's education.
- d. We monitor and review our policy, practice, and provision and, if necessary, make adjustments.

10. Food:

- a. Practitioners keep a daily record documenting the type and quantity of food a child with special feeding needs consumes and provide parents with that information.
- b. High risk foods, often involved in choking incidents, will not be served.
- c. For children younger than four years, these include:
 - i. Hotdogs, whole or sliced into rounds
 - ii. Whole grapes.
 - iii. Nuts.
 - iv. Popcorn
 - v. Raw peas
 - vi. Hard pretzels
 - vii. Spoonful of peanut butter
 - viii. Chunks of raw carrots or meat larger than can be swallowed whole
 - ix. Boiled sweets
 - x. Ice blocks.

This policy was adopted on 27 December 2019. At Braamfontein and is in full force and effect at ABC Kidz Educare. Where necessary all the parents have been informed of this policy. All our employees have a good understanding of the contents of this policy and if at any time any of the clauses in this policy are contravened, normal disciplinary sanctions, as per the Basic Conditions of Employment Act, will be taken.

Name and Signature 1:

Name and Signature 2:

Name and Signature 3:

References:

- <http://www.etu.org.za/toolbox/docs/government/dps.html>
- <http://www.saaled.org.za/R2ECWD/docs/Factsheet%209.pdf>