



## **Inclusion Policy**

In accordance with the New Brunswick Department of Education and Early Childhood Development, SpringRoots Early Learning and Child Care Centre is an inclusive centre, that welcomes everyone. Our policy reflects the Canadian Charter of Human Rights and Freedoms, which states that "All individuals must be treated equally, regardless of their race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability". We will work with families and staff to ensure that they are receiving any resources necessary, as the Canadian Human Rights Act also states that "employers and service providers are required to accommodate additional needs, including those people with disabilities (with exception to undue hardship)".

## **Our Philosophy for Inclusion**

- ❖ We promote positive interactions; we encourage respectful pro active and positive communication with teacher/child interactions, teacher to teacher, and teacher to parent collaborations.
- ❖ We promote an all-inclusive program, welcoming linguistically diverse families, from all backgrounds and abilities.
- ❖ We recognize the right of all children and families to participate regardless of ability, gender, race, religion, culture, sexual orientation or economic status.
- ❖ We strive to ensure that young children in our community have access to a quality early learning and care environment that is developmentally and individually appropriate regardless of differing abilities and needs. This will enrich our program, strengthen our community and help widen global awareness in children.
- ❖ We believe successful inclusion is based on increasing participation by removing barriers and building bridges and celebrating human diversity.

**At SpringRoots Early Learning and Child Care Centre Centre, our inclusion policies are based on the following principles.**

*Every child is welcome. No child will be excluded based solely on level or type of disability.*

*The centre provides a mainstream setting. The proportion of children with disabilities accepted into the program is roughly that which occurs in the surrounding community (10%)*

*All children and families will have the same enrolment options with regard to days and hours of attendance.*

*Necessary supports will be provided so that each child can participate in some way, in the whole range of learning, play activities and daily routines offered at the centre.*

*All families are welcome. The parents, or guardian's role in the care, well-being and development of their child is honoured and supported.*

*Staff, and families promote inclusive, accessible, affordable, quality childcare, at the centre, in the community, and as public policy. The centre advocates on behalf of individual children and their families to allow for their inclusion in the program.*

*Inclusion is successful when it is a positive experience, not just for the child and family, but also for educators, peers, and program. The centre will actively problem solve with all participants to achieve an inclusion process that is positive for all involved.*

SpringRoots Early Learning and Child Care Centre is honoured to have any, and all families in our wonderful community join our family. We will work with all families to ensure that their experience in our centre is welcoming and inclusive. For more information please look at Supporting All Children: Our Practices NB