

Inclusion and Diversity Policy

Lilliput Land Cooperative Nursery School
Reviewed October 2016

Purpose of the Policy

Lilliput Land Cooperative Nursery School (“Lilliput Land”) supports the principles of social justice. Children and families of all abilities and religious, cultural, linguistic and economic backgrounds will be treated equitably and will be valued and included in all aspects of the nursery school and the community. Our goal is to be accessible to all children and meet the individual needs of each child in our program.

Access

- Every effort will be made for children from differing backgrounds and abilities to meaningfully participate in the program.
- A child’s additional support needs will be identified and incorporated into the program.
- The physical environment will be set up to enable access of children with unique needs.
- Teachers will adjust routines, activities, and transitions to facilitate positive learning experiences for all children.

Participation

- An inclusive environment develops relationships, respect, dignity and a sense of belonging in all children.
- All children will be encouraged to play together and learn from each other.
- Additional supports will be accommodated in all aspects of the nursery school’s environment as needed
- Each child’s unique needs and range of abilities will be supported in the programming throughout the day.
- Programming and activities will be adapted when needed to meet a child’s individual needs.

Support

- School policy, practices, and programming reflect and support the differing needs, desires, priorities and backgrounds of each family and child.
- Teachers will speak with families daily about the child’s day.
- The relationships among teachers, families and support providers are based on trust, respect and open communication.
- The expertise of families, teachers and support providers are all valued in the best interest of the child.
- Staff will be supported in pursuing professional development devoted to supporting inclusion and diversity in the child care centre.

Individualized Support Plans

- Support plans are developed by the Resource Consultant from CMHA in conjuncture with Lilliput staff, parents of the child and any regulated health professional or other person who works with the child in a capacity that would allow the person to help inform the plan (ex. SLP, OT, etc.)
- All staff will be familiar with the individualized plan and will sign off on having read it
- Goal monitoring sheets will be completed by staff every day the child is present in the program
- Support plans will be reviewed yearly or as necessary