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OTHER DOCUMENTS/ LEGISLATION TO BE REFERENCED:	<ul style="list-style-type: none"> • Health and Wellbeing Policy

Purpose

The Diocese of Maitland-Newcastle (the Diocese) is committed to the delivery of services consistent with the principles and standards detailed in the resource Integrity in the Service of the Church and ensuring that these services support the health and well being of children in our care.

The purpose of this policy is to state how St Nicholas will meet the needs of all children at the service in a fair and inclusive manner, including children with additional needs.

To provide a educational environment that is free from bias and prejudice in which children learn the principles of fairness and respect for the uniqueness of each person.

Policy

St Nicholas welcomes all children and aims to provide an inclusive environment which caters to the needs of all children.

St Nicholas will also monitor programs and practices to:

- take a flexible approach to education and care
- make appropriate expectations for each child

- assist staff to develop the relevant skills and knowledge for working with all children and their families, and
- support staff to make contact with specialist services as needed.

Definitions

For the purpose of this policy:

- Inclusion means ensuring that all children can participate and feel they belong. It refers to the right that every child has to be part of an educational community, is able to join in activities and have a say in what happens to them.
- Additional needs means children whose development, in one or more of the following areas, needs specialist support - mobility, expressive and/or receptive communication, social behaviour, behavioural control, fine/gross motor skills, vision, hearing, self-care, cognitive skills.

Scope

The policy relates to

- All children, including children with additional needs, as defined above, who are attending or whose parents/guardians are seeking care at the service.
- Parents/guardians of children, including children with additional needs, who are attending or seeking to attend the service.
- The staff, volunteers, students and any other persons involved in the care and education of children at St Nicholas.

Policy Context

This policy should be read in conjunction with Behaviour Guidance and Child Orientation Policies.

Relationships to Standards

Std 1: Education Program and Practice

Std 5: Relationships with Children

Std 6: Collaborative Partnerships with Families and Communities

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Responsibilities

The Service Director/Nominated Supervisor is responsible for conducting routine checks to ensure staff compliance with the policy.

The Area Service Manager is responsible for the review and implementation of actions to ensure inclusive practices are being implemented.

All employees (paid or unpaid) are responsible for the application of the policy and inclusive practices are implemented in the service.

All families are responsible for supporting the inclusive philosophy of St Nicholas.

Legislative/Professional Guidelines

Education and Care Service National Law Act 2010.

Education and Care Service National Regulations (Amended 2018).

Child Wellbeing and Safety Act 2005

United Nations convention on the rights of the child

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