



Leadership Team Guide: Creating an Inclusion Policy

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What is an Inclusion Policy, anyway?

A well-developed Inclusion Policy explains why inclusion is important and outlines procedures to ensure educators have the necessary skills and confidence to use inclusive practices with all children. It should be based on the principles of inclusion and adapted to fit each program's unique circumstances. This is a "living document" that guides everyday decisions that support children's belonging.

What's the point?

- Communicates your beliefs and values around inclusion to educators and families.
- Provides educators with direction and support as they begin to implement inclusion practices.
- Ensures children of all abilities can participate meaningfully in Early Learning and Childcare Programs and learn and play with their peers.
- Upholds the human rights of all children and families to have access to quality inclusive Early Learning and Childcare.

How do I do this?

- Have the Leadership Team watch the pre-recorded ASaP webinar, "Creating an Inclusive Policy."
- Work with educators to identify beliefs and values around inclusion.
- Review the principles of inclusion (Access, Support and Participation) and identify what structural supports are available in your program to support inclusion.
- Create a draft Inclusion Policy that embraces the diversity of all children and families and provides guidance for educators on how to work together to support inclusion.
- Share draft policy with others (i.e., families, board of directors, etc.) to get their input.
- Review current policies (i.e., child guidance, challenging behavior) to ensure they reflect inclusion of all children and families.
- Ensure positive and inclusive language is used in all policies (i.e., people first, strengths-based).
- Ensure procedures and systemic supports (i.e., use of screening tools, ongoing professional learning, etc.) listed in policy are being implemented in your program.

- Review and revise your policies on a regular basis.
- Provide ongoing support and training to your Leadership Team on diversity, equity, and inclusion.

How can ASaP support you?

- Provide resources and videos to use with Leadership Team to reflect on topic of inclusion.
- Guidance and resources to help you create (or review) your inclusive policy.

"In early childhood communities that value equity, each member has the opportunity to participate and have one's perspectives heard. Equity means that each member of the community receives what is needed to participate and contribute."

Makovichuk, Hewes, Lirette & Thomas, 2014, p. 20.

