***Inclusion Policy***

**Policy Statement**

Petitcodiac Boys & Girls Club/Tiny Tykes Childcare Centre welcomes all children and is committed to providing developmentally appropriate early learning and development experiences that support the full access and participation of every child. We believe that each child is unique and work in partnership with families and other professionals involved with the child to provide the support every child needs to reach their full potential.

**Procedures:**

**Admissions/Waiting List**

Children of all abilities are accepted into Petitcodiac Boys & Girls Club/Tiny Tykes Childcare Centre and families interested in having their child attend the program will be given an equal opportunity for enrollment. A waiting list may be maintained, and children will be accepted from the list on a first come first served basis.

**Inclusive Enviroment**

Early Childhood Educators at the Petitcodiac Boys & Girls Club/Tiny Tykles Childcare Centre use developmentally appropriate practices and consider the unique needs of all children when planning. Staff will make every attempt to make any adaptations or modifications necessary to meet the needs of all children. Schedules, routines and activities are flexible and early childhood educators will work with therapists, special educators and other professionals to integrate individual accommodations, modifications and strategies into classroom routines and activities. Any adaptations will be reviewed with families and other professionals supporting the child.

Petitcodiac Boys & Girls Club/Tiny Tykles Childcare Centre acknowledges and respects the priorities each family has for their child. Families are encouraged and supported to collaborate with staff to ensure that each child has an opportunity for optimum success. Petitcodiac Boys & Girls Club/Tiny Tykles Childcare Centre will communicate with each family daily and have regulr meetings to dissus the child’s successes and challenges.

**Professional Development and Support for Staff**

Training and support are provided to ensure that all staff are comfortable, confident and competent to meet the developmental and education needs of all children. All staff receive an orientation on inclusion policies and attend training focused on effective inclusion and/or other disability topics whenever possible. The director provides additional support and resources as appropriate.

**Collaboration with Other Professionals**

Many children with disabilities or other special needs are supported by developmental and educational professionals such as thearpists. Petitcodiac Boys & Girls Club/Tiny Tykles Childcare Centre welcomes those professionals and works with them to assure the child’s success. The service provider is encouraged to provide services to the child in the context of the early childhood classroom environment and the child’s teacher and the service provider work collaboratively to determine the best strategies to support the child in the group setting.

***Inclusion Policy***

I declare that as an employee of the Petitcodiac Boys & Girls Club Inc., I have read the Inclusion Policy and will support all children in our centre.

Employee’s Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,20\_\_\_

Program Managers Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,20\_\_\_

To access the above documents, go to the Salisbury Club’s website [www.bgcsalisbury.com](http://www.bgcsalisbury.com) and click on the Employee & Volunteer Sign Up / Log In button. Once you have completed this step, the Executive Director will get a email asking for permission for you to access this part of the website.

