

# APEEE Inclusion Policy

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## 1. Introduction

To comply with the United Nation Convention on the rights of persons with disabilities, the Parents Association (APEEE) of the European School of Ixelles (EEB III) should ensure the full and equal enjoyment of all children to its services by supporting and facilitating equal access to all.

The APEEE wishes to the extent possible to promote an inclusion policy where children with certain disabilities or special health care needs should be able to actively participate in recreational, social, cultural and sportive opportunities as anyone else.

We aim at:

- Treating pupils with special needs no less favourably as others;
- Promoting a secure and collaborating environment where all are accepted;
- Collaborating with pupils, parents and other relevant partners to direct reasonable adjustments which might be required to ensure that pupils with special needs can benefit from our bus service, eat at our canteen and attend our extracurricular activities if they would wish to do so;
- Drawing up plans when required to ensure accessibility of our services to all.

## 2. Definition

Inclusion means:

- Offering the same opportunities to all children;
- Adopting the required measures to the extent possible to avoid excluding anyone;
- Fostering real efforts to understand and accommodate differences;
- Providing a safe and socially comfortable environment for all;
- Being open to minor changes when possible that facilitate full access to our activities;
- Taking into account the best interest of the children.

## 3. Principles

### a. Identifying the accommodations needs

The inclusion accommodation needs assessment will be conducted based on the medical questionnaires carried out during the enrolments by each sector or on information provided

by the parents on the medical condition of their children. The sector management committee will have the responsibility of assessing to which extent the inclusion could be possible.

When necessary the management committee should seek advice from the school's medical service.

The management committee will assess and propose the accommodations that are most appropriate to welcome the children. However, the management committee reserves the right to refuse the enrolment to its service, if the inclusion represents a high risk for the children and or the APEEE. Any refusal should be based on substantiated reasons and notified to the Executive Committee and Executive Board.

### **b. Implementing the accommodations**

The adjustments needed could include:

- Adjusting the settings of rooms or table height;
- Adjusting rules or practices;
- Proposing another activity that is deemed more compatible with the children's conditions;
- Providing training for staff or volunteers on topics such as diabetes, epilepsy, asthma, etc.
- Hiring special help at the cost the APEEE to support the children in need

In the event the inclusion of a child will require hiring special help, the management committee will present the case to the Executive Committee of the APEEE with a financial analysis of the related costs.

The Executive Committee will then decide on a case-by-case basis whether the costs for the inclusion of the identified children will be borne by the APEEE social fund or by the sector welcoming the children.

In any case, the financial costs borne for this inclusion policy should be limited to a maximum of 2.000 Euros per year and per sector. However, the Executive Committee may on a case by case basis decide to increase this limit if they deem it necessary.

We believe this approach will allow every child to feel valued and included whilst allowing the APEEE to promote equal opportunities and embrace diversity.

This Inclusion policy will be reviewed at least once per year to adjust and address the needs accordingly.