



Additional support needs policy

Clyde Nursery Ltd is committed to the inclusion of all children and provides a positive and welcoming environment where children are supported according to their individual needs. All children have the right to be cared for and educated to their full potential, to enable them to share opportunities and experiences, as well as develop and learn from each other.

Clyde Nursery Ltd uses the GIRFEC approach – Getting It Right for Every Child – a programme which aims to improve outcomes for all children and young people. The GIRFEC approach is designed to be flexible enough to support all children and families whatever their need, whenever they need it. It is about responding in a meaningful, supportive way, working with parents wherever possible. It considers that everyone involved with the family has an important part to play and puts the wellbeing of the children and families at the heart of any support. To do this, eight indicators of well-being are used: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. These are often referred to as the acronym “SHANARRI.” These indicators represent the basic requirements that all children need to grow and develop. They are used in the planning process for any child in need to ensure the best possible outcomes for children to improve their life chances and well-being. There is a Clyde Nursery Ltd GIRFEC and National Guidance for Child Protection in Scotland 2023, which provides more specific information.

The GIRFEC approach enables practitioners to meet the needs of children and young people, working together where necessary to ensure children reach their full potential. It promotes a shared approach and accountability that:

- Puts the best interests of the child at the heart of decision making.
- Takes a holistic approach to the wellbeing of a child.
- Works with children, young people, and their families on ways to improve wellbeing.
- Advocates preventative work and early intervention to support children, young people, and families.
- Believes professionals must work together in the best interests of the child.

All children with additional support needs have a right to a broad and well-balanced education. The Additional Support for Learning Scotland Act 2009 therefore places a duty on Clyde Nursery Ltd to ensure that every child and young person with additional support needs receives the help they need to benefit from education.

Children and young people have additional support needs if for any reason they cannot benefit from education without support. Additional support needs include a child who:

- has speech and language difficulties.
- is living in difficult family circumstances.
- has emotional or behavioural difficulties.
- is particularly able and requires further challenge.
- is at risk of social exclusion.
- has English as an additional language.
- has a disability or medical condition.
- has general or specific learning difficulties.

Clyde Nursery Ltd is committed to:

- developing a Child's Personal Care Plan by working alongside parents/carers in the provision of their child or children's individual needs to enable them to reach their full potential.
- working with any child who has a specific need or disability to enable the child to make full use of the Nursery's facilities.
- facilitate, where necessary, meetings/access with external agencies to optimise the additional support provided/required.

Clyde Nursery Ltd aims to provide appropriate learning opportunities for all children in our care. All staff caring for children with additional support needs, must demonstrate a sound knowledge of, and practice a good understanding of, the stages of children's development and learning. Where appropriate additional staff training will be provided to ensure children's individual needs are met.

The findings from informal and formal observations must be carefully recorded by relevant staff to contribute to a comprehensive assessment and development record of achievement for each child.

A Key Person finding a child's assessment and development record/learning journal is not meeting or is excessively surpassing developmental milestones in areas of physical, cognitive, language or emotional and social development within the expected time frame should report their findings to their Team Leader. The Team Leader, in conjunction with the Nursery Manager, will personally observe and assess the child to identify any additional support needs they might need to benefit from education. Argyll and Bute Council Education Authority Early Stages Teacher or Network Support Team may also be consulted. Staff will work alongside other professionals and parents to devise individual education plans with achievable targets tailored to the child's specific needs, interests, and development.

Every child in nursery requires a written Chronology of situations or events which have been or are currently significant in their lives. This should be attached to the Child's Personal Care Plan. If deemed necessary and in partnership with parents/carers, an appropriate staged intervention and multi-disciplinary approach will be sought in line with

Argyll and Butes Council's Additional Support Needs and Social Inclusion Policy & Procedures.

If reports from psychological services, state additional support on a one-to-one basis is recommended for the child, the necessary funding will be requested from Argyll and Bute Council where appropriate.

Key Persons will be responsible for observing, assessing, and planning activities in accordance with the targets set in the Individual Education Plan.

The Nursery Manager will be responsible for co-ordinating and arranging review meetings to which parents and other agencies will be invited in line with GIRFEC recommendations.

Clyde Nursery Ltd always considers the welfare of the child to be of paramount importance in making decisions affecting the child.

A copy of this policy is available to view in the Policy Folders held in the Nursery Office and Nursery Playrooms.

Reviewed: January 2026

Date of next review: January 2027

Appendix: Child's Personal Care Plan
SHANARRI Document
Child's Chronology
GIRFEC Policy (see policy in folder)