

The Strategic Inclusion Plan (SIP)

Barriers, Strategies and Actions FAQs



What are the steps to addressing the Barriers to inclusion in a care environment?



Each care environment within a service can be included in the SIP. For each care environment the service will complete an Inclusion Profile and identify the Barriers to inclusion. The service will then develop and implement Strategies and Actions to address the Barriers to facilitate inclusion of all children in the care environment.

How many Barriers, Strategies and Actions should be in our SIP?

The number of Barriers identified, and Strategies and Actions developed will differ depending on the particular care environment.

As a minimum, it is expected a service considers the full range of Barrier Categories when determining the Barriers to inclusion, rather than only Child Specific Barriers.

Barrier Categories also include:

- Educator
- Programme Structure
- Parent Concerns/Expectations
- Physical Environment and
- Supervision of All Children

Addressing Barriers to inclusion across the Categories will assist the service to adjust the program, environment and practices to include all children, rather than expecting children to change to fit the program.

For **every Barrier** to inclusion identified there must be **at least one Strategy** identified to address that Barrier. There will usually be multiple Strategies needed to address one Barrier.

For **every Strategy** there must be **at least one Action** identified to implement the Strategy. There will sometimes be multiple Actions needed to implement one Strategy.

Why are Actions important?

Actions show on a day to day basis what educators will do to implement their strategies to reduce or remove any barriers to inclusion in the care environment.

If a service is applying for the IDF Subsidy for an Additional Educator the actions will show why the increased educator to child ratio is needed, including **what educators will do** and **when they will do it**.

How do Actions help services to decide how many days and hours of IDF Subsidy they want to request?

It is expected that an additional educator would not be required for all the hours a child with ongoing high support needs attends the service. Services, with support from their Inclusion Professional, will decide on the actions to be implemented to address the barriers to inclusion. This discussion and completion of the specific Actions in the SIP will assist services to decide **how many days** and **how many hours** of IDF subsidy each day they need.

How specific should Actions be?

As Actions are implemented to reduce or remove barriers to inclusion, they are **specific to the care environment**. Actions should detail the **specific** tasks and approaches educators will implement and **what times of the day** they will be implemented.

Educators reading an Action should be able to implement the Action based on the detail provided in the Action Item, including the Resources listed.

How do I write an Action?

When writing the Action on the IS Portal, it is recommended services, as a minimum, include the information below:

- 1. Give a **brief description** of the action item (provides an overview of the action/step educators will take towards implementing the strategy)*
- 2. Outline **how and when** your service will implement this action (outlines how the action will be implemented/what educators will do/when will they do it)*
- 3. Outline what **resources** will be used to implement this action (states what specific resources educators will use to implement the action)*

How do I use the information in the SIP on a daily basis in the care environment?

The Strategies and Actions in your SIP need to be implemented on an ongoing basis in the care environment over the 12 month period. Barriers, Strategies and Actions can be updated at any time throughout this period and Progress Notes can be added to the SIP under the Actions.

To ensure all educators have access to the information in the SIP you can:

- take screenshots from the IS Portal,
- or cut and paste the information into a paper based SIP available via the link https://docs.education.gov.au/system/files/doc/other/strategic_inclusion_plan.pdf

In the future a print version of your SIP will be available through the IS Portal.

Considerations for developing Actions

When developing **Actions** consider the following:

- What will educators do to support the **participation & engagement** of **all** children in the programme alongside their **peers**?
- What **specific actions** do educators need to implement to facilitate inclusion and at what **times of the day**?
- What can educators already do **without additional support**? Is an **increased educator to child ratio** needed? **When** is this needed?

