

Inclusive Education Toolkit



www.rightsinaction.org.au



WHO IS THIS TOOLKIT FOR

This toolkit is designed for parents and caregivers of children with disabilities.



WHAT IS THIS TOOLKIT FOR

This toolkit is designed to enable you to advocate for your child by clearly explaining your rights and responsibilities, as well as your child's, within the education system.

WHAT THIS TOOLKIT COVERS

This toolkit:

- Assists you to advocate for your child or a child in your care
- Offers ideas on how to communicate with your child's school or education service
- Explains how education services support your child's learning and participation
- Provides useful links and resources to assist you in the advocacy process



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WHAT IS INCLUSIVE EDUCATION?

Inclusive Education means:

That every student, including students with disabilities, is welcomed by their school, and supported to reach their full potential.



Inclusive Education is:

- **A Human Right**
- **Supported by law**
- **Ensuring all children learn the same curriculum, with appropriate support and adjustments**

WHY INCLUDE?

- **It's the law!**
- **Improved behavioural development**
- **Greater independence**
- **Enhanced communication and language development**
- **A more positive sense of self and self-worth**
- **Greater social development and the opportunity to develop friendships**

INCLUSION AND THE LAW

In Australia, the Disability Discrimination Act 1992 ensures equal access by people with a disability to education by making it against the law for an educational authority to discriminate because of disability. State Equal Opportunity Laws also offer discrimination protections.



1) It is unlawful for an educational authority to discriminate against a person on the ground of the person's disability:

- By refusing or failing to accept the person's application for admission as a student
- By denying the student access, or limiting the student's access, to any benefit provided by the educational authority; or
- By expelling the student; or
- By subjecting the student to any other detriment.

WHAT ARE MY CHILD'S RIGHTS?

**HUMAN
RIGHTS**



YOU HAVE THE RIGHT:

- To a quality education
- To have access to the same opportunities as other children in your school
- To submit an application, gain acceptance, and enrol in a school of your choice.
- To participate in all aspects of the curriculum and school programs
- To take part in learning experiences
- To learn in an environment which is safe, free from harassment and discrimination
- To use support services such as school counsellors



COLLABORATING WITH YOUR CHILD'S SCHOOL

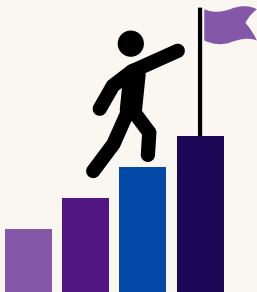
- Organise a meeting with your child's school
- Establish healthy communication and a positive relationship with the school
- Provide the school with a clear outline of your child's needs
- When meeting with your child's school, ensure you are prepared. Make notes on what you would like to discuss
- Be mindful that not all requests may not be achievable. The school may have ideas on how to support your child which differ from your ideas



SETTING GOALS

When setting goals for your child, it is sometimes beneficial to ask yourself:

- What are my child's strengths and abilities?
- What areas does my child need more assistance in?
- What are my child's individual needs?
- What would my child's ideal school day look like?
- What does my child need to ensure this happens?
- What would I like my child to be able to do when they finish school?



PLANS AND PROGRAMS TO ASSIST YOUR CHILD

An Individual Learning Plan (ILP)

Created by schools to support children facing difficulties in improving their skills at their own pace. It addresses specific educational needs and ensures effective teaching. ILPs are used for children requiring additional or different support compared to their peers. Involvement of the child and their parents or carers in discussions and reviews is encouraged.

Also known as an Individual Education Plan (IEP)

Early Childhood Development Program (ECDP)

A program the Queensland Government's Department of Education provides to support children with disability from birth to five years.



PLANS AND PROGRAMS TO ASSIST YOUR CHILD

Early Childhood Development Program (ECDP)

An ECDP is a program the Queensland Government's Department of Education provides to support children with disability from birth to five years.

Early Childhood Guidance Program Pilot

A program to provide resources and support to enhance educator capability in positive behaviour guidance and protective behaviours for children in regulated Early Childhood services.

Kindergarten Inclusion Service

A program to provide resources and support to enhance educator capability in positive behaviour guidance and protective behaviours for children in regulated Early Childhood services.

Kindergarten Inclusion Support Scheme

The Queensland Government supports inclusive kindergarten programs that cater to the diverse needs of the community, including children with disabilities.



INDIVIDUAL LEARNING PLANS (ILP)

An **Individual Learning Plan (ILP)** is important for any child with a disability or developmental delay. This document explains the support your service will provide to the child and records adjustments made under the Disability Discrimination Act 1992.

The **Individual Learning Plan (ILP)** should be developed collaboratively with the child's family and is essential in the assessment and planning cycle. It should be regularly updated and reviewed at least every six months.

The **Individual Learning Plan** helps track developmental progress and aligns with the Early Years Learning Framework (EYLF) and My Time, Our Place (MTOP) principles.



INDIVIDUAL LEARNING PLANS (ILP)

An Individual Learning Plan (ILP) is important because it:

- Develops tailored learning programs for students
- Tracks progress against short-term SMART goals to achieve long-term objectives
- Shares information among schools, families, and support professionals
- Identifies necessary resources for student success, like visual aids or audiobooks
- Promotes student confidence and engagement
- Ensures schools meet their legal obligations under the Disability Discrimination Act 1992 and Disability Standards for Education 2005.



EARLY CHILDHOOD DEVELOPMENT PROGRAM (ECDP)

Early Childhood Development Programs aim to support children's early learning and help develop valuable skills children need to be successful learners now and as they transition to school.

There are 102 ECDPs based at state schools. Your child does not need to attend one of these schools in the future to attend an ECDP.



For more information about accessing an ECDP, contact your local Department of Education regional office or your local ECDP

EARLY CHILDHOOD PROGRAM PILOT

The **Early Childhood Program Pilot** supports educators in providing care and education to children by:

- Encouraging self-expression and opinion sharing
- Fostering self-reliance and self-esteem
- Maintaining children's dignity and rights
- Offering positive reinforcement for acceptable behavior
- Considering family, cultural values, and individual development
- Facilitating respectful interactions and relationships among children and with staff.

KINDERGARTEN INCLUSION SERVICE

The **Kindergarten Inclusion Service** is designed to:

- Enhance the confidence, knowledge, and skills of educators to foster inclusive learning for children with additional needs in kindergarten.
- Offer practical support and information on educational adjustments and expectations for these children.
- Provide current research and best practice advice for educators regarding children with additional needs.

Services which can access the program:

- Sessional kindergarten services
- Long day care services with an approved kindergarten program
- State delivered kindergartens



KINDERGARTEN INCLUSION SUPPORT SCHEME

Funding for the Kindergarten Inclusion Support Scheme is provided to kindergarten services by their nominated funding bodies



NDIS EARLY CHILDHOOD EARLY INTERVENTION (ECEI)

The **NDIS Early Childhood Early Intervention** community partners provide information and advice about supports and services available in your local community, and can work with children to provide short-term early intervention supports and help families access an NDIS plan for their child.



Children do not require a diagnosis to access NDIS ECEI services and supports.

RAISING A CONCERN

01

Raise a concern with your child's educator

02

If issue remains unresolved, organise a meeting with the year level co-ordinator or head of learning support

03

Speak to the principal or head of schooling

04

Request an independent review by the Queensland Ombudsman

05

Make a complaint to another authority such as the Australian Human Rights Commission

**** Where possible, propose a solution to a concern ****

RAISING A CONCERN

Ensure you raise all concerns in writing and request a response in a timely manner.

- Contact your school
[https://schoolsdirectory.
eq.edu.au](https://schoolsdirectory.eq.edu.au)
- Contact the Regional office
[https://education.qld.gov.
au/ contact-us/state-
schools-regional-contacts](https://education.qld.gov.au/contact-us/state-schools-regional-contacts)
- Contact QGov on [13 74 68](tel:137468)
- Online at [www.qld.gov.au/contact-
us](http://www.qld.gov.au/contact-us)
- Privacy complaints can be emailed to privacy@qed.qld.gov.au

DEPARTMENT OF EDUCATION COMPLAINTS PROCESS

The Department of Education will look into the issues you have raised and try to respond to your complaint within **30 days.**

If your complaint involves human rights or a privacy complaint, the Department of Education will respond within **45 business days.**

If the Department of Education need more information from you or more time to deal with your complaint, they will let you know

KEY TERMS

Reasonable Adjustments

Reasonable adjustments in inclusive education involve modifying the classroom, teaching methods, or assessments to ensure students with disabilities or health issues can participate equally with their peers.

Unjustifiable Hardship

A situation where an educational facility is not required to make adjustments for a student if doing so would impose significant difficulties or unreasonable costs.

Accessibility

The practice of providing all students, regardless of abilities or backgrounds, equal access to educational resources and opportunities.



KEY TERMS

Caregiver/ Carer

Caregivers and carers provide unpaid support to family and friends with disabilities, mental illnesses, chronic or terminal conditions, substance issues, or those who are elderly.

Discrimination

The unjust treatment of people based on ethnicity, age, sex, or disability.

Inclusion

Ensuring sure all students, no matter their backgrounds or abilities, can learn together and have the same access to quality education.

Person with Disabilities

A Person with one or more types of disability



USEFUL LINKS AND RESOURCES

Australian Department of Education
www.education.gov.au

All Means All (Australian Alliance for
Inclusive Education)
allmeansall.org.au

Cyda (Children and Young People with
Disability Australia)
cyda.org.au



USEFUL LINKS AND RESOURCES

Australian Human Rights Commission
<https://humanrights.gov.au>

Queensland Human Rights Commission
www.qhrc.qld.gov.au

REFERENCES

**The State of Queensland
(Department of Education) 2025**

[https://education.qld.gov.au/
students/inclusive-education](https://education.qld.gov.au/students/inclusive-education)

**Australian Human Rights
Commission**

<https://humanrights.gov.au>

Queensland Education

[https://earlychildhood.qld.gov.
au](https://earlychildhood.qld.gov.au)

OTHER AVAILABLE TOOLKITS

Disability Support Pension Toolkit



www.rightsinaction.org.au

1800.887.688



QCAT

QUEENSLAND CIVIL AND ADMINISTRATIVE TRIBUNAL

Guardianship and Administration Toolkit

A simple guide to guardianship, administration, and decision-making — for people with disabilities, their families, and the people who support them.



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UPCOMING ILC TOOLKITS

NDIS Access

NDIS Appeals

Mental Health Treatment Authority

Child Protection

Human Rights Complaints

Navigating Provider Disputes



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topics**



