

# The Role of INclusion COordinator (INCO)

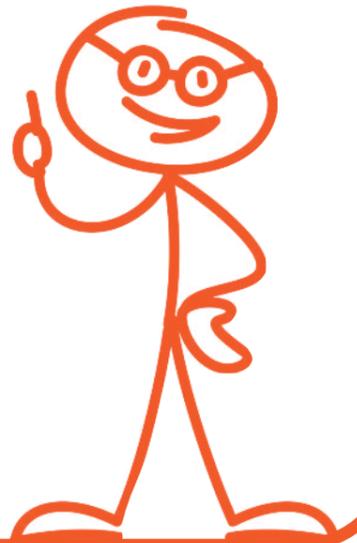
## Leading Inclusive Practice and Pedagogy

- **Leading inclusive practice, inclusive pedagogy** and an inclusive culture within the setting and providing support and information to staff and parents on inclusion of all children, with reference to the Diversity, Equality and Inclusion Charter and Guidelines.
- **Cascading learning** throughout the staff in the setting so as to foster an inclusive culture.
- **Supporting staff** in the implementation of inclusive practices in curriculum planning and assessment which supports the regular reviewing of the learning environment, daily routines, activities and social interactions to enable children of all abilities and backgrounds to participate at an appropriate level in both individual and common tasks.
- **Sharing learning and good practice** regarding observations, documentation and curriculum planning and development, modelling good practice and utilising different strategies for collaborating with the team regarding effective communication with children, with reference to Aistear and Siolta principles and guidelines.
- **Engaging with national and local developments** related to inclusion in order to continue to lead the implementation of good practice in the setting.
- **Engaging with ongoing CPD** to ensure adherence to good practice in relation to developments within the disability sector and in relation to the inclusion of children with additional needs.



## Access and Inclusion Model (AIM)

- **Disseminating information on AIM**, as well as on inclusion more generally, to parents and staff.
- **Assisting with applications for supports under AIM** and liaising, where necessary, with the Early Years Specialists and other professionals working with the child. This could include meeting with parents through to using the Early Years Hive Portal for the AIM application.
- **Liaising with Early Years Specialists** to develop strategies to support participation to ensure all children and their families are supported.
- **Working in partnership with parents** and other professionals including Early Years Specialists, to support universal and targeted supports for the inclusion of all children and to support children's transition to primary school.
- **Participating in relevant evaluation or AIM review** to inform future practice and policy developments.

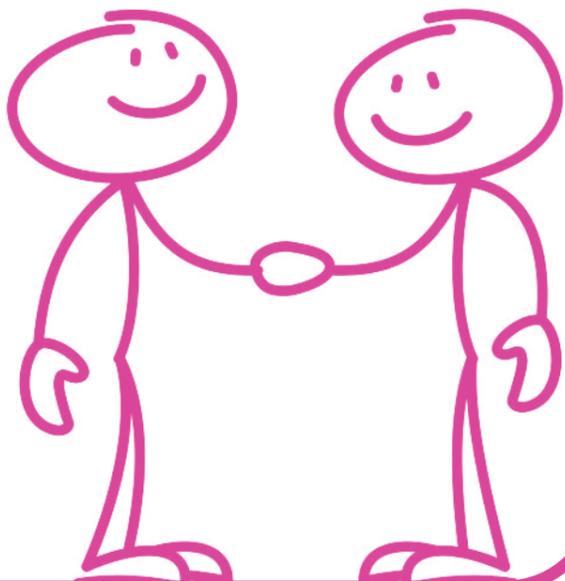


# Linc

LEADERSHIP FOR INCLUSION  
IN THE EARLY YEARS  
CEANNAIREACTH DO CHUIMSIÚ  
SNA LUATHBHLIANTA

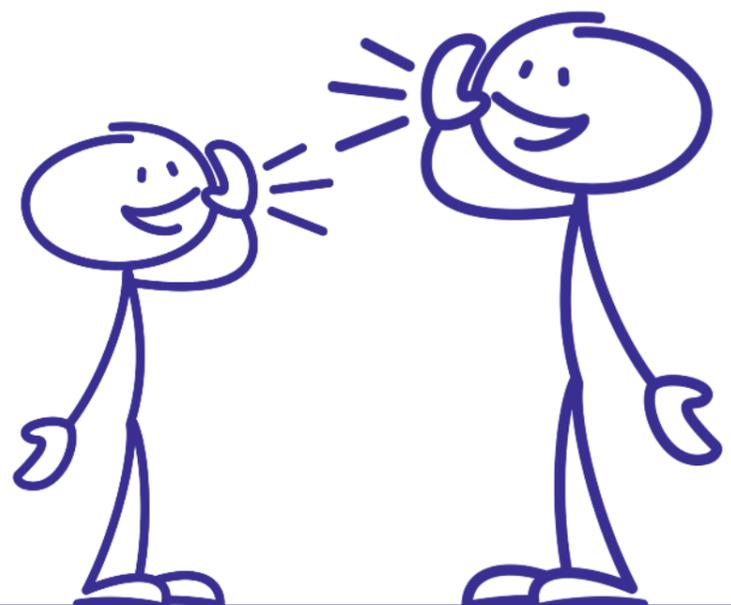
## Diversity, Equality & Inclusion Charter and Guidelines

- **Promoting the National Inclusion Charter** and supporting staff to engage with the revised Diversity, Equality and Inclusion Charter and Guidelines 2016. This may involve the INclusion COordinator (INCO) using relevant sections of the Diversity, Equality and Inclusion Guidelines (exercises, critical questions and pointers) to stimulate discussion with staff and as a prompt to consider ideas for practice in facilitating an inclusive programme.
- **Supporting the setting** to complete and regularly review its Inclusion Policy.



## Views of Children and Parents

- **Advocating on behalf of children** and engaging in regular consultation with children to allow their ideas, feelings and thoughts to contribute to service provision and delivery. Using feedback from children and their parents to inform the settings inclusion procedures, evaluation and to input into wider policy developments, as appropriate.



| Fully Funded by DCEDIY and Free to Participate |

| Extra €2 per week in capitation per ECCE-eligible child in a pre-school room |

| €200 student bursary | Lead Educator Status |



## Leadership for INClusion in the Early Years

The Leadership for INClusion in the Early Years Programme, LINC, is a Level 6 Special Purpose Award (Higher Education). The programme is designed to enhance the inclusion of all children in Early Learning and Care (ELC) settings through the development of the role of INClusion COordinator (INCO). The programme is part of a Government commitment to the provision of high-quality education and training in the field of Early Childhood Care and Education, and was introduced as part of the Access and Inclusion Model (AIM) in 2016.

Early Learning and Care settings that employ an Inclusion Coordinator (INCO) who has graduated from LINC will receive an extra €2 per week in capitation per ECCE-eligible child in a pre-school room. The programme is fully funded by the Department of Children, Equality, Disability, Integration & Youth (DCEDIY) and is free to participants. Graduates of the LINC Programme will now be recognised for Lead Educator Status under the DCEDIY Qualification Guidelines. Additionally, all students receive a bursary of €200.00.

LINC is delivered by a consortium led by Mary Immaculate College (MIC) and including Early Childhood Ireland and Maynooth University-Froebel Department of Primary and Early Childhood Education.

The programme will commence in September 2024 and finish in May 2025.



"LINC was an amazing experience for me. The confidence and knowledge I gained from the course was excellent. As a teacher, I can see that my way of teaching and my perception of the child's image have changed. My relationships with colleagues, parents, and the children have improved. I didn't think I would enjoy returning to education as much as I did; it has left me with the desire to keep educating myself. LINC brought out the best in me, and now I facilitate each child in reaching their full potential and giving them confidence."

LINC Student 2022/23

### PROGRAMME STRUCTURE

The LINC Programme is the only qualification that is recognized by the DCEDIY to fulfil the role of Inclusion Coordinator (INCO) the purpose of which is to lead an inclusive culture, practice and pedagogy within a setting and to provide support and information to staff and parents on the inclusion of all children. It comprises of 6 modules delivered over 2 semesters (Autumn and Spring) and amounting to 60 credits (ECTS).

Module Title	Credits	Semester
Inclusion in Early Years Settings: Concepts and Strategies	12	Autumn
Child Development*	6	Autumn
Promoting Collaborative Practice for Inclusion in Early Childhood Care and Education	12	Autumn/Spring
Curriculum for Inclusion*	6	Spring
Leadership for Inclusion	12	Spring
Portfolio Module	12	Autumn/Spring

\*Students may qualify for exemptions on this module dependent on past recognised qualifications.

### WHAT IS INVOLVED?

The programme is based on a flexible model of delivery addressing the learning requirements and needs of our students. Each module will consist of 3 recorded lessons each week which students can listen to at any time, a weekly online tutorial, and one live webinar. In addition to this, there will also be an opportunity for students to attend two in person classroom sessions with their Tutor for the Portfolio Module, one in the Autumn Semester and the other in the Spring Semester.

Students will engage in a mentoring call with their individual Tutor. The purpose of the mentoring call is to support the student in applying the concepts and theories from LINC to their practice through exploring inclusive culture, inclusive practice and inclusive pedagogy.

Assessments include: written assignments and multiple-choice quizzes. Assessments will focus on linking practical knowledge of working in your setting to the LINC module content.

The programme is embedded in Aistear – the Early Childhood Curriculum Framework, and Siolta – the National Quality Framework.



### ENTRY REQUIREMENTS:

Any setting contracted with Pobal for any DCEDIY Early Years Programme can nominate an employee or a Manager to apply for the LINC Programme. Candidates must have the minimum qualifications to work in an Early Learning & Care Setting, in accordance with the DCEDIY's Early Years Recognised Qualification Listing.

Further information regarding Eligibility can be found on our LINC Programme website [www.lincprogramme.ie](http://www.lincprogramme.ie)

Candidates will be required to have access to a desktop/laptop, an internet connection, and possess IT skills.

### HOW TO APPLY:

Applications must be made online at [www.lincprogramme.ie](http://www.lincprogramme.ie). Evidence of the applicant's relevant qualification (copy of certificate or transcript) is required at the time of application.

Please Note: Programme places will be allocated in accordance with the eligibility criteria specified on the LINC Programme website.

"I felt nervous before starting this course. From day one, I was made to feel like I belonged, and my tutor was excellent. I highly recommend this course and would encourage my friends to go for it as well. It's very achievable, and the quality of the lessons and tutorials, along with the tutors, is exceptionally high."

LINC Student 2022/23

### Contact Information

[www.lincprogramme.ie](http://www.lincprogramme.ie)

E: [linc@mic.ul.ie](mailto:linc@mic.ul.ie)

T: +353 61 204545

[f](#) [X](#) [@](#) [YouTube](#) [in](#)

#BecomeAnINCO



Winner: Jennifer Burke Award for Innovation in Teaching and Learning 2018

Winner: Education Award for Student Engagement and Communication 2019

Winner: Education Award Best Online Learning Experience 2017 & 2020

Highly Commended Initiative by AONTAS 2021

Shortlisted: Education Awards for Best Online Learning Experience and Student Engagement and Communication Award 2022

Shortlisted: Education Award for Best Online Learning Experience 2023

Funded By:



An Roinn Leanaí, Comhionannais, Michumais, Lánpháirtíochta agus Óige  
Department of Children, Equality, Disability, Integration and Youth

Visit [www.lincprogramme.ie](http://www.lincprogramme.ie) for details of our online information session schedules

Become An INCO

Become an INClusion COordinator with



**Linc**  
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SNA LUATHBHLIANTA

Certificate in Leadership for Inclusion in the Early Years  
Level 6 Special Purpose Award

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