

# Inclusion Policy



## **INTRODUCTION**

The policy has been developed in response to national and local authority initiatives which support inclusive learning

[Refer to documents The Education Act 1996

Inclusive Schooling – Children with Special Educational Needs

DfES guidance:

0774/2001 and 0788/2001

Special Educational Needs and Disability Act 2001

Special Educational Needs Code of Practice

DfES Guidance 581/2001

Lancashire LEA's policy for inclusion "The Inclusive Continuum: a policy for Special Educational Needs

The policy was prepared after staff discussion in Spring 2009 and was accepted by the Governing Body in Summer 2009. The responsible person for the implementation of the policy is the Headteacher

The policy will be reviewed bi-annually by the Headteacher and the Governing Body.

We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention we pay to the different groups of children within our school:

This policy applies to those pupils who:

- have learning, physical, communication, sensory and/or medical needs;
- have or experience behavioural, emotional and social needs;

but it also applies to those pupils who:

- reflect social and cultural diversity;
- have attendance difficulties;
- experience significant ill health;
- use English as an additional language;
- have residency in this country or may be refugees or asylum seekers;
- are 'looked after' children;
- live in poverty or who may be homeless;
- bully or who are victims of bullying;
- are bereaved;
- are traumatised.

## **AIMS**

The school aims to:

- help pupils develop their personalities, skills and abilities;
- provide appropriate teaching which makes learning challenging, enjoyable and

- successful;
- provide equality of educational opportunity;
- engender a culture of tolerance and acceptance of all, mutual respect where all are valued.

## OBJECTIVES

The school will:

- ensure implementation of government and LA inclusion recommendations;
- ensure the school's inclusion policy is implemented consistently by all staff;
- ensure any discrimination or prejudice is eradicated;
- attempt to identify barriers to learning and participation and provide appropriately to meet a diversity of needs;
- ensure all pupils have access to an appropriately differentiated curriculum;
- recognise, value and celebrate pupils' achievements, however small;
- work in partnership with parents / carers in supporting their child's education;
- guide and support all staff, governors and parents in inclusion issues.

## DEFINING INCLUSION

In Lancashire, we have defined inclusion as

“a process which recognises and values diversity, promotes a shared vision for community cohesion and supports the participation of individuals in the life of the community.”

The Headteacher & SMT are the inclusion co-ordinators. Their role is to:

- work positively with all members of the school community to promote inclusion;
- induct new staff in the school's commitment to inclusion;
- monitor and assess inclusive provision by helping the school to establish indicators to judge its effectiveness in relation to inclusion;
- monitor the inclusion policy and report annually to the governing body on its effectiveness;
- report annually on the efficient and effective use of resources for pupils at school action, school action plus and those with statements;
- work with key staff to identify barriers to learning and provide staff with appropriate strategies;
- share inclusive expertise with, and support the professional development of classroom teachers and teaching assistants;
- purchase appropriate resources;
- work with key staff such as the Assessment Co-ordinator, subject leaders, faculty heads etc. to monitor pupil progress;
- analyse with key staff the recording of incidents which may relate to bullying or

- discrimination of pupils on the grounds of SEN;
- liaise with parents;
- co-ordinate cross-phase / cross-school transition;
- co-ordinate external specialist provision.

All teachers are also committed to meeting the needs of all pupils in their class and promoting the culture and ethos of inclusion within the school community.

## INCLUSIVE PROVISION

The school offers a continuum of provision to meet a diversity of pupils' needs. Although all pastoral classes are mixed ability, the school and individual teachers have the flexibility to set smaller ability groups, within their classes, for specific aspects of the curriculum.

Out-of-class provision is available to pupils with statements of SEN, where appropriate, who require specialist personalised learning programmes

## PROMOTING AN INCLUSIVE CURRICULUM

The National Curriculum is our starting point for planning a curriculum that meets the specific needs of individuals and groups of children. We meet these needs through:

- setting suitable learning challenges;
- responding to children's diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups of pupils;
- providing other curricular opportunities outside the National Curriculum to meet the needs of individuals or groups of children.

When setting suitable learning challenges, we aim to give every pupil the opportunity to experience success in learning and to achieve as high a standard as possible. The National Curriculum programmes of study set out what most pupils should be taught at each key stage but our teaching reflects the knowledge, skills and understanding in ways that suit our pupils' abilities. This may mean choosing knowledge, skills and understanding from earlier key stages so that individual pupils can make progress and show what they can achieve.

For pupils whose attainments fall significantly below the expected levels at a particular key stage, a much greater degree of differentiation is necessary. In these circumstances, teachers use the content of the programmes of study as a resource or to provide a context, in planning learning appropriate to the age and requirements of their pupils.

When planning, we set high expectations and provide opportunities for all pupils to achieve, including boys and girls, pupils with special educational needs, pupils with disabilities, pupils from all social and cultural backgrounds, pupils of different ethnic groups including travellers, refugees and asylum seekers, and those from diverse linguistic backgrounds. This is based on a system of tracking pupil achievement in order to ensure that pupils do not underachieve or fail to reach their potential. We respect and value pupils that bring to school different experiences, interests and strengths which will influence the way in which they learn. Our teachers plan their approaches to teaching and learning so that all pupils can take part in lessons fully and effectively.

To ensure that we meet the full range of pupils' needs, our teachers are aware of the requirements of the equal opportunities legislation that covers race, gender and disability. We take specific action to respond to pupils' diverse needs by:

- creating effective learning environments
- securing their motivation and concentration
- providing equality of opportunity through teaching approaches
- using appropriate assessment approaches
- setting targets for learning.

Our teachers take specific action to provide access to learning for pupils with special educational needs by:

- providing for pupils who need help with communication, language and literacy
- planning, where necessary, to develop pupils' understanding through the use of all available senses and experiences
- planning for pupils' full participation in learning and in physical and practical activities
- helping pupils to manage their behaviour, to take part in learning effectively and safely
- helping individuals to manage their emotions, particularly trauma or stress, and to take part in learning.
- We believe that all children and young people deserve to have their achievements and progression recognised and the school's curriculum reflects the different levels of attainment likely to be achieved

The school embraces using a consistent nationally recognised assessment system, which relates to the foundation stage, the P Scales for pupils with learning difficulties, and the National Curriculum levels of attainment and the Primary National Strategy. Assessment for learning, as outlined in the national guidance from the Qualifications and Curriculum Authority (QCA), guides us in the process of seeking and interpreting evidence for use by learners and our teachers to decide where the pupils are in their

learning, where they need to go and how best to get there.

All teachers monitor, review and analyse pupil progress in accordance with the school's assessment policy. In order to ensure accurate assessments are made, teachers annually moderate and standardise samples of pupils' work and achievements across the curriculum.

In addition to the culture of support and praise which underpins the school ethos, the reward system of points, certificates of achievement and letters for outstanding work and performance, effort and improved behaviour, contribute to raising pupil self-esteem and motivation.

### External Support

The school through its service level agreement buys in additional external specialist advice and support from the Lancashire Education Inclusion Service (LEIS).

Specialist teachers from GLD Primary provide intervention in the form of personalised learning, direct teaching, in-class support, and assessment of pupils' needs and progress to colleagues in our partner schools.

The school also engages in collaborative partnerships with other special and mainstream schools, local colleges and training providers to promote inclusive networked learning communities.

The school has access to an Inclusion (SEN) adviser, educational psychologist, pupil access and educational welfare officer.

The Inclusion Co-ordinators tracks pupil progress systematically and reports to the Governors in order to:

- check the progress individual pupils make against their targets;
- verify that barrier-free learning is taking place across the curriculum, particularly where there have been changes in staff or syllabus / schemes of work , or low attendance rates;;
- identify particular strengths and weaknesses of particular year groups or teaching sets, in a key stage or subject area;
- collect, monitor and analyse fixed-term and permanent exclusions and takes appropriate action to prevent re-occurrence;
- show 'value added' in view of the additional resources put in place to support

inclusion; to compare the accuracy of teacher assessment with external test results at the end of a key stage (i.e. the difference between actual and expected pupil performance);

### Disapplication

The school can, where necessary, modify or disapply the National Curriculum and its assessment arrangements. The school makes every effort to meet the learning needs of all its children, without recourse to disapplication or modification.

However, in exceptional circumstances we may decide that modification or disapplication is the correct procedure to follow. We would only do this after detailed consultation with parents and the Local Authority and taking account of the most recent DfSFC guidance. The school's governor with responsibility for special educational needs would also be closely involved in this process. We would ensure that every effort had been made to provide the necessary support from within the school's resources before considering such action.

### WORKING WITH PARENTS

The knowledge, views and first-hand experience parents have regarding their children is valued for the contribution it makes to their child's education. Parents are seen as partners in the educational process. Parents are also strongly encouraged to keep regular contact with the school regarding their child's progress. The home-school agreement outlines how parents can support their child's learning at home.

### EVALUATION

The inclusion policy is reviewed bi-annually Policy evaluation focuses on:

- establishing how far the aims and objectives of the policy have been met;
- how effective the inclusion provision has been in relation to the resources allocated;
- the attainment, achievements and progress of different groups of pupils,
- listening and responding to the views of pupils;
- the school's own self evaluation of the inclusion of pupils with SEN and behaviour difficulties.

In the light of these findings, our policy is revised and amended accordingly. We believe that effective schools are also inclusive schools and to this end, our evaluation focuses up on a shared vision and commitment to inclusion which ensures:

- a stable and experienced teaching team working in collaboration with teaching assistants;
- strong support from parents, carers and governors;

- careful and systematic use of resources;
- thorough monitoring, evaluation and assessment of progress;
- a calm and consistent school climate that promotes good, positive social relationships;
- high expectations of all pupils;
- that pupils' views are valued, and the pupils' voices are listened to;
- clear and consistent whole-school policies, with the emphasis on early intervention;
- recognition and respect for diversity;
- appropriate, effective communication systems;
- regular inter-school collaboration; and
- the school is a community resource for learning and leisure activities for ALL.