



## **Inclusion Policy**

**Reviewed September 2017**

**Signed:**  
**Headteacher: Alison Gibson**

**Signed:**  
**On behalf of the Governing Body**

**Proposed Review Date: September 2018**

## INTRODUCTION

The mission statement of our school affirms our commitment to valuing the individuality of all of our children within our Christian Ethos. We give all of our children every opportunity to achieve the highest of standards. We do this by respecting and taking account of pupils' varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background and that pupils have a common curriculum experience.

This school believes that every pupil has an entitlement to develop to their full potential. Educational experiences are provided which develop pupils' achievements and recognise their individuality. Diversity is valued as a rich resource which supports the learning of all. In this school, inclusion recognises a child's right to a broad, balanced, relevant and challenging curriculum which is appropriate to their individual abilities, talents and personal qualities.

The policy should be read in conjunction with other school policies relating to interaction between adults and pupils.

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

The policy will be reviewed annually in September by the Headteacher.

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;
- have relatives to care for;
- use English as an additional language;
- have recently entered in this country or may be refugees or asylum seekers;
- have a mobile life style as travellers;
- are 'looked after' children;
- live in poverty or who may be homeless;
- are gifted and talented;
- 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;
- actively promote a culture of tolerance and acceptance of all, mutual respect where all are valued.

## OBJECTIVES

The school will:

- ensure implementation of government and LEA inclusion recommendations;
- ensure the school's inclusion policy is implemented consistently by all staff;
- ensure any discrimination or prejudice is eradicated;
- 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

Inclusion is an ongoing process that celebrates diversity and involves the identification and minimising of barriers to learning and participation that may be experienced by any pupils irrespective of age, ability, gender, ethnicity, language and social background, and the maximising of resources to reduce these barriers.

Lancashire, has 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.”*

## CO-ORDINATING INCLUSION

The Headteacher is the inclusion co-ordinator. His / her 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;
- 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 SENCO, and subject leaders;
- 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.

## INCLUSION 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.

Additional in-class support is provided by teaching assistants (TAs). This additional support is targeted at individual pupils and small groups of pupils. They support pupils with emotional and behavioural difficulties, as well as working with gifted and talented pupils. Access to learning is enhanced through the use of ICT.

Children adopted after being looked after, Looked after children and pupils with pupil premium funding receive targeted support.

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

A range of extra-curricular activities are available during lunch time and before and after school. These include chess club, computer club, school choir, Maypole, story time, football, rugby, netball and hockey teams, dance club and German club. The school's local offer is published on the school website:

[www.stpaulsprimaryschoolfarington.co.uk](http://www.stpaulsprimaryschoolfarington.co.uk)

## 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 or later key stages so that individual pupils can make progress and show what they can achieve. Where it is appropriate pupils will have an individual personalised education plan. A flexible approach is used to take account of any gaps in pupils' learning resulting from missed or interrupted schooling.

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. 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.

## EXTERNAL SUPPORT

The school 'buys in' specialist support as and when appropriate.

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

The school has access to a link adviser, Inclusion (SENDO) adviser, educational psychologist, pupil access and educational welfare officer.

## RESOURCE ALLOCATION

Resources are purchased for individuals as and when appropriate.

## ASSESSMENT PROCEDURES

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 descriptors of attainment, the Primary National Strategy. Assessment for learning, as outlined in the national guidance from the STA guides used 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.

Under the direction of the Headteacher and senior management team, 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 termly moderate and standardise samples of pupils' work and achievements across the curriculum. School works with cluster schools to moderate work to ensure consistency of attainment.

Underachievement is identified as early as possible in the tracking process. Pupils are set individual challenging targets which address the area of underachievement. Pupil progress is monitored and reviewed termly.

The Assessment Co-ordinator leads staff 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;
- provide a cross-check with teachers and teaching assistants regarding the pupils who are underachieving in relation to their prior attainment;
- monitor the progress of specific pupil cohorts
- identify particular strengths and weaknesses of particular year groups or teaching sets, in a key stage or subject area;
- 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);
- compare the school's performance with other similar schools in the LEA via the School Information Profile, with their statistical neighbours and with national performance data.

In addition to the culture of support and praise which underpins the school ethos, the reward system of merits, certificates of achievement and trophies contribute to raising pupil self-esteem and 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.

## PROFESSIONAL DEVELOPMENT

The Headteacher oversees the professional development of all teaching staff and teaching assistants. The SENCo liaises with all staff to review staff skills related to SEN, behaviour and pupil emotional well-being and to ensure that there is a good balance of training to enhance the skills of all staff. Staff are encouraged to observe good inclusive practice within the school and also in other schools.

## 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. All parents are welcome to contact the SENCo via the school office if they have any concerns about inclusive educational provision. Parents are also strongly encouraged to keep regular contact with the school regarding their child's progress. The Partnership promise outlines how parents can support their child's learning at home. From spring 2014 all parents of children with statements/Education Health Care plan liaise with school to write an 'All about me' profile.

## EVALUATING THE INCLUSION POLICY

The inclusion policy is reviewed annually in September 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, including reference to the, School Information Profile and value-added data; Raise-on-line
- listening and responding to the views of pupils;
- comments from the annual parent questionnaire;
- the school's own self evaluation of the inclusion of pupils with SEN and behaviour.

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;