

Inclusion Policy

Introduction

School staff use a range of assessment tools and approaches to determine baselines and progress being made so that they are able to develop appropriate individualised programmes of learning.

The school provides a wide range of written information for parents. These are supplemented by opportunities to visit the school and meet with staff both formally and informally.

Aims of the Inclusion Policy

This policy describes our commitment to and the guiding principles for providing an inclusive environment for all pupils.

These aims are designed to ensure that the school meets the needs of all, taking into account of gender, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances. It is important that in this school we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in our multi-ethnic society.

Our aims are:

- To ensure that all pupils and staff are encouraged and able to achieve to their full potential
- To respect and value differences between people
- To prepare pupils for life in a diverse society
- Diversity is not seen as a problem but as a rich resource to support the learning of all
- To respond positively to differences and encourage the promotion of positive attitudes
- To make the school a place where everyone, irrespective of their disability has equal opportunity promoting good relations between different groups within the school and within the wider community

- Promoting good relations between different groups with in the school and within the wider community with guest speakers in assembly and links with the community
- To ensure that an inclusive ethos is established and maintained
- To oppose all forms of prejudice and harassment;
- To extend the physical access of the school
- To provide understanding of the schools inclusive ethos

This policy contains explicit and specific statements which reflect the school's commitment to promote access.

Leadership and Management

All the school policies will reflect a commitment to access and inclusion.

The governing body and school management set a clear ethos which reflects the school's commitment to inclusion.

The school promotes positive approaches to valuing and respecting diversity.

The school management will work in partnership with others to promote equality of opportunity and oppose all forms of oppressive behaviour, prejudice and discrimination.

All staff contribute to the development and review of policy documents. The school ensures the involvement of governors and takes appropriate steps to enable the contribution of parents.

The evaluation of policies is used to identify specific actions to address access issues.

Teaching and curriculum development are monitored to ensure high expectations of all pupils and appropriate breadth of content in relation to the school and the wider community.

Timetabling is considered to ensure no discrimination

Staffing: Recruitment and Professional Development

The school adheres to recruitment and selection procedures which are safe, fair, equal and in line with statutory duties and LEA guidelines.

The skills of all staff, including support and part-time staff are recognised and valued. All staff are given status and support and are encouraged to share their knowledge.

Staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy.

Staff and visitors provide a wide range of role models and reflect the diversity of the local and wider community.

Professional development opportunities

Ideas strategies and resources to provide for diversity

CURRICULUM

Curriculum planning takes account of the diverse range of needs of all pupils.

The curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of:

- boys and girls;
- pupils learning English as an additional language;
- pupils disabilities
- pupils who are gifted and talented;
- pupils different learning styles
- pupils with special educational needs;
- pupils who are looked after by the local authority;
- pupils who are at risk of disaffection and exclusion.

The school monitors and evaluates its effectiveness in providing an appropriate curriculum for pupils of all backgrounds.

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity.

Extra curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to disability, religion and culture.

To facilitate an Inclusive curriculum we ensure:

- All teachers and support staff have been in receipt of training to teach and support pupils with disability.
- Classrooms are organised to optimise access for disabled pupils

- Lessons provide the opportunity for ALL to achieve
- Lessons are responsive to pupil diversity
- Lessons are structured to incorporate combinations of individual, paired, group and class activities
- All pupils are encouraged to participate in music, drama and P.E
- All staff allow additional time for the use of equipment in practical sessions
- Alternative ways of providing access to experience understanding are provided
- Appropriate access to Information Technology is given to all pupils
- All school visits are accessible to all pupils in their year group
- High expectations are set for all pupils
- Staff seek at all times to remove barriers from learning and increase the participation of all pupils

TEACHING AND LEARNING

Teachers ensure that the classroom is an inclusive environment in which pupils feel all their contributions are valued.

All pupils have access to the mainstream curriculum.

Teaching is responsive to pupils' different learning styles and takes account of pupils' disability, cultural backgrounds and linguistic needs.

Teachers take positive steps to include all groups or individuals.

Pupil grouping in the classroom is planned and varied. Allocations to teaching groups are kept under continual review and are analysed by disability, ethnicity, gender and background.

Teaching styles include collaborative learning so that pupils appreciate the value of working together. All pupils are encouraged to question, discuss and collaborate in problem solving tasks.

Teachers encourage pupils to become independent and to take responsibility for their own learning.

Teachers challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

User friendly ways are considered to ensure that pupils with disabilities access the information that is presented

Resources and displays reflect the experience and backgrounds of pupils, promote diversity and challenge stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school.

ASSESSMENT, PUPIL ACHIEVEMENT AND PROGRESS

All pupils have the opportunity to achieve their highest standards. Baseline assessment is used appropriately for all pupils. The school ensures that assessment is free of gender, cultural and social bias, and that assessment methods are valid.

The school monitors and analyses pupil performance by disability, gender, ethnicity and background and is therefore able to identify groups of pupils where there are patterns of underachievement. The school ensures that action is taken to counter this.

Staff have very high expectations of all pupils and they continually challenge them to extend their learning and achieve higher standards. The school recognises and values all forms of achievement.

Self-assessment provides all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress.

All pupils have full opportunities to demonstrate what they know, understand and can do and therefore, to benefit from assessment which summarises what they have learnt. Information from assessment is used to inform future learning.

Staff use a range of methods and strategies to assess pupil progress.

SCHOOL ETHOS

The school opposes all forms of prejudice and discrimination.

The school promotes the raising of standards for all

All learners are recognised as having a contribution to make to the learning process

Learning promotes confidence and self-esteem

There is flexibility so that diverse needs can be catered for

The school publicly supports diversity and actively promotes good personal and community relations. Diversity is recognised as having a positive role to play within the school.

Staff foster a positive atmosphere of mutual respect and trust among pupils from all groups.

The school caters for the dietary and various requirements of different disabilities and religious groups.

Clear procedures are in place to ensure that staff deal with all forms of bullying and harassment promptly, firmly and consistently. Actions taken are in line with relevant LEA policies and guidance such as those for anti-bullying and dealing with racist incidents and discrimination .

Pupils, staff and parents are aware of the procedures for dealing with intolerant behaviour and that such behaviour is always unacceptable.

Staff are trained to deal effectively with bullying, discrimination and prejudice.

The school seeks to ensure that Information is provided in simple language, symbols, large print audio or Braille for pupils and prospective pupils who may have difficulty with standard forms or printed information

BEHAVIOUR, DISCIPLINE AND EXCLUSIONS

The school expects high standards of behaviour from all pupils.

The school's procedures for disciplining pupils and managing behaviour are fair and applied equally to all.

It is recognised that disability may adversely affect behaviour all staff are trained to understand and overcome this

It is recognised that cultural background may effect behaviour. The school takes this into account when dealing with incidents of unacceptable behaviour.

All staff operate consistent systems of rewards and discipline as stated within the school's Behaviour Policy.

Pupils, staff and parents are aware of procedures for dealing with harassment. They know that any language or behaviour which is discriminatory, racist, sexist, homophobic or potentially damaging to any minority group is always unacceptable.

ADMISSIONS AND ATTENDANCE

The admissions process is monitored to ensure that it is administered fairly and consistently to all pupils, so that pupils from particular groups are not disadvantaged.

Comprehensive information about pupils' disability, medical, physical needs, diet etc. is included in all admissions forms.

The school and families are aware of their rights and responsibilities in relation to pupil attendance and absence is always followed up by appropriate personnel who are aware of community issues.

Provision is made for pupils on extended leave or in hospital or ill at home so that they are able to continue with their learning.

PARTNERSHIP WITH PARENTS AND THE COMMUNITY

Progress reports to parents are accessible and appropriate, in order to ensure that all parents have the opportunity to participate in the dialogue.

All parents are encouraged to participate at all levels in the full life of the school.

The school works in partnership with parents and the community to develop positive attitudes to diversity and to address specific incidents.

Information material for parents is easily accessible in user friendly language.

Meetings for parents are made accessible for all.

The school's premises and facilities are equally available and accessible for use by all groups within the community.

RESPONSIBILITIES

The Governing Body and Headteacher will ensure that the school complies with all relevant disability legislation.

The Governing Body and Headteacher will ensure that the policy and related procedures and strategies are implemented.

The Headteacher will ensure that all staff are aware of their responsibilities under the policy.

The member of staff named below will be responsible for co-ordinating work in access opportunities. – Mr Mitchell

Health and Safety aspects must be reviewed and found appropriate

Governors could include a section on access planning in their annual report to parents.

THE SCHOOL ENVIRONMENT

The environment is welcoming

The size and layout of all areas allow access for all pupils.

- Paths around the site are safe
- Parking arrangements are safe
- Emergency and evacuation procedures are established to inform all pupils
- Furniture and equipment are selected , adjusted and located appropriately
- Areas are well lit

Policy accepted by Governors – May 2005

Reviewed April 2007

Reviewed April 2009

Reviewed May 2011