



Bromstone Primary School
Inclusion Policy

Formulation date: 1st September 2014

Senior Team Responsibility: Inclusion Manager

Governors' Reviewing Committee: PDiHSS

Reviewed : 10th February 2023

Next Review Date: February 2024

Associated Documentation: TBC

1 Introduction

1.1 The vision statement of our school talks of valuing the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by 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. We are a NurtureUK school and therefore we apply the 6 Principles of Nurture in all of our undertakings.

This policy should be read in conjunction with: SEND policy, Bromstone Local Offer.

2 Aims and objectives

2.1 Bromstone is a fully inclusive school. 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 that we pay to the different groups of children within our school:

- girls and boys;
- disadvantaged pupils (Free School Meals and Ever6)
- minority ethnic and faith groups;
- children who need support to learn English as an additional language;
- children with special educational needs;
- children with disabilities or medical needs
- gifted and talented children;
- children who are at risk of disaffection or exclusion;
- travellers;
- asylum seekers.

2.2 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, recognising these groups may be fluid and responding with flexibility;
- providing other curricular opportunities outside the National Curriculum to meet the needs of individuals or groups of children (such as speech and language therapy)

2.3 We achieve educational inclusion by continually reviewing what we do, through asking ourselves these key questions:

- do all our children achieve their best?
- are there differences in the achievement of different groups of children?
- what are we doing for those children who we know are not achieving their best?
- are our actions effective?
- are we successful in promoting racial harmony and preparing pupils to live in a diverse society?

The data we gather annually, using the school's system of Itrack or IaSEND, help us to review our children's progress against these criteria. We also monitor children's access to extra curricular activities through the use of extensive provision and class inclusion maps. For example those without a computer at home would be identified for ICT club.

3 Teaching and learning style

3.1 We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. At the start of each year, the heads of school set aspirational targets for all pupils. We analyse the attainment of different groups of pupils termly to ensure that all pupils are achieving as much as they can. We also make ongoing assessments of each child's progress. SLT and teachers use this information when planning their lessons and for interventions. It enables them to take into account the abilities of all their children. For some children, we use the programmes of study from earlier key stages. This enables some of our children to make progress in their own lessons, perhaps after significant amounts of time spent away from school. The SENDCo plans evidence-based interventions for pupils who need support to 'close the gap' and for gifted and talented/high achieving pupils to make even more progress and achieve their full potential.

3.2 When the attainment of a child falls significantly below the expected level, teachers enable the child to succeed by planning work that is in line with that child's individual needs. Individual education plans (IEPs) are implemented and targets set at a suitable level. Where the attainment of a child significantly exceeds the expected level of attainment, teachers use materials from a later key stage, or extend the breadth of work within the area or areas for which the child shows particular aptitude.

3.3 Bromstone teachers provide quality first wave teaching to ensure all pupils make progress. We employ extra staff members who support disadvantaged pupils, gifted and talented pupils, and SEND pupils. These staff members include our 'Nurture Groups' coordinator and additional trained support staff. These staff members work with pupils identified at Pupil Progress Reviews and they provide the SENDCo and SLT with regular feedback on pupil progress.

3.4 Teachers are familiar with the equal opportunities' legislation covering race, gender and disability.

3.5 Teachers ensure that all children:

- feel secure and know that their contributions are valued;
- appreciate and value the differences they see in others;
- take responsibility for their own actions;
- are taught in groupings that allow them all to experience success;
- use materials that reflect a range of social and cultural backgrounds, without stereotyping;
- have a common curriculum experience that allows for a range of different learning styles;
- have challenging targets that enable them to succeed;
- participate fully, regardless of disabilities or medical needs.

4 Children with disabilities

4.1 Some children in our school have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all groups of children within our school. The school fully meets the requirements of the amended Disability Discrimination Acts that came into effect in 2010. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared with non-disabled children.

4.2 The school is committed to providing an environment that allows disabled children full access to all areas of learning. Our external classroom entrances are wide enough for wheelchair access, and the designated points of entry for our school also allow wheelchair access. Our Accessibility Plan identifies how we intend to increase the extent to which disabled pupils can take advantage of all that our school has to offer.

4.3 Teachers modify teaching and learning expectations as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or they may modify teaching materials. In their planning, teachers ensure that they give children with disabilities the opportunity to develop skills in practical aspects of the curriculum. We ensure disabled pupils are involved in school trips and write comprehensive individual risk assessments to support their safe inclusion.

4.4 Teachers ensure that the work undertaken by disabled children:

- takes account of their pace of learning and the equipment they use;
- takes account of the effort and concentration needed in oral work, or when using, for example, vision aids;
- is adapted or offers alternative activities in those subjects in which children are unable to manipulate tools or equipment, or use certain types of materials;
- allows opportunities for them to take part in educational visits and other activities linked to their studies;
- includes approaches that allow hearing-impaired children to learn about sound in science and music, and visually impaired children both to learn about light in science, and also to use visual resources and images both in art and design and in design and technology;
- uses assessment techniques that reflect their individual needs and abilities.

5 Disapplication and modification

5.1 The school can, where necessary, modify or disapply the National Curriculum and its assessment arrangements. Our school policy is to do this only in exceptional circumstances. The school makes every effort to meet the learning needs of all its children, without recourse to disapplication or modification. We achieve this through greater differentiation of the child's work, or through the provision of additional learning resources. When necessary, we also support learning through appropriate external specialists. In such cases, teachers work closely with these specialists to support the child.

5.2 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/carers and the LA. 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.

5.3 Should we go ahead with modification or disapplication, we would do so through:

- section 364 of the Education Act 1996. This allows modification or disapplication of the National Curriculum, or elements of it, through a statement of special educational needs;
- section 365 of the Education Act 1996. This allows the temporary modification or disapplication of the National Curriculum, or elements of it.
- use of the NAA guidelines, updated annually.

6 Summary

6.1 In our school, we value each child as a unique individual. We will strive to meet the needs of all our children, and ensure that we meet all statutory requirements related to matters of inclusion.

7 Governors

7.1 Our governor for Inclusion is Leanne Spencer. She meets regularly with the SENDCo to discuss inclusion strategy and the progress of identified groups.

8 Monitoring and review

8.1 This policy is monitored by the governing body, and will be reviewed every two years.

Inclusion means reviewing school systems, procedures and practise and adapting this to take account of individual need.

Inclusion is the responsibility of all staff

At Bromstone Primary School we believe that:

- every person has an entitlement to personal, social and intellectual development and must be provided with opportunities to achieve their potential in learning
- every person is unique in terms of characteristics, interests, abilities, motivation and learning needs.
- educational systems should be designed to take diversities and differences into account.
- those with exceptional learning needs and/or disabilities should have access to high quality and appropriately differentiation education.

Diversity

All pupils are capable of being educated and are the responsibility of all staff within the school. All pupils should be equally valued whether or not they have SEND or AEN. All pupils present a range of strengths and needs. Inclusion will be most successful when this diversity is recognised and regarded positively.

Entitlement

All pupils are entitled to receive a broad, balanced and relevant curriculum within their appropriate year group. Appropriate support, advice and resources will be made available from current levels of resourcing.

Participation

All pupils and their parents are entitled to be treated with respect and are actively encouraged to express their views in order that the school can respond to concerns. All procedures will protect the dignity of those involved.

Individual needs

The needs of individual pupils will be planned for. A range of flexible responses should be available to meet these needs and accommodate diversity.

Planning

All planning must be based on inclusive principles. This applies to planning in the curriculum, out of school activities and that at multi agency level.

Collective responsibility

Inclusion is an issue for **all** staff not the exclusive responsibility of a particular group of individuals.

Professional development

Inclusion requires the application of existing skills and the development of new ones. All staff will have access to a range of appropriate training, advice and resources.

Equal opportunities

It is essential to recognise and take account of all pupils' needs in planning educational development.

Policy

All policy documents must take account of inclusive principles.

Admissions

The admission of pupils with SEN will be handled positively and sensitively. Parents and children will be made to feel welcome. Additional support and advice may be necessary to support the pupil's needs. Such liaison as necessary will take place with relevant external agencies.

Assessment

Appropriate assessment will be in place in school and from external agencies. This will ensure that support arrangements can be planned so that individual needs can be met.