



Inclusion SEN Policy

St. James' School

Inclusion SEN Policy

1. Introduction

We are committed to giving all of our pupils 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 pupils. The achievements, attitudes and well-being of all our pupils matter. This policy helps to ensure that this school promotes the individuality of all our pupils, irrespective of ethnicity, attainment, age, disability, gender or background.

The education we offer our pupils is based on the following principals:

- It builds on what our pupils already know and can do
- It ensures that no pupil is excluded or disadvantaged
- It offers a structure for learning that has a range of starting points, content that matches the needs of young pupils, and activities that provide opportunities for learning both indoors and outdoors
- It provides a rich and stimulating environment

2. Aims and Objectives

Our school aims to be an 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 pupils. We make this a reality through the attention that we pay to the different groups of pupils within our school:

- Girls and boys
- Minority ethnic and faith groups
- Pupils who need support to learn English as an additional language
- Pupils with special educational needs
- Able, gifted and talented pupils
- Pupils who are at risk of disaffection or exclusion
- Lesbian, Gay, bisexual and transgender pupils
- Those members of the school who are experiencing homophobic, biphobic or transphobic (HBT) bullying

3. Inclusion

We believe that our pupils matter. We give our pupils every opportunity to achieve their best. We do this by taking account of our pupil's range of life experiences when we are planning for their learning.

At School we set realistic, challenging and achievable expectations keyed to the needs of our pupils. Some pupils progress beyond this point. We help them to do this by planning to meet the needs of both boys and girls, of pupils with special educational needs, of pupils who are more able, of pupils with disabilities, of pupils from social and cultural backgrounds, of pupils from different ethnic groups, and of those from diverse linguistic backgrounds.

We meet the needs of all our pupils through:

- Planning opportunities that build on and extend the pupil's knowledge, experience and interests, and develop their self-esteem and confidence
- Using a variety of teaching strategies that are based on pupil's learning needs
- Providing a wide range of opportunities to motivate and support the pupils, and to help them to learn effectively
- Offering a safe and supportive learning environment, in which the contribution of all pupils is valued
- Employing resources that reflect diversity, and that avoid discrimination and stereotyping
- Planning challenging activities for pupils whose ability and understanding are in advance of their language and communication skills
- Monitoring pupil's progress, providing support (such as speech therapy) as necessary

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

- Setting suitable learning challenges
- Responding to pupil'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 pupils

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

- Do all our pupils achieve their best?
- Are there differences in the achievement of different groups of pupils?
- What are we doing for those pupils 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?

4. Teaching and Learning Style

We aim to give all our pupils the opportunity to succeed and reach the highest level of personal achievement. We analyse the attainment of different groups of pupils to ensure that all pupils are achieving as much as they can. We also make ongoing assessments of each pupil's progress. Teachers use this information when planning their lessons. It enables them to take into account the abilities of all their pupils. For some pupils, we use the programmes of study from earlier key stages. This enables some of our pupils to make progress in their own lessons, perhaps after significant amounts of time spent away from school.

When the attainment of a pupil falls significantly below the expected level, teachers enable the pupil to succeed by planning work that is in line with that pupil's individual needs. Where the attainment of a pupil 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 pupil shows particular

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

Teachers ensure that all pupils:

- Feel secure and know that their contributions are valued
- Appreciate and value the differences they see in others
- Take responsibility for their own actions
- Participate safely in clothing that is appropriate to their religious beliefs
- 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

5. Pupils with Disabilities

We are committed to meeting the needs of all groups of pupils within our school. The School fully meets the requirements of the amended Disability Discrimination Act. All reasonable steps are taken to ensure that these pupils are not placed at a substantial disadvantage compared with any other pupil.

The School is committed to providing an environment that allows disabled pupils full access to all areas of learning. All our classroom entrances are wide enough for wheelchair access. We can provide specialist desks and chairs for pupils with limited motor-coordination skills.

Teachers modify teaching and learning expectations as appropriate for pupils 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 pupils with disabilities the opportunity to develop skills in practical aspects of the curriculum.

Teachers ensure that the work undertaken by disabled pupils:

- 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 pupils 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 pupils to learn about sound in science and music, and visually impaired pupils 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

6. Disapplication and Modification

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 pupils, without recourse to disapplication or modification. We achieve this through greater differentiation of the pupil'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 pupil.

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. We would ensure that every effort had been made to provide the necessary support from within The School's resources before considering such action.

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, for pupils with special educational needs through an EHC Plan
- Section 365 of the Education Act 1996. This allows the temporary modification or disapplication of the National Curriculum, or elements of it

7. Inclusion and Racism

The school has implemented the recommendations of The Stephen Lawrence Inquiry: Macpherson Report (1999). The diversity of our society is addressed through our schemes of work, which reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnic or social background. All racist incidents are now recorded by the headmaster. The School contacts parents of those pupils involved in racist incidents.

8. LGBT

The Equality Act 2010 states schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes HBT bullying. The school promotes equal opportunities and fostering of good relationships. This means the school takes proactive steps to promote, respect and understand LGBT people and issues.

The school aims:

- To provide an inclusive environment in which LGBT pupils and staff are valued and respected
- To promote understanding of and support the needs of LGBT pupils and staff
- To enhance LGBT awareness and issues through the provision of an inclusive curriculum
- To monitor and tackle HBT language and bullying

8. Summary

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

9. Monitoring and Review

This policy is monitored by the senior management team and owners of The School, and will be reviewed every two years, or earlier if necessary.

Date	Position	Name of reviewer	Date of next review
August 2024	Headmistress	Miss T. Harris	August 2025
August 2024	Proprietor	Mr A. Khan	August 2025