



Inclusion Policy

Lead member of staff	Helen Williamson
Approval Level	Full Governing Body
Signed by	Nicola Waters, Chair of Governors
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Next Review	September 2024

Introduction

(Please refer to the following school policies: English as an Additional Language; Equal Opportunities; Gifted and Talented Children; Racial Equality; Special Educational Needs; DED Action Plan and Scheme, Community Cohesion when reading this document).

At Billingshurst Primary School, we work to:

- Ensure that every child has equal opportunity to access learning and the wider life of the school.
- Remove barriers to learning caused by need, culture, aspiration, disability and experience.
- Set and maintain the highest standards of behaviour.
- Develop in each child an awareness of self-worth and of the value and needs of others.
- Promote a feeling of fulfilment through achievement.
- Encourage initiative, resourcefulness, tolerance and perseverance.

We are committed to giving all of our children, staff and other stakeholders every opportunity to achieve the highest of standards in all aspects of school life. We do this by celebrating varied life experiences and respecting 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 and adults matter. This policy helps to ensure that our school promotes the individuality of all, irrespective of ethnicity, attainment, age, disability, gender or background.

Aims and objectives

Our school is an inclusive community. We actively 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:

- Girls and boys;
- Minority ethnic and faith groups;
- Children who need support to learn English as an additional language;
- Children with special educational needs;
- Children with a disability
- Gifted and talented children;
- Children from different socio-economic groups

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- Children who are at risk of disaffection or exclusion;
- Travellers and asylum seekers.
- Looked After Children

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 social and cultural opportunities outside the National Curriculum to meet the needs of individuals or groups of children. (This includes speech and language therapy and mobility training.)

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

- Do all our children achieve their best and have high aspirations?
- 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, celebrating diversity and preparing pupils to live in a diverse society?

Teaching and learning styles

We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement. We analyse the attainment and achievement of different groups of pupils and intervene if this is below expectation. We also make ongoing assessments of each child's progress. Teachers use this information when planning their lessons. It enables them to take into account the abilities of all their children. For some children, those on the special needs register, we use the programmes of study from earlier key stages, complemented by specialist interventions where appropriate. This enables some of our children to make progress in their own lessons, perhaps after significant amounts of time spent away from school.

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; whilst ensuring accelerated progress. Where the attainment of a child significantly exceeds the expected level of attainment, teachers may 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.

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

Teachers ensure children:

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- 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 and ritual 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;
- Are encouraged to participate fully, regardless of disabilities or medical needs.

Children with disabilities

Children with disabilities, including those identified on the SEN register, will be supported with additional resources in line with reasonable adjustment. The school is committed to providing an environment that allows all children full access to all areas of learning.

Teachers will modify teaching and learning as appropriate for these children. For example, they may give additional time or technological resources to children with disabilities to complete certain activities. In their planning, teachers ensure that they give children with disabilities the opportunity to develop skills in practical aspects of the curriculum.

Teachers ensure that the work for these 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 where 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 to learn about light in science, and 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.

In response to the Disability Act 2001, the governing body reviews annually how the school can be made more accessible for disabled children and agrees an Action Plan to ensure its Duty is being met.

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 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 agencies to support the child.

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 Education Authority. 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 this 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, 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.

Racism and inclusion

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 recorded and reported to the governing body by the Head teacher. The school contacts parents of those pupils involved in racist incidents.

Summary

In our school, the teaching and learning, achievements, attitudes and well-being of every child are a priority and central to all of our work. We follow the necessary regulations to ensure that we take the experiences and needs of all our children into account when planning for learning.