



Inclusion Policy

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Key post holders:

Charlotte de Oliveira – Inclusion Strand Leader
Tracey Kelly – Academy Senco
Szilvia Winn – EAL / INA Co-ordinator

The Inclusion Policy supports the vision, ethos and aims of Excelsior Academy.

The policy is linked to other Academy policies such as curriculum, SEN, differentiation, equal opportunities, health and safety, behaviour, anti-bullying, child protection, racial equality, admission and exclusion.

We aim to provide a stimulating learning environment across the whole curriculum which maximises individual potential and ensures that pupils of all ability levels are well equipped to meet the challenges of education, work and life.

This is achieved by:

A Curriculum design which promotes a full range of learning, thinking and life skills;
A balanced and relevant curriculum, which emphasises depth before breadth;
Flexible and responsive teaching and learning styles;
Equipping students with the skills, knowledge and attitudes necessary to succeed as individuals and as responsible and valued members of society;
Developing a close partnership with the whole community, particularly parents.

We aim to be an inclusive school and offer equality of opportunity to all groups of pupils within the Academy. These groups include:

- Boys and girls
- Pupils from minority faiths, ethnicities, travellers, asylum seekers, refugees
- Pupils who have English as an additional language
- Pupils who have Special and Additional Educational Needs
- Pupils who are Gifted and Talented
- Pupils who are Looked After children
- Pupils who are at risk of disaffection or exclusion, young carers, sick children, children from families under stress

We aim to provide a differentiated and engaging curriculum that meets the needs of ALL pupils, individuals and groups by:

- Providing suitable learning challenges matched to the individual
- Responding to pupils' diverse social, emotional, behavioural and learning needs
- Overcoming potential barriers to learning and progress

We aim to provide a happy, healthy and safe Academy / school by:

- Recognising, reflecting and celebrating the skills, talents, contributions and diversity of all our pupils
- Providing high quality welfare support, care and guidance
- Safeguarding the health, safety and welfare of all our pupils
- Listening and responding to the concerns of children and parents
- Taking care to balance the needs of all members of the school community

We secure inclusive education for our pupils by reviewing and evaluating what is done:

- Is each individual pupil achieving as much as they can? How do we know?
- Why are there differences in the achievements of different groups of pupils?
- What is in place for pupils who are not achieving their potential? Is it working?
- Is our provision / Are our actions / interventions effective? How do we know?
- Are all our pupils happy to be in school? How do we know?

All members of the Excelsior Academy community are valued and are offered wide ranging opportunities to enable high standards of progress and achievement.

All policies within the Academy support inclusion and are reflected in Academy, school and subject development planning.

Equality Impact Statement

We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of race equality, equality for disabled persons, gender equality and community cohesion using an appropriate Equality Impact Assessment. The policy may be amended as a result of this assessment.