



St Andrew's Church School

Inclusion Policy

Every child has a fundamental right to education and must be given the opportunity to achieve and maintain acceptable levels of learning... Every child has unique characteristics, interests, abilities and learning needs ... Education systems should be designed and educational programmes implemented to take into account the wide diversity of these characteristics and needs... Mainstream (settings) with this inclusive orientation are the most effective means of combating discriminatory attitudes, creating welcoming communities, building an inclusive society and achieving education for all.

(The Salamanca Statement (adopted in July 1994 following an international education conference in Salamanca, Spain)

“Everyone is an insider, there are no outsiders – whatever their beliefs, whatever their colour, gender or sexuality.”

Archbishop Desmond Tutu, February 2004

Introduction

We believe that Inclusion is essential as preparation for making a positive contribution to life in the multi-cultural, multi-faceted world in which we live. At St Andrew's, as outlined in our prospectus, Inclusion is one of the core values which underpins all our work and practice. We believe that inclusion is central to our Christian ethos. It is our aim to provide a living Inclusive environment for all, where all feel welcomed, valued and nurtured. For every child, we also embrace and actively promote the five outcomes of Every Child Matters:

- Be Healthy
- Stay Safe
- Enjoy and Achieve through Learning
- Make a positive contribution to Society
- Achieve economic well-being.

St Andrew's aims to provide an environment where all feel valued and free from discrimination, reflecting our multicultural society where families, staff, children and the wider community work together. We also promote and value the rich

multi-cultural world in which we live, introducing children to the richness of our human diversity.

We are committed to promoting the understanding of the principles and practices of equality – treating all those associated with the school as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively promote an anti-bullying stance which includes making explicit the unacceptability of racist, disablist and homophobic remarks and we actively seek to combat all forms of negative discrimination.

Special Educational Needs

Within the umbrella of Inclusion we also understand that, as individuals, children and adults alike all require some form of support. However, we recognise that for some this may be specific and sometimes require the help of other outside professionals.

Accessibility

The school has recently improved its accessibility, however should any individual encounter any difficulties with our provision we would actively seek to support them.

The Curriculum

At St Andrew's, we provide a broad and balanced curriculum that is accessible to all children, recognising individual needs and working in close partnership with parents and other professionals. We plan our curriculum to extend our children's knowledge and experience of other cultures, languages and celebrations. We ensure that our curriculum reflects the diversity of our society. Planning, resources and behaviour reflect the commitment from staff, parents/carers and volunteers to actively **include** all our children.

Educational inclusion is about equal opportunities, for all children, whatever their age, gender, ethnicity, attainment and background. It ensures particular attention to the provision made for, and the achievement of different groups of pupils within a school. We are aware that specific groups of pupils are more likely to under-achieve and/or suffer discriminatory practice than others within our society. These groups include:

- girls and boys; transgender children
- minority ethnic and faith groups, Travellers, asylum seekers and refugees; pupils where family members are in prison;
- pupils who need support to learn English as an additional language (EAL);
- pupils with disabilities;
- pupils with special educational needs;
- gifted and talented pupils;
- children who have more unusual hair colours e.g. red hair;
- children 'looked after' by the local authority;

- other children, such as sick children, young carers and children from families under stress; children from single parent families; children with same sex parents and
- any pupils who are at risk of disaffection and exclusion.

Our Commitment

At St Andrew's we are committed to constantly monitoring, evaluating and reviewing our practice to ensure that the entire school community and, in particular, all our pupils

- make good progress and achieve;
- are able to learn effectively, without interference and disruption;
- are treated respectfully;
- receive additional help according to their needs;
- have access to a broad, balanced and relevant curriculum;
- feel safe, secure and happy within the school setting.

We take seriously our legal duties regarding discrimination. The following statutory school policies and procedures are key tools which support us in increasing inclusive practice and should be considered alongside this policy:

Equalities Objectives
Special Education Needs and Disability Policy
Anti-bullying Policy

When drawing up this policy we felt that, whilst this is a stand alone document, Inclusion permeates all aspects of school life and this document should therefore be read in conjunction with all other policies (eg SEND policy, Behaviour for learning policy, and Anti-Bullying Policy).

Signed:

Jayne Rochford-Smith
Headteacher

Feb 2020

Signed:

Louise Leach
Chair of Governors

Feb 2020

