



BREWOD CE MIDDLE ACADEMY and ST MARY'S CE FIRST ACADEMY

POLICY STATEMENT FOR INCLUSION

We value and cherish every member of our community and celebrate their uniqueness.

Our values led curriculum promotes a love of life and learning inspiring every individual to be a respectful, resilient, and faithful global citizen.

"Let all that you do be done in love."

1 Corinthians 16:14

Respect, Faith, Resilience

We love and value each member of the St. Mary's family as precious individuals. Our outward-looking curriculum enables everyone to embrace life in all its fullness while celebrating the everyday and the unique. Through our Christian values of belief, respect and friendship we:

'Shine as a Light in the World'.

Matthew 5:16

Belief, Respect, Friendship

1. AIM OF THIS POLICY

The policy describes how Brewood CE Middle Academy and St Mary's CE First Academy and their:

- Commitment to, and the guiding principles for providing an inclusive environment for all pupils with special educational needs, and the objectives it seeks to achieve within the school and wider community.
- This policy is a consequence of the school's commitment to equal opportunities, which reflects the belief that there should be no discrimination on grounds of race, gender, class, disability or learning difficulty and as such should be read in conjunction with the Equal Opportunities Policy. Brewood CE Middle Academy and St Mary's CE First Academy promote the pupil's right to three fundamental principles, which pervade its belief in Inclusive Education. These are:
 - **Human Rights:** all pupils have the right to learn and play and should not be devalued or discriminated against because of their disability or learning difficulties.
 - **Good Education:** all pupils have the right to a 'broad and balanced curriculum' adapted to meet their needs and presented in a positive and vibrant environment alongside their peers.
 - **Opportunities for Social Development:** all children have the right to an education that will enable them to develop relationships and prepare them for adult life in the mainstream.

- Brewood CE Middle Academy and St Mary's CE First Academy, as inclusive schools, strive to reflect the following characteristics:
 - **Community based:** as an inclusive school our population is diverse, reflecting a wide range of special educational needs, physical, medical, emotional, social and educational needs. We welcome children with associated learning difficulties. Our school also thrives to serve the community by providing facilities for use by other organizations. The school makes full use of the facilities within the local and wider community to enrich the curriculum as well as the life experiences of all our pupils.
 - **Accessibility:** as an inclusive federation Brewood and Wheaton Aston Federation is physically accessible to all its members and educationally accessible to all. It offers a differentiated curriculum tailored to individual needs and is backed up by support systems of highly trained teaching assistants and supervisory assistants and by the skilled application of a wide range of technological aids.
 - **Collaboration:** as an inclusive Federation we work with a wide range of agencies, special and other mainstream schools and fellow professions. These include medical personnel, peripatetic agencies and partner/pyramid schools.
 - **Equality:** as an inclusive Federation we embrace a democratic system where all members have rights and responsibilities and the same opportunity to benefit from, and take part in, the education provided by the school within and beyond our premises.

2. THE CO-ORDINATION OF THE INCLUSION PROCESS

- The people responsible for co-coordinating the development of the inclusion processes within Brewood CE Middle Academy and St Mary's CE First Academy is the Inclusion Lead (Mrs L Guy) for both schools.
- All teaching staff are responsible for promoting the inclusive ethos within the classes they teach.
- All staff are aware of and responsible for promoting the inclusive ethos within the academy they work.
- All new employees are made aware of the inclusive ethos of the academies upon appointment and are informed of their responsibilities during their induction process.

3. CO ORDINATING SUPPORT WITHIN THE ACADEMY

- The person responsible for co-ordinating special needs provision within Brewood CE Middle Academy is the Inclusion Lead, Mrs L Guy.
- The person responsible for co-ordinating special needs provision within St Mary's CE First Academy is the Inclusion Lead, Mrs L Guy.
- Our schools ensures that individual needs are met by the employment of highly skilled Teaching Assistants.
- Our schools provide a holistic approach to pupil development by ensuring that all relevant professionals work as a team to foster the inclusive ethos of the Academies.
- The inclusion of pupils with speech and language impairment is assisted by the deployment of Speech and Language Therapists.

- The inclusion of pupils with learning difficulties and/or emotional needs is assisted by liaison with the Educational and Clinical Psychologists, Behavior Support teams and the implementation of relevant advice.
- The inclusion of pupils with physical difficulties is supported by the Physiotherapist, Occupational Therapists, and Physical Outreach Team.
- The inclusion of pupils with autism is supported by the Autism Inclusion Team.
- The inclusion of pupils with hearing impairment is supported by the Local Authority Hearing Impairment Advisor.
- The inclusion of pupils with visual impairment is supported by the Local Authority Visual Impairment advisor.
- The academies seek support from any other relevant outside body when required.

4. ADMISSION ARRANGEMENTS

- Please see the school's admission policy.

5. SPECIALIST SUPPORT

- Recognising the wide variety of conditions and needs within our school communities, staff undertake specialised training both in-house and through external agencies with regard to the SEND four areas of needs.

6. FACILITIES AND EQUIPMENT

- All teaching areas of the academies are physically accessible to all pupils, lifts are installed alongside stairs at Brewood.
- A full range of resources is available. Pupils' needs are regularly assessed through whole school monitoring systems and more specifically SEN reviews in accordance with the SEND Code of Practice and provision is made to train staff to support pupils.

7. IDENTIFICATION AND ASSESSMENT PROCEDURES

- Please refer to the SEN policy

8. ARRANGEMENTS FOR INCLUSION

- Brewood CE Middle Academy and St Mary's CE First Academy believe that all pupils are of equal value and have the same right to take part in the varied activities and opportunities they provide
- All pupils are given the opportunity to be included on educational visits, residential visits/activities and have access to all lunchtime and after school clubs and extracurricular events. Specific risk assessments may be carried out for individual children and visits may be undertaken to ensure access is viable for those with recognised SEND.
- Some pupils with additional needs MAY require additional staff support to access certain activities.

9. CO-ORDINATING SUPPORT FOR INCLUSION

- The key person for co-ordinating support for inclusion is the Inclusion Lead, Mrs L Guy at both schools.
- Liaison by the Inclusion Lead with regard to individual needs of specific children occurs as necessary with other designated staff.

10. EVALUATING THE POLICY

- An annual review of the Education Health Care Plan is held on behalf of every pupil with an EHCP and families and/or carers are invited to attend.
- Individual targets are recorded in the ILP. These are reviewed and evaluated on a regular termly cycle.
- Families are welcome to discuss any concerns with relevant staff and the Executive Principal. Any formal complaints are dealt with in line with agreed procedures outlined in the school prospectus.

11. THE ROLE OF PARENTS

- Brewood CE Middle Academy and St Mary's First Academy value working in partnership with families and ensure that parents are aware of its inclusion policy and inclusive ethos.
- Families are encouraged to attend the many social events as well as open days, parents evenings and reviews.

12. POLICY REVIEW

The policy will be reviewed annually or earlier if pertinent legislation alters.



Signed..... Chair of Local Academy Committee

Dated.....

L. Guy 13/1/26