

The Hermitage School
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Inspiring Everyone to Learn

The Hermitage School Inclusion Policy

Person responsible	Inclusion Leader
Date adopted	Sept 2010
Date of last review	Autumn Term 2019
Date of next review	Autumn Term 2022

Aims and Objectives

We aim to give all our children the opportunity to succeed and reach the highest level of personal achievement.

Our school aims to be an inclusive school. 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 who are newly arrived from overseas, including refugees and asylum seekers
- children with special educational needs
- children who have physical disabilities
- children who qualify for the Pupil Premium Grant
- gifted and talented children
- looked after children
- any children who are at risk of disaffection or exclusion
- others such as those who are sick; those who are young carers and those who are in families under stress

We aim:

- to include all pupils in all aspects of school life
- to continue to raise staff awareness of inclusion by ongoing staff development
- to maximize the learning potential of all pupils and raise educational attainment for all
- to promote the personal, social, moral and cultural development of all children

- to recognize and celebrate the progress and achievements that all members of the educational community make
- to develop inclusive practices throughout the educational community and promote equality of access and opportunity for all learners
- to ensure that resources for SEND are closely matched to need
- to work together with all partners in the education of the young person
- to seek to continuously monitor and evaluate the success of our policy and practice

The National Curriculum is our starting point for planning a curriculum that meets the specific needs of individuals and groups of children. We do this 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 opportunities outside the National Curriculum to meet the needs of individuals or groups of children

Teaching and Learning Style

At The Hermitage School we provide education for all pupils through a variety of access strategies including, appropriate differentiation and scaffolding, setting for maths, resources and facilities as necessary. All pupils' individual needs are considered and the full range of flexible responses are available to accommodate and value their diversity.

When planning their work, teachers take into account the abilities of all the children. When the attainment of a child falls below the expected level, teachers enable the child to succeed by planning work that is in line with that child's individual needs. Where the attainment of a child significantly exceeds the expected level of attainment, teachers extend the breadth of work within an area or areas for which the child shows particular aptitude.

Teachers ensure that children:

- feel secure and know 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 background
- are taught in groupings that allow them to all 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

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 of its children without recourse to disapplication or modification. We achieve this through greater differentiation of the child's work, setting or through 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.

Other areas of Inclusion

The Hermitage School aims to model inclusion in our staffing policies, relationships with parents/carers and the wider community.

The Hermitage School tries to make all trips inclusive by planning in advance and using accessible places.

At The Hermitage School all children are welcome at our afterschool activities.