



## **INCLUSION POLICY**

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## **St Mark's Church of England Academy – Policy Document**

### **1. Introduction**

1.1 The Academy's philosophy is to be an inclusive establishment. This is explicit in the following extract from the Briefing Papers issued to staff who were considering appointment to the Middle Leadership Tier.

1.2 The Academy will view all children as being of equal value, regardless of ability, and so every effort will be made to give every student appropriate access to curriculum and other stimuli which will maximise their personal, spiritual, social, cultural and academic development. Every student should have an experience of life at St. Mark's Church of England Academy which caters for their individual needs and is focussed upon the realisation of each student's learning potential.

It is also the sponsors' desire to ensure that all students enjoy the benefits of being part of the whole Academy community and that their academic needs are met in a setting most appropriate to their learning. Promoting these aims means ensuring that all teachers are aware of the needs of every individual in their classes for whom they prepare, differentiate and assess all work.

The Middle Leadership Team, both teachers and support staff, will have a crucial role in delivering this vision. Where children are able to access the curriculum in mainstream, including students with Special Educational Needs for whom appropriated support is provided in accordance with their IEP and those who speak English as an Additional Language, this will be seen as wholly positive. However, where academic learning is hampered and compromised by any group of students, for whatever reason, specialist input away from a mainstream lesson or lessons may be needed. The appointment of a Head of Individualised Learning, and of non-teaching Heads of Year, are signs of this commitment. The prime importance of a pastoral responsibility within every colleague's job description also reflects this conviction. All members of the Middle Leadership Team will be expected to contribute to the development of a strong learning ethos in the Academy.

### **2 Monitoring, Evaluation and Review**

2.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

#### **Related Policies**

- SEN Policy
- Behaviour and Exclusions Policy
- Compliance with the Disability Discrimination Act