

Michael Hall

a Steiner Waldorf School

Inclusion Policy

Policy Owner	SLT
Formally endorsed by	Council of Trustees
Endorsement Date	February 2022
Next Review Date	February 2023

Inclusion Policy

Policy statement

This policy provides for children with Special Educational Needs and Disabilities (often referred to as SEND), English as an Additional Language and Social, Emotional and Mental health Needs, Medical Needs, Looked After children and Children who are Carers in accordance with the Equality Act 2010.

At Michael Hall we recognise Inclusion as 'Participation in inclusive high-quality early childhood settings enhances all children's early learning experiences. In an inclusive setting there is an awareness and respect for each child's individual strengths and areas of difficulty. Inclusive settings engage in meaningful collaboration with parents/guardians and other professionals to ensure access, equality and full participation for all children.'

Diversity, Equality and Inclusion Charter and Guidelines for Early Childhood Care and Education (Department of Children and Youth Affairs 2016)

Michael Hall is an educationally inclusive school where we take into account the different learning styles that children use to concentrate, process and retain information in accordance with our Steiner-Waldorf pedagogy.

Michael Hall ensures equal access to the curriculum for all children in providing up to date training for staff in areas of SEND awareness. Considering the visible representations of diversity; (the individual needs of children with physical and/or cognitive disabilities; the needs of children learning English as an additional language and valuing home languages and dialects), all children experience a wide and diverse curriculum which incorporates an anti-bias approach, which does not tolerate negative attitudes and behaviour towards diversity.

The SENCO is responsible for maintaining SEND records and will have a loading accordingly (the Special Educational Needs Coordinator).

The SENCO will be responsible for:

- keeping the Senior Leadership Team (SLT) informed about Special Educational and Disability issues
- regularly liaising with Assistant Principals about SEN practice and development
- ensuring an agreed, consistent approach is adopted
- coordinating detailed assessments and observations of pupils
- contributing to in-service training of staff

The Inclusion Team consists of representatives from different areas of the School:

- Special Educational Needs Coordinator(s)
- First Aid
- Wellbeing Team
- Safeguarding Team

A member of Council will hold responsibility for Inclusion in the school.

School SENCOs:

Early Years SENCO: Rachel Ford-Blanchard rachel.ford-blanchard@michaelhall.co.uk

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Lower, Middle and Upper School SENCo/Inclusion Leader: Jacqui Phillips
jacqui.phillips@michaelhall.co.uk

Related Policies and Procedures:

- Special Educational Needs and Disabilities
- English as an Additional Language
- First Aid
- Accessibility Policy
- Admissions Policy and Procedures
- Equal Opportunities

Policy issue date 12/01/22 by Jacqui Phillips