

# Inclusion Policy

<b>Policy Owner</b>	Senior Leadership Team
<b>Formally endorsed by</b>	Council of Trustees
<b>Endorsement Date</b>	December 2020
<b>Next Review Date</b>	December 2021

## 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 Pastoral 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/programme for all children. Considering the visible representations of diversity; the individual needs of children with physical and/or intellectual disabilities; the needs of children learning English as an additional language - valuing home languages and dialects. How the curriculum incorporates an anti-bias approach and a way to counter the learning of negative attitudes and behaviour towards difference, talking openly about differences.

The Inclusion Team Leader is responsible for maintaining SEND records and will have a loading accordingly (the Special Educational Needs Coordinators).

The Inclusion Leader will be responsible for:

- keeping the Senior Leadership Team (SLT) informed about Special Educational and Disability issues
- regularly liaising with Faculty Chairs 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
- Pastoral Care Team
- Safeguarding Team

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

## School SENCOs:

Early Years SENCO: Jenny Robertson    [jenny.robertson@michaelhall.co.uk](mailto:jenny.robertson@michaelhall.co.uk)

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
- Admissions Policy and Procedures
- Equal Opportunities

POLICY ISSUE DATE: 3/12/20