



# Leamington Community Primary School

*Together we make a Difference*

## Inclusion Policy



Completed by: Mrs. R. Mellor  
Date Issued: 19<sup>th</sup> January 2023  
Approved by Governors: 1<sup>st</sup> February 2023  
Review Date: 1<sup>st</sup> February 2024



# **Leamington Community Primary School: Inclusion Policy**

## **Aims**

Leamington Community Primary School seeks to promote inclusion for all in every aspect of school life and this philosophy is central to the ethos and work of the school. We are a caring community. We endeavour to create a stable, secure, safe and happy environment in which our children are able to develop to their maximum potential. Each child, parent/carer, governor and member of staff has a valuable contribution to make to our school community. We celebrate the achievements of all.

A clear policy for social inclusion is vital if we are to meet the needs of our children, including those who may be at risk of social exclusion. The focus of social inclusion is on raising educational achievement for all disaffected children or those who may fail to participate fully in school experiences for a variety of reasons. The policy is relevant to all children including (but not limited to):

- Academically more-able children;
- Asylum seekers and refugees;
- Children affected by ACEs (Adverse Childhood Experiences);
- Children at risk of disaffection and exclusion;
- Children who abuse drugs or whose parents abuse drugs;
- Children who struggle with friendships and relationships;
- Children who experience difficult home circumstances;
- Children suffering with illness;
- Children with mental health needs;
- Children with Special Educational Needs and/or disabilities;
- EAL children;
- Homeless children;
- LAC/Post-LAC children;
- Minority faith and ethnic groups;
- Travellers;
- Victims of abuse and domestic violence;
- Young carers.

The school identifies children who fall into any of the above categories and ensures that provision is made for their well-being and that their progress is carefully tracked so ensuring equality of opportunity.

## **Principles**

Leamington Community Primary School is committed to the following principles:

1. We endeavour to meet the needs of all our children, including those who may be difficult to engage or feel in some way apart from others in school;
2. We believe early intervention is essential with any child identified as vulnerable or having a special need. We are committed to being proactive in meeting the children's needs as early as possible;

3. Social inclusion is best promoted when we ensure that the quality of learning is at a high standard. We will ensure that the learning experiences are of the highest quality and matched to the children's needs and interests. Everyone in the school community has a responsibility to ensure that Leamington Community Primary School is an inclusive school explicitly and implicitly;
4. Issues which affect the children and their parents such as admission, exclusion and assessment will be dealt with consistently and in accordance with DfE, Ofsted and LA guidance.

### **Inclusion Team**

At Leamington Community Primary School, we have a dedicated Inclusion Team that work closely to ensure children's needs are identified and support is put into place. The team consists of:

- Deputy Headteacher / Deputy Designated Safeguarding Lead (Rachel Mellor)
- SENCO and Assistant SENCO (Natalie Boyd and Sally Tyson)
- Designated Safeguarding Lead (Iris Kelleher)
- Attendance Officer (Jackie Stocks)
- Family Support Worker (Liz Morrison)
- Learning Mentor (Mike Francis)
- Mental Health Lead (Stephanie Leach)
- Inclusion Team Link Governor (Alma Shaw)

The team meet on a regular basis to review provision and process referrals for support. Individual cases are discussed in a confidential and sensitive manner and appropriate provision is identified and implemented. Outcomes of these discussions, along with details of provision are logged on the school's CPOMs system and also shared with the Headteacher.

### **Areas of Inclusion**

#### **Admissions:**

Leamington Community Primary School operates its admission procedures in accordance with Local Authority guidelines. This policy does not discriminate on grounds of race, religion, ethnic origin or disability. Leamington Community Primary School will not automatically refuse entry on grounds of special, social or behavioural needs.

#### **Attendance:**

The children of Leamington Community Primary School are expected to attend school punctually and on a full-time basis. Parents are encouraged to work closely with the school should any difficulties arise. We follow prescribed guidelines in the marking of registers, granting leave of absence, removing children from roll and authorised absence. We strongly encourage excellent attendance and seek to resolve absence difficulties promptly. The school attendance officer monitors absence closely and the school operates a first response programme. We work very closely with the Local Authority in promoting good attendance and support of families experiencing difficulties. We

have achieved gold status for the Liverpool Attendance Quality Mark, demonstrating our efforts and robust systems for monitoring attendance.

### **Behaviour:**

Leamington sets and expects high standards of behaviour for all our children. The school promotes a learning environment of positivity and support. We have grown a 'can do' culture where everyone is encouraged to learn from mistakes and are confident to express ideas and opinions. We follow the 'Leamington Values Code of Conduct' which expects all staff and children to act according to our school values of: Respect, Determination, Friendship, Honesty and Courage. We endeavour to involve children in their own learning and to have an active role in the assessment of their progress and achievement. Racism, sexism and other forms of discrimination are not acceptable. We strive to prepare our children for living in a diverse and interdependent society. Children who display unacceptable behaviour are supported through the school's pastoral system and, with parents, are helped to enjoy the experiences of school life whilst abiding by the agreed code of behaviour. Some children may need additional support such as Behaviour Trackers or support from outside agencies. For further information regarding behaviour at Leamington Community Primary School, please see our Positive Behaviour policy available on the school website or at the office on request.

### **Safeguarding and Family Support:**

We have a duty to safeguard and promote the welfare of all children. Our Designated Safeguarding Lead works across the school, with all staff, to support families where needed. Our Family Support Worker also works with families and provides parent training/workshops to help support the children at Leamington Community Primary School. Copies of the school's Child Protection and Safeguarding policy can be found on the school website and can be obtained from the school on request.

- The Designated Safeguarding Lead is Mrs. Iris Kelleher.
- The Deputy Designated Safeguarding Lead is Mrs. Rachel Mellor.
- The Headteacher is Mr. Paul Vine.
- The Chair of Governors is Mr. Pat Monaghan.
- The nominated governor for Safeguarding is Mrs. Dawn Mercer.

### **Mentoring:**

At Leamington Community Primary School, we have Learning Mentors that can provide support and guidance to children and young people who are experiencing difficulties due to social, emotional, behavioural or other issues. Our mentor provides both 1-1 and group mentoring. Whilst two members of the Inclusion Team provided ACEs workshops for identified pupils. We also work with a range of external agencies who can provide further specific support, including YPAS, CAHMS and Relax Kids. Referrals for mentoring are submitted by staff and are reviewed by the Inclusion Team, who meet on a regular basis, and provision is allocated. The school's CPOMs system is also robustly monitored by the Deputy Headteacher, DSL and SENCO. Therefore, if children appear to be struggling, the class teacher is requested to complete an Inclusion Team referral form so provision can be identified.

**SEND Support:**

At Leamington Community Primary School, we have taken all necessary arrangements to ensure all pupils, regardless of any special educational needs and/or disabilities, can access learning and wider school opportunities. Provision for pupils at Leamington Community Primary School with special educational needs and/or disability is the responsibility of the school as a whole with specialist guidance from the SENCO, assistant SENCO, the Governing Body, and the Headteacher. All teaching staff are teachers of pupils with special educational needs. We adopt a graduated approach to meeting special educational needs and/or disabilities. For further information regarding SEND provision at Leamington Community Primary School, please see our SEND policy available on the school website or at the office upon request.

**Mental Health:**

At Leamington Community Primary School, we recognise that supporting young people's mental health is a pivotal element of the school day. We have adopted a whole-school approach for 'Zones of Regulation'. We use this approach alongside the positive behaviour system outlined above and in our Positive Behaviour Policy. Zones of Regulation is a cognitive behavioural approach that aims to enable children to self-regulate their feelings using four coloured zones. It helps to provide children with strategies to become aware of how they can understand their emotions and manage their needs. Children are able to share what zone they are in throughout the day and are encouraged to use their chosen strategies to help regulate their emotions. Children are taught that feeling different emotions is okay and by understanding this, they can develop ways of regulating themselves. More information on Zones of Regulation can be found on our school website. Our school also raises awareness of the importance of understanding and supporting mental health through our participation in Children's Mental Health Day and Week, each year. Our Mental Health Lead also offers support for staff in identifying and supporting mental health needs across the school and works with the Educational Mental Health Practitioner service to identify children who require more intensive, personalised support.

For further information regarding the Inclusion Team and how we support children and families within our school community, please see our Inclusion Team page on our school website. If you would like to speak with a member of the Inclusion Team, please contact the school office.