

INCLUSIVE | MULTI ACADEMY TRUST

INCLUSION POLICY

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Approving Body	Trust Board
Author	James Roach
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SUMMARY OF CHANGES TO INCLUSION POLICY 2025

The highlighted updates to the Inclusion Policy reflect current best practice and statutory requirements. Key changes include:

Legislative updates: References to DfE Keeping Children Safe in Education 2025 ensure compliance with the latest safeguarding guidance.

Leadership updates: Addition of Holly Whiting as SENCO at Willow Tree Primary School and clarification that Gillian Jackson serves as Trust SEND Lead and Headteacher at Beechfield School. All SENCOs now hold or are working towards the National Award for SEND or new SEND NPQ.

Enhanced protected characteristics provisions: New sections provide practical guidance on religion and belief (including prayer space provision and liaison with faith leaders), sexual orientation (LGBTQ+ safe spaces and celebration of identity), and gender reassignment (support for dress choices and appropriate facilities).

Vulnerable groups: Explicit provisions added for English as an Additional Language learners, looked after children (including liaison with Virtual School and PEP requirements), and recognition of positive action to address disadvantage.

Staff equality: Comprehensive new section covering recruitment, reasonable adjustments, religious observance facilities, and staff responsibilities to challenge discrimination.

Monitoring framework: Enhanced accountability through regular monitoring of progress, attendance, behaviour and exclusions by protected characteristic, with annual reporting to trustees.

These changes strengthen the trust's commitment to authentic inclusion and align with our National Nurturing Schools accreditation and MAT Excellence EDI Award.

This policy is based on the model policy provided by The National College. For the purpose of this policy, the term school and schools refer to schools that are part of the Inclusive Multi Academy Trust

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Legislative Compliance

The Inclusion Policy has been approved by the Trustees of the Inclusive Multi Academy Trust. Please also refer to the Trust Equality Plan, the Anti-Bullying Policy, and the Complaints Policy. In addition, please refer to the schools' local documents: the Accessibility Plan and the SEND Information Report. This policy has been written as guidance for staff, parents or carers and children.

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Local Government Act 1974
- Disabled Persons (Services, Consultation and Representation) Act 1986
- Children Act 1989
- Education Act 1996
- Education Act 2002
- Mental Capacity Act 2005
- Equality Act 2010
- The Equality Act 2010 (Disability) Regulations 2010
- Children and Families Act 2014
- The Special Educational Needs (Personal Budgets) Regulations 2014
- The Special Educational Needs and Disability (Amendment) Regulations 2015
- The Special Educational Needs and Disability (Detained Persons) Regulations 2015
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018
- Health and Care Act 2022
- The Special Educational Needs and Disability (Amendment) Regulations 2024

This policy has due regard to statutory and non-statutory guidance, including, but not limited to, the following:

- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2023) 'Working Together to Safeguard Children 2023'
- DfE (2018) 'Mental health and wellbeing provision in schools'
- DfE (2021) 'School Admissions Code'
- DfE (2025) 'Keeping children safe in education 2025'
- Equality and Human Rights Commission (EHRC) (2015) 'Reasonable adjustments for disabled pupils'

Each school in the academy has a named SENDCo. The current SENDCos for each school are as follows:

- Melissa Cahill, Beechfield School
- Vicky Carrack, Cherry Tree Primary School
- Michelle Connell, Laurance Haines School
- Holly Whiting, Willow Tree Primary School

All have the have the National Award for SEND or are working towards the new SEND NPQ.

In addition, Gillian Jackson is the SEND Lead of the Inclusive MAT and is the Headteacher of Beechfield School. She is supported by Lizzie Butler. The Trust SEND Lead had more than 12 months experience of doing the role previous to 1st September 2008 and therefore it is not statutory for her to have the National Award for SEND Award.

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- Melissa Cahill: Senco@beechfield.herts.sch.uk
- Vicky Carrack: Senco@cherrytree.herts.sch.uk
- Michelle Connell: Senco@lhaines.herts.sch.uk
- Holly Whiting: Senco@willowtree.herts.sch.uk
- Gillian Jackson: Head@beechfield.herts.sch.uk

Principles

Aims and objectives

The Inclusive Multi Academy Trust believes in inclusion. Trustees ensure the implementation of government and LEA inclusion recommendations. We believe that all children should be equally valued in school. We strive to eliminate prejudice and discrimination, and to develop an environment where all children can flourish and feel safe.

The specific objectives of the Trust Inclusion Policy are as follows:

- to ensure that reasonable steps are taken so that all learners are able to join in with the activities of the school
- to ensure that all learners make the best possible progress and their needs are met
- to ensure parents are informed of their child's additional needs and that there is effective communication between parents and school
- to ensure that learners express their views and are fully involved in decisions which affect their education
- to promote effective partnership and involve outside agencies when appropriate
- ensure that any discrimination or prejudice whether actual or perceived is immediately identified and eradicated
- support all school staff, governors and parents in inclusion matters
- review the policy or aspects of it whenever there is an incident necessitating review
- ensure that the policy is implemented consistently by all staff across the schools.

All children have the right to:

- develop skills which enable them to have access to their curriculum
- enjoy their learning
- be given the opportunity to experience learning beyond the classroom including outdoor learning
- engage in the activities of the school alongside pupils who do not have SEND
- experience success and thus enhance their academic self-image
- be valued as individuals so that with care and concern they develop enhanced self-esteem
- participate and make a positive contribution to all school activities
- be safe within the school community
- develop and maintain physical and mental health.

The schools in the Trust actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. 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:

- all genders
- children who identify as LGBTQ+
- minority ethnic and faith groups
- children who need support to learn English as an additional language
- children with special educational needs
- children with disabilities
- children with medical needs
- children with social, emotional and mental health needs
- gifted and talented children

- children who are at risk of disaffection or exclusion
- travellers
- asylum seekers
- children looked after
- young carers

Each school in the Trust values the individuality of all its children. We are committed to inclusion and to giving each pupil every opportunity to achieve the highest standards. We do this by taking account of pupils' varied life experiences and needs. The development of the child as a whole person is important to us. We work in partnership with parents and carers in supporting their children's education. We aim to engender a sense of community and belonging, and to offer new opportunities to learners who may have experienced previous difficulties. We offer a broad, balanced and differentiated curriculum through which we aim for all children to achieve their full potential.

Identification, Assessment and Provision

The school recognises that early identification and effective provision improves long-term outcomes for pupils. As part of the overall approach to monitoring the progress and development of all pupils, it has a clear approach to identifying and responding to SEND as outlined in the school's SEN Information Report.

A pupil has SEND where their learning difficulty or disability calls for special educational provision, namely provision different from or additional to that normally available to pupils of the same age. (6.15: SEND Code of Practice January 2015)

What is not SEND but may impact on progress and attainment may include:

- Disability
- Attendance and punctuality
- Health and welfare
- Children/young people in receipt of Pupil Premium Grant or Pupil Premium Plus
- Looked After Children
- Being a child/young person of servicemen/women
- English as an Additional Language (EAL)

Special Educational Needs and Disabilities

(Please also refer to each school's individual Information Reports)

Principles underpinning the Code of Practice 2014 (Last update May 2015)

At the centre of the Code of Practice are the views, wishes and feelings of the child or young person, and the child's parents. There is an emphasis on:

- the importance of the child or young person, and the child's parents, participating as fully as possible in decisions, and being provided with the information and support necessary to enable participation in those decisions.
- the need to support the child or young person, and the child's parents, in order to facilitate the development of the child or young person and to help them achieve the best possible educational and other outcomes, preparing them effectively for adulthood

These principles are designed to support:

- the participation of children, their parents and young people in decision making
- the early identification of children and young people's needs and early intervention to support them
- greater choice and control for young people and parents over support
- collaboration between education, health and social care services to provide support
- high quality provision to meet the needs of children and young people with SEND
- a focus on inclusive practice and removing barriers to learning
- successful preparation for adulthood, including independent living and employment.

The 2014 SEND code of practice identifies four broad areas of special educational need:

- Communication and Interaction
- Cognition and Learning

- Social, emotional and mental health difficulties
- Sensory and/or physical needs

The purpose of identification is to work out what action the school needs to take, not to fit a pupil into a category. In practice, individual children or young people often have needs that cut across all these areas and their needs may change over time. The schools in the Inclusive Multi-Academy Trust recognise that it is important that a child's special educational needs are identified as early as possible. When identifying a special educational need, not only attainment needs to be assessed but a child's social and emotional skills. In addition, consideration should be made as to whether a child may have a disability under the Equality Act 2010 and, if so, what reasonable adjustments may need to be made for them. If a child is making less than expected progress, despite having support and interventions matched to the child's area of need, the school, with the support of parents or carers, may make a referral for external specialist support. If a child is identified as having a special educational need then the teacher will agree in consultation with the SENDCo, parent and the pupil the adjustments, interventions and support to be put in place, as well as the expected impact on progress, development or behaviour, along with a clear date for review. Please refer to the schools' individual SEND Information Reports which give more details.

We aim to provide high quality education on a daily basis for all children which includes adapting the curriculum and teaching accordingly. If a child is identified as having a special educational need then the teacher, with support from the SENDCo, will:

- Ensure on-going observations/assessments
- Talk to parents and the child to set clear outcomes and complete the Support Plan
- Complete a One Page Profile together with the child and the parents
- Differentiate and adjust to ensure access to an appropriate curriculum.
- Implement strategies to enable the pupil to learn and access the curriculum, with support from external agencies if required
- Identify appropriate interventions
- Meet with parents at least three times a year to review the Support Plan and set new outcomes

Forms of Discrimination

- Discrimination is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.
- Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics. For example, refusing to admit a pupil because of their race.
- Indirect discrimination occurs where the Trust or its schools has a policy or practice in place that applies to all pupils but puts people with the same protected characteristic at a particular disadvantage. For example, a school rule that bans certain hairstyles that would disproportionately affect pupils from a particular ethnic origin. Such a requirement will need to be objectively justified.
- Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Victimisation is also prohibited. This is less favourable treatment of a pupil or staff member who has complained or given information about discrimination or harassment, or supported someone else's complaint.

A Graduated Approach: Assess-Plan-Do-Review

The graduated approach is at the heart of whole-school practice as our schools are continually assessing, planning, implementing and reviewing our approach to teaching all children. The child's class teacher will take steps to provide differentiated learning opportunities that will aid the pupil's academic progression and enable the teacher to better understand the provision and teaching style that needs to be applied.

Any pupils who are falling significantly outside of the range of expected academic achievement in line with predicted performance indicators will be monitored and where a special educational need is identified, the graduated approach becomes more personalised as it responds over time to a growing understanding of the child and to gaps/barriers in learning.

This is an ongoing cycle to enable the provision to be refined and revised as the understanding of the needs of the pupil grows. This cycle enables the identification of those interventions which are the most effective in supporting the pupil to achieve good progress and outcomes.

Monitoring Pupils with SEND

Pupils who require provision which is different from or additional to that normally available to pupils of the same age will have a One Page Profile with the needs and views of the child prioritised. A SEND Support Plan will detail the proposed outcomes agreed with the child or young person, the parents or carers and the teachers and detail the provision in place to support the achievement of these outcomes. This will be reviewed often as the outcomes are achieved with a minimum of three times a year.

The majority of children and young people with SEND or disabilities will have their needs met within local mainstream settings, (as set out in the information on identification and support in Chapters 5, 6 and 7 of the Code of Practice). Some children and young people may require an Education Health and Care (EHC) needs assessment in order for the local authority to decide whether it is necessary for it to make provision in accordance with an EHC plan.

Transition

SEND support will include planning and preparation for the transitions between phases of education and preparation for adult life (see Chapter 8 of the Code of Practice 2014). The teachers, Pastoral Lead and the SENDCo are ambitious for all children and consider their cultural capital when preparing them for their next stage in their education.

When considering preparing for adulthood from the earliest years, this includes within school transitions. For further information please refer to the schools' individual SEND Information Reports.

Criteria for exiting the SEND Support

Where specific planned provision has been successful and accelerated progress has been made so that the pupil is working within national expectations, then they should be removed from SEND Support. The pupil will continue to be monitored by the school's usual monitoring cycle. If a child has been receiving external agency support, such as a Speech and Language Therapist, they may exit SEND Support when they are discharged from the service by the professional working with the child in agreement with the parents, class teacher and SENDCo.

Supporting Pupils and Families

Please refer to [Hertfordshire's Local Offer](#). Each school's Information Report can be found on their websites.

Please refer to the SEND Information Report for details as to how each of the Inclusive MAT schools supports their pupils and families. This details external agency support, transitions and how to support your child with their learning.

Each of the schools have a Pastoral Support Lead who meets regularly with the SENDCo to discuss and co-ordinate provision for children who have other needs that may need monitoring or support. The Pastoral Support Leads offer a range of therapeutic practices and mentoring schemes.

Medical conditions

The school will make arrangements to support pupils with medical conditions. Individual care plans and/or Education, Health and Care Plans will normally specify the type and level of support required to meet the medical needs of such pupils. Where children and young people also have SEND, their

provision will be planned and delivered in a co-ordinated way with the care plan. Schools are required to have regard to statutory guidance 'Supporting pupils at school with medical conditions'. Please refer to the Trust Administering Medicines in Schools policy.

Children with Disabilities

The Trust is committed to providing an environment that allows children with disabilities full access to all areas of learning. All reasonable steps are taken to ensure that these children are not placed at a substantial disadvantage compared to non-disabled children. (See Trust Equality Plan). If a child has a disability which does not impact on learning, they will not have a Support Plan. Reasonable adjustments will be made to ensure full access to the curriculum and school events in consultation with parents/carers.

Teachers modify teaching and learning expectations as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, or they may modify teaching materials. In their planning, teachers ensure that they give children with disabilities the opportunity to develop skills in practical aspects of the curriculum.

Teachers ensure that the work undertaken by disabled children:

- takes account of their pace of learning and the equipment they use;
- takes account of the effort and concentration needed in oral work, or when using, for example, visual aids
- is adapted or offers alternative activities in those subjects where children are unable to manipulate tools or equipment, or use certain types of materials
- allows opportunities for them to take part in educational visits and other activities linked to their studies
- includes approaches that allow hearing-impaired children to learn about sound in science and music, and visually-impaired children both to learn about light in science, and also to use visual resources and images both in art and design and in design and technology
- uses assessment techniques that reflect their individual needs and abilities.

Religion and Belief - Practical Support

Staff will ensure that pupils are not singled out or treated less favourably because of their actual or perceived religion or belief, their lack of religion or belief, or their association with someone who holds a particular religion or belief.

The Trust will ensure that pupils are provided with the appropriate space in which they can practice their faith, including facilities to perform daily prayers where required.

Absences in relation to religious observances will be handled in accordance with individual school attendance and absence policies.

The Trust will liaise with local religious leaders of all faiths to inform the amount of leave pupils will be granted in relation to religious observance.

Sexual Orientation - Enhanced Provisions

Staff will ensure that all gay, lesbian and bi-sexual pupils, or the children of gay, lesbian or bi-sexual parents, are not singled out for different or less favourable treatment from that given to other pupils.

The Trust will ensure that pupils are taught about the nature of marriage, including same-sex marriage, by presenting the facts of English and Welsh law. Marriage will be taught in a way that is appropriate to the age and level of understanding and awareness of the pupils. Teachers will not offer personal opinions when discussing marriage in RSHE.

The Trust will educate pupils on positive relationships, families and gender identities within the LGBTQ+ community where appropriate. RSHE lessons will be taught in accordance with each school's RSHE policy, school curriculum, and anti-discrimination duties towards staff and pupils.

Staff will ensure that any religious beliefs with regards to sexual orientation are taught to pupils in an educational context, in a manner that is not prejudicial or discriminatory.

Staff will support LGBTQ+ pupils to feel comfortable and ensure they can celebrate their identity.

The Trust will ensure that there is a designated safe space where pupils can discuss issues of sexual orientation without fear of discrimination.

Gender Reassignment - Enhanced Provisions

The Equality Act 2010 defines gender reassignment as applying to anyone who is undergoing, has undergone or is proposing to undergo a process or part of a process of reassigning their sex by changing physiological or other attributes.

Staff will ensure that pupils are not singled out or treated less favourably in relation to gender reassignment, including because they are trans or have trans parents, siblings or other family members. The Trust recognises that gender reassignment does not necessarily involve physical change, and can be solely social and emotional.

Pupils will be supported to dress in a way that reflects their gender identity, in line with the requirements of individual school uniform policies and in accordance with current equality legislation.

The Trust will ensure that there are suitable toilet and changing facilities for pupils to use. The facilities will be made available to all pupils and pupils can use the facility they feel most comfortable in.

The Trust may take positive action to alleviate any disadvantage experienced by those with protected characteristics, and to address the particular challenges affecting pupils of one racial or ethnic group, where this can be shown to be a proportionate way of dealing with such issues.

Looked After Children

The Trust recognises that looked after children may face particular challenges and disadvantages. We will ensure that:

- LAC are not singled out or treated less favourably
- Staff are aware of the challenges faced by LAC and provide appropriate support
- Close liaison is maintained with the Virtual School and designated teachers for LAC
- Personal education plans are in place and reviewed regularly
- LAC have access to the same opportunities as all other pupils

English as an Additional Language

Children who are learning English as an additional language have linguistic skills similar to those of monolingual English-speaking children. Their ability to participate in the full curriculum may well be in advance of their current ability to communicate in English.

To support the high number of children whom are new to English when they start school, each school in the Trust offers a language rich environment. Visuals are used consistently throughout the schools to support understanding and spoken language. In the Foundation Stage Units, activities are supported by visuals and aids are placed strategically around the environment to develop communicative skills. Key questions are often demonstrated using programmes which offer visuals for individual words. All boxes and resources are visually labelled to allow the children to develop connections between both spoken and written English.

We develop their spoken and written English by:

- Targeted support through small group intervention and in class support
- developing vocabulary which covers the technical as well as the everyday meanings including key words, metaphors and idioms
- explaining how spoken and written English have different usages for different purposes
- providing the children with a range of reading materials, to exemplify the different ways in which English is used
- giving them appropriate opportunities for talking, and using talking to support writing
- encouraging them to relate one language to another
- labelling the classroom clearly, including dual language
- dual language titles on displays in shared areas

- using visual cues.

We ensure their access to the curriculum and to assessment by:

- using texts and materials that suit their ages and learning stages
- providing support through ICT, video and audio materials, dictionaries and translators, readers and amanuenses
- using the home or first language if appropriate.

Children working at Greater Depth

The purpose of the Inclusion Policy is to ensure that we recognise and support the needs of all children in the school including those children who are working beyond age related expectations

This also includes those who may be underachieving or whose skills and knowledge may extend beyond the schools' measures of progress and curriculum. Exceptionally able pupils are those who have the capacity to achieve or perform at the very highest levels.

In each of the Trust schools, practice is developed based on the following strategies:

- Rich questioning
- Higher order and abstract thinking (e.g. handling ambiguity and paradox)
- Problem solving and enquiry
- Development of advanced language skills, to include accuracy, precision and fluency
- Independent work and self-study
- Development of metacognition including P4C (Philosophy for Children)
- Transfer of knowledge across disciplines
- Provision of leadership opportunities
- Curriculum enrichment
- Different subject areas will deploy different and additional approaches according to age and stage.

Most able pupils are often at risk of underachievement because of their different pace of learning, particular learning style, barriers to learning or social isolation.

The goal of the schools in the Trust is to develop a *Growth Mindset* within pupils. This approach is designed to remove such barriers to learning as the students will begin to understand, accept and believe they can grow their ability rather than being told they 'can' by parents and teachers. Pupils with a growth mindset are those who understand that abilities and talents are improved through effort, and that they are more successful and willing to work hard at things they find difficult. The growth mindset approach is for all pupils.

Research suggests that the best methods to allow young people to believe in their ability to grow are as follows:

- being open and frank about growth i.e. making everyone aware of what they can achieve by adopting the mindset.
- using feedback and praise designed to promote and highlight their ability to grow through effort, planning and commitment.
- showing pupils that you can achieve more through training and effort. Giving clear and inspirational examples of others who have used their Growth Mindset to great effect.
- the opportunity for pupils to think about strategies to use to overcome set-backs and problems so that they can succeed.

Monitoring and Evaluation of SEND

Pupil Progress Meetings are held on a termly basis and the progress and attainment of all pupils is monitored by the Senior Leadership Team. During Pupil Progress Meetings we consider the following: Do all our children achieve their best? Are there differences in the achievement of different groups of children? What are their barriers to learning? What are we doing for those children who we know are not achieving their best? Are our actions effective?

The schools in the Trust follow a provision management approach, involving the mapping of provision, monitoring, review and evaluation of interventions used to support pupils. This then feeds into the

deployment of staff and resources to ensure our children achieve. The information gained from provision management is used to identify how effective provision and interventions are in enabling pupils to achieve academic and wider outcomes.

In order to make consistent continuous progress in relation to provision for all learners, the schools encourage feedback from staff, parents and pupils throughout the year. This is achieved through different means. Some examples are Pupil Voice, pupil surveys, Parents' Meetings and Questionnaires.

Roles and Responsibilities

Provision for children with special educational needs is a whole school matter and all staff are responsible for helping to meet an individual's needs and for following the school's procedures for identifying, assessing and making provision to meet those needs. Within these procedures specific roles are identified in order to support and monitor staff, pupils and provision.

SENDCo's Role

The SENDCo is responsible for co-ordinating the provision of special educational needs throughout the school. This includes:

- the day to day responsibility for the operation of the SEND policy;
- managing class and individual SEND records;
- regularly updating the Inclusion Register;
- coordinating provision for children with SEND alongside the class teacher;
- working alongside staff to assist them in identifying, assessing and planning for children's needs and ensuring that children make progress;
- liaising with the designated teacher where a Looked after Child has SEND;
- advising on graduated approach to SEND Support;
- advising on use of delegated budget/ other resources;
- liaising with parents of children with SEND;
- links with other education settings and outside agencies;
- liaising with potential next providers of education;
- ensuring that SEND records are up to date;
- being aware of the outcomes of the local area's special educational needs and disabilities inspection
- overseeing the identification of children needing intervention through SEND Provision, Provision Plan or EHC plan;
- arrange workshops/training on aspects of inclusion as appropriate for parents and staff
- liaising with the governor responsible for SEND.
- promoting and inspiring excellence in learning, assessment and quality first teaching for vulnerable pupils.
- working directly with children and teachers to develop and support SEND in practice. Provide mentoring, coaching and guidance to support teaching staff to deliver consistently good or outstanding learning, assessment and quality first teaching.
- being an integral part of the team in raising standards of learning, assessment and teaching.
- to research best practice and develop own skills to support and sustain excellence in learning, assessment and teaching.
- arranging workshops/training on aspects of inclusion as appropriate for parents and staff.

Trust SENDCo's Role

The Trust SENDCo is responsible for co-ordinating the provision of special educational needs across the Trust. This includes:

- taking a strategic role in developing, monitoring and reviewing the SEND Policy and the Information Report for schools across the Trust (School Offer).
- working with the CEO, Headteachers, and SENDCos to review and improve achievement amongst pupils with SEND.
- being an integral part of the team in raising standards of learning, assessment and teaching.

- researching best practice and developing own skills to support and sustain excellence in learning, assessment and teaching. Actively promoting sharing of good practice from both within and outside of the Trust.
- working with external professionals and local agencies to ensure that the children have the best available expertise and support.
- ensuring schools' adherence to EHC timescales and the SEND Code of Practice.

Class Teachers' Role

Teachers are responsible and accountable for the progress and development of the pupils in their class, including pupils who access support from teaching assistants and/or specialist staff. High quality teaching, differentiated for individual pupils, is the first step in responding to pupils who have, or may have SEND. Teachers should have high aspirations for every pupil. With advice and support from the SENDCo, clear targets should be set and reviewed regularly. Teachers should seek practical advice, teaching strategies, and information about the types of special educational need from the SENDCo.

Teachers must involve parents and pupils in planning and reviewing the progress of SEND children. The views and aspirations of parents and children should be sought and regular updates on progress provided.

In addition, each class teacher is responsible for:

- being informed of the content of the appropriate policies and documents including the Trust Inclusion Policy, the School's Information Report, the Trust Equality Plan and Accessibility Plan as well as Hertfordshire's Local Offer.
- the progress and development of every pupil in their class
- working closely with any teaching assistants or specialist staff and external advisors to plan and assess the impact of support, provisions and interventions and how they can be linked to classroom teaching
- working with the SENDCo to review each pupil's progress and development and decide on any changes to provision
- talking to parents/carers regularly to set clear outcomes and review progress towards them, discuss the activities and support that will help achieve them, and identify the responsibilities of the parent, the pupil and the school. Teachers should meet parents at least three times each year.

Headteacher's Role

It is the Headteacher's responsibility to;

- ensure that the SENDCo is able to influence strategic decisions about SEND;
- put in place arrangements to ensure parents are regularly engaged in discussions about the progress of their child (at least three times a year);
- ensure a process is in place for involving parents and children in reviewing provision and planning for pupils identified with SEND;
- monitor and evaluate SEND provision, review progress and ensure that children with SEND are included in activities and have positive outcomes.

Children's Role

Pupil participation is the goal for all children and they will become progressively more involved in setting and evaluating targets within the SEND process. Children's views will be sought and recorded as part of the review meeting.

Parents' and Carers' Role

All parents and carers of children with special educational needs are treated as partners. Parents will be consulted about strategies, provisions and interventions implemented by the schools. SEND Support Plans will be shared with parents at least three times a year and their views on progress will be recorded at review meetings.

The School Governing Committee's Role

It is the statutory duty of the governors to ensure that the school follows its responsibilities to meet the needs of children with SEND following the requirements of the Code of Practice 2014. The School

Governing Committee will, in cooperation with the Head teacher and the Multi Academy Trust, determine the school's general policy and approach to provision for children with SEND and establish the appropriate staffing and funding arrangements. There is a named governor for SEND in each school who meets with the SENDCo at least termly to discuss actions taken by the school. The Inclusive Multi Academy Trust should ensure that there is an annual formal evaluation of the effectiveness of our school SEND provision and policy. The evaluation will be carried out by the Headteacher, SENDCo and SEND governor and information will be gathered from teachers, teaching assistants, parents, and pupils. This will be collated and published by the governing committee on an annual basis in accordance with section 69 of the Children and Families Act 2014.

Responsibility of the Trust Board

It is the duty of the Trust Board to ensure that there is a designated governor for Inclusion for each school in the Inclusive MAT who sits on the School Governing Board. The Trust Board should ensure that the designated governor has a specific oversight of the school's arrangements for SEN and disability and that they fulfil their responsibilities as stipulated in the SEND Code of Practice (2015) and the Governance Handbook (2019) Section 6.4.11. In addition, the Trust Board will appoint a Trustee linked to Inclusion.

All information about pupils will be kept in accordance with the Trust's Data Records Management and Retention Policy and Data Protection Policy.

The school's records will:

- Record details of additional or different provision made under SEND support, with accurate information to evidence the SEND support that has been provided over the pupil's time in the school, as well as its impact, e.g. through the use of provision maps.
- Include details of SEND, outcomes, action, agreed support, teaching strategies and the involvement of specialists, as part of its standard management information system to monitor the progress, behaviour and development of all pupils.
- Maintain an accurate and up-to-date register of the provision made for pupils with SEND.
- Be kept securely so that unauthorised persons do not have access to it, so far as reasonably practicable.

The school keeps data on the levels and types of need within the school and makes this available to the LA and Ofsted.

Confidentiality

The school will not disclose any EHC plan without the consent of the pupil's parents, except for specified purposes or in the interests of the pupil, such as disclosure:

- To a SEND tribunal when parents appeal, and to the Secretary of State under the Education Act 1996.
- On the order of any court for any criminal proceedings.
- For the purposes of investigations of maladministration under the Local Government Act 1974.
- To enable any authority to perform duties arising from the Disabled Persons (Services, Consultation and Representation) Act 1986, or from the Children Act 1989 relating to safeguarding and promoting the welfare of children.
- To Ofsted inspection teams as part of their inspections of schools and LAs.
- To the headteacher (or equivalent position) of the setting at which the pupil is intending to start their next phase of education.

Bullying

The Inclusive Multi Academy Trust will not tolerate harassment or bullying of children with SEND or disabilities. We believe that all children have a fundamental right to non-discriminative education, free from bias and disadvantage. The schools make every effort to eliminate all forms of discrimination and inequality.

Please refer to the Anti-Bullying Policy and the Trust Equality Plan for further information.

Staff Equality and Inclusion

The Trust is committed to ensuring equality of opportunity for all staff and job applicants. We will:

- Ensure recruitment and selection processes are fair and non-discriminatory
- Not discriminate on the basis of any protected characteristic in relation to employment, training, promotion or development opportunities
- Make reasonable adjustments for staff with disabilities
- Provide appropriate facilities for staff to practice their faith
- Support staff who are pregnant or on maternity leave
- Create an inclusive working environment free from discrimination, harassment and victimisation
- Provide regular training on equality, diversity and inclusion
- Monitor staff recruitment, retention, progression and pay by protected characteristic

All staff have a responsibility to:

- Treat others with dignity and respect
- Challenge discrimination and inappropriate behaviour
- Support the Trust's commitment to equality and inclusion
- Report any incidents of discrimination or harassment

Complaints Procedure

If a parent or carer has any concerns or complaints regarding the care or welfare of their child, an appointment can be made by them to speak to the Headteacher or SENDCo, who will be able to advise on formal procedures for complaint. Please refer to the Complaints Policy for further information. Please refer to your school's Information Report where you can find a link to the Complaints Policy.

Monitoring and Review

The Trust will:

- Regularly monitor pupil progress, attendance, behaviour and exclusions by protected characteristic
- Review policies and practices to identify any adverse impact on particular groups
- Take action to address any identified inequalities
- Publish equality information and objectives
- Report to the board of Trustees on equality matters at least annually
- Monitor staff safe and follow the Whistleblowing policy