



Inclusion Policy St Mary's Primary School

Rationale:

The purpose of education goes beyond the acquisition of knowledge, to a focus on preparing individuals to secure the skills to make a positive contribution in society, based on our democratic values. (DESC Inclusion Policy 24)

At St Mary's we are committed to providing an inclusive environment that values and celebrates the diversity of our school community. Our inclusion policy is based on the principle that every child, regardless of their background or individual needs, should access a quality first education that enables them to achieve their best. This policy sets out our commitment to meeting the needs of every learner and fostering a school culture where inclusion is at the heart of all we do.

At St Mary's, we recognise that children's lived experiences, their right to be heard, and their right to participate meaningfully in decisions are central to inclusion. We aim to create an environment where every child can learn, play, grow and thrive as an active member of our community.

"Every child has the right to be heard and to have their views considered in all decisions that affect them."
(UNCRC Article 12).

"The ultimate vision for inclusive education systems is to ensure that all learners of any age are provided with meaningful, high - quality educational opportunities in their local community, alongside their friends and peers"
(European Agency, 2015a, p. 1)

Aims

We aim to:

- Ensure that all learners are valued and supported in our school community.
- Provide equitable opportunities for all learners to **access** the curriculum and participate in school life.
- Promote positive and respectful attitudes towards diversity and individual differences.
- Identify and reduce barriers to learning so all children can **engage** and achieve.
- Foster **independence** by building children's confidence, resilience, and self-awareness.
- Promote well-being for all.
- Work in partnership with parents, carers, and external agencies to ensure the best outcomes for every learner.

School Leadership Team Responsibilities

The leadership team is responsible for:

- Providing strategic direction and ensuring inclusion remains a whole -school priority.
- Allocating resources and staffing to support inclusive practice.
- Monitoring and reviewing the effectiveness of inclusion policies and provision.
- Supporting staff through professional development and AEN training.
- Facilitating professional dialogue around inclusion.

Inclusion Leader Responsibilities

The Inclusion Leader is responsible for:

- Overseeing provision for learners with Additional Educational Needs (AEN) and SEN.
- Coordinating identification, assessment, and support.
- Working collaboratively with teachers, support staff, parents, and external agencies.
- Ensuring provision aligns with the St Mary's Offer and current guidance.

Teachers' Responsibilities

All teachers are teachers of AEN. They are responsible for:

- Delivering a curriculum that offers a variety of learning styles and pathways.
- Ensuring **access** to meaningful learning experiences for all pupils to **engage** with learning.
- Challenging and supporting all learners to develop **independence**.
- Adapting teaching and learning to meet diverse needs.
- Creating supportive, respectful and positive learning environments in line with St Mary's Learning policy, Relationship Policy and St Mary's Offer.
- Collaborating with the Inclusion Leader and S/ESOs to identify needs and deliver support.
- Writing, monitoring, and reviewing Personal Learning Plans termly through an Assess, Plan, Do, Review approach.

Working with children

- Work closely with children, ensuring that their views, preferences and lived experiences meaningfully shape the support they receive.

Working with parents and guardians

Positive parental partnership is central to our approach. We aim to:

- Communicate openly and regularly with families.
- Provide opportunities to discuss progress at parent evenings, and additional meetings where needed.
- Value the insights, concerns, and knowledge families bring about their child.

Identification, Assessment & Provision

We use a broad range of tools and information, including teacher observations, standardised assessments, parental input, and external-agency advice, to identify needs.

- Early identification is key to reducing barriers to learning.
- Support and interventions are personalised to individual needs and monitored for impact.
- St Mary's Offer outlines the range of universal and targeted provision available.
- Drawing on the expertise of specialists when required.

Equality Commitment

In line with the Equality Act 2017, St Mary's R.C. Primary School aims to:

- Eliminate discrimination.
- Advance equality of opportunity.
- Foster positive relationships between all individuals and groups.

Related Policies

This policy should be read alongside:

- Learning Policy
- Positive Relationship Policy
- Curriculum Policy
- DESC Accessibility Strategy
- St Mary's Offer (Appendix)
- DESC Inclusion policy Oct 24

Policy Written: H Moyer March 26

Reviewed: May 2026

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Signed:

Mrs Adrienne Burnett

Chair of Governors

Approved by Governors: 16th June 2026