

## **ADDITIONAL LEARNING NEEDS (ALN) AND INCLUSION POLICY**

Creative believes that all students have an entitlement to a broad and balanced academic and social curriculum and are fully included in all aspects of school life. All students are equally valued and we strive for the elimination of prejudice and discrimination, developing an environment where all students flourish and feel safe.

Creative is committed to inclusion. We aim to engender a sense of community and belonging and offer new opportunities to learners who may have experienced previous difficulties. This does not mean that we will treat all learners in the same way, but that we will respond to learners in ways which take account of their varied life experiences and needs.

We believe that educational inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, impairment, attainment and background. We pay particular attention to the provision for and the achievement of different groups of learners.

This policy describes the way we meet the needs of students who experience barriers to their learning, which may relate to sensory or physical impairment, learning difficulties or emotional or social development, or may relate to factors in their environment, including the learning environment they have previously experienced. We recognise that students learn at different rates and that there are many factors affecting achievement, including ability, emotional state, age and maturity. Many students may experience difficulties which affect their learning at some time during their school life and that this may be long or short term.

Creative aims to and provide teaching and learning contexts that enable every student to achieve his or her potential.

### **Aims and Objectives**

1. To ensure the ALN and Disability Act and relevant Codes of Practice and guidance are implemented effectively.
2. To ensure equality of opportunity for all students with Additional Learning Needs.
3. To continually monitor the progress of all students, to identify needs as they arise and to provide support as early as possible.
4. To provide full access to the curriculum.
5. To ensure that the ALN and Inclusion provision is positively valued and accessed by staff and parents/carers.
6. To involve parents/carers at every stage in the plans to meet the additional needs of their child.
7. To involve the students in planning and in decision making as far as possible.

### **ALN Provision**

- The ALNCo meets with teachers every term to discuss additional needs concerns and to review Individual Education Plans (IEPs).
- The monitoring and effectiveness of provision for students with ALN takes place through observations.
- ALN support is primarily delivered by teachers through differentiated teaching methods
- All agencies liaise and share information and developments in order to inform reviews and forward planning.

### **Outside Agencies**

Creative maintains a high level of involvement with a wide variety of outside agencies in order to efficiently support pupils' particular needs.

### **The Role of Parents/carers**

Creative has a well established working relationship with parents /carers and are fully involved and informed of the students needs and progress. Parental support is very important to us; the partnership between parents/carers and staff brings great benefits to the students learning and progress. An open and honest dialogue is encouraged at all times.

### **Dealing with Complaints**

If anyone wishes to complain about the provision or the policy, they should, in the first instance, raise it with a Director, who will try to resolve the situation. If the issue cannot be resolved within 10 working days, the complainant can submit a formal complaint to the Director in writing or any other accessible format. The Director will reply within 10 working days. Any issues that remain unresolved at this stage will be managed according to the Complaints Policy. This is available on the website.

This policy will be reviewed annually and/or when new legislation requires alteration/amendment.