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INCLUSIVITY PROCEDURE

We foster an ethos that inhibits bullying and promotes inclusion and respect for diversity. We are proactive at addressing issues; we don't shy away from difficult subjects. Any Equality Act incidents are recorded on our Equality form. We will challenge all members of our community to be inclusive.

This does not mean that we will treat all children in the same way, but that we will respond to children in ways which take account of their varied life experiences and needs.

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

- Girls and boys, minority ethnic and faith groups, travellers, asylum seekers and refugees
- Children who need support to learn English as an additional language (EAL)
- Children with special educational needs
- Children who are disabled
- Children who are significantly more able than their peers
- Those who are looked after by the local authority
- Others such as those who are sick, those who are young carers, those who are in families under stress
- Any learners who are at risk of disaffection and exclusion

We understand that lots of the children we work with can require additional support to be able to access our provision. We will always strive to make reasonable adjustments to help them be successful and access our provision. Our staff receive regular training and we liaise frequently with outside agencies and education professionals to ensure we are providing the best provision and support we can for all the children who attend.

However, we reserve the right to permanently prohibit or exclude a child from attending if even after reasonable measures are put into place they are still deemed a high safety risk to either and not limited to; our staff, our premises and the other children under our care.

Monitoring and Review

This policy will be reviewed annually or following changes in legislation.

Date Reviewed: January 2026

Next Review: September 2026