

# Inclusion Policy

Sept 2021

Version 1

## 1. Scope

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This policy applies to all staff at Expanse Learning

This is an overarching policy which supports the vision and aims of the organisation.

We aim to provide a stimulating learning environment across the curriculum which maximises individual potential and ensures that students of all ability levels are well equipped to meet the challenges of education, employment, and independence.

## 2. This is achieved by:

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- Designing a curriculum to promote a full range of learning based on knowledge skills and behaviours.
- Providing a balanced and relevant curriculum, where the emphasis is on depth before breadth
- Using flexible and responsive teaching and learning styles
- Equipping students with the skills, knowledge and attitudes necessary to succeed as individuals and as responsible and valued members of society
- Developing a close partnership with the whole college community, including families, parents, and partners.

We aim to be an inclusive provider and offer equality of opportunity to all groups of students within Expanse Learning.

### These groups include:

- All genders
- Students from minority faiths, ethnicities, travellers, asylum seekers, refugees
- Students who have English as an additional language
- Students who have Special and Additional Educational Needs
- Students who are Looked After children
- Students who are at risk of disaffection or exclusion, are young carers, or are sick

### We aim to provide a differentiated curriculum that meets the needs of all individuals and groups by:

- Setting suitable learning challenges
- Responding to students' diverse learning needs
- Overcoming potential barriers to learning and assessment

### We aim to provide a happy, healthy, and safe environment by:

- Recognising, reflecting and celebrating the skills, talents, contributions and diversity of all our students
- Providing high quality pastoral care, support and guidance
- Safeguarding the health, safety and welfare of students
- Listening and responding to the concerns of students and parents
- Taking care to balance the needs of all members of the learning community

### We ensure inclusive education for our students by reviewing and evaluating what is done:

- Does each student achieve as much as they can?
- Are there differences in the achievements of different groups?
- What is in place for students who are not achieving their potential?
- Are our actions effective?
- Are all our students happy to be here?

All members of the college learning community are valued and are offered wide ranging opportunities to enable high standards of achievement with policies that support inclusion in place.

## 3. Monitoring arrangements

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This policy will be reviewed every 12 months but can be revised as needed

<b>Staff:</b>	Disciplinary action, support plan
<b>Student:</b>	Not applicable
<b>Legislation/organisational:</b>	Reputational damage, litigation, statutory and non-regulated compliance.
<b>Compliance lead:</b>	Pastoral & Safeguarding
<b>Policy Reference:</b>	ELGR-POL-OPR-10
<b>Version:</b>	1
<b>Agreed policy location:</b>	DatabridgeMIS and Company Website
<b>Does the policy require Governor approval?</b>	No

**Approval**

<p><b>Prepared by</b> Lorraine Woosey 01/09/2021</p>  <p>Head of Student Support Services (Designated Safeguarding Lead)</p>	<p><b>Approved by</b> Karl Wane 01/09/2021</p>  <p>Director of College</p>	<p><b>Counter Signatory</b> Tony Brown 01/09/2021</p>  <p>CEO</p>
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**Version Control**

Version	Date	Revision	Review Date
1	01/09/2021	Policy Reviewed	31/08/2022
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3			
4			
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