



21/10/24

Review Date: 21 October 2025

**Orchard Academy**

[www.orchard-academy.com](http://www.orchard-academy.com)

## **Inclusion Policy**

### **1. Introduction**

Orchard Academy is committed to fostering an inclusive educational environment where every student, regardless of their background, ability, or personal circumstances, has the opportunity to thrive. This policy outlines our commitment to inclusion and our strategies for ensuring that all learners are supported in their educational journey.

### **2. Purpose**

The purpose of this Inclusion Policy is to:

- Ensure that all students can access and participate fully in the curriculum and school life.
- Promote a culture of respect and understanding among students, staff, and families.
- Remove barriers to learning and participation for all students, particularly those with special educational needs and disabilities (SEND), and other marginalised groups.
- Comply with relevant legislation, including the Equality Act 2010, which mandates the provision of equal opportunities for all individuals.

### **3. Scope**

This policy applies to all students, staff, volunteers, and stakeholders associated with Orchard Academy. It covers all aspects of our online learning environment and alternative provision.

### **4. Inclusion Principles**

- **Equity:** We recognize that each student has unique needs and backgrounds. We strive to provide tailored support to ensure equitable access to education.
- **Respect:** We promote an atmosphere of mutual respect where all students feel valued and understood.
- **Participation:** We encourage active participation from all students in the learning process, fostering engagement and collaboration.

- **Continuous Improvement:** We regularly review and adapt our practices to enhance our inclusive practices and meet the evolving needs of our students.

## 5. Roles and Responsibilities

- **Leadership Team:**
  - The Leadership Team will oversee the inclusion practices and ensure that staff are equipped with the necessary resources and training.
- **Teachers and Support Staff:**
  - All staff members are responsible for creating an inclusive learning environment. This includes adapting their teaching strategies to meet the diverse needs of students.
- **Inclusion Coordinators:**
  - Designated Inclusion Coordinators will monitor the implementation of inclusive practices, providing support and guidance to staff and students as needed.
- **Parents and Guardians:**
  - We encourage open communication with parents and guardians to understand their child's needs and to work collaboratively towards their educational success.

## 6. Strategies for Inclusion

- **Curriculum Adaptation:**
  - Our curriculum will be designed to be accessible to all students, incorporating various teaching methods to accommodate different learning styles.
- **Targeted Support:**
  - We will provide targeted interventions and support for students with SEND and those facing barriers to learning, ensuring they have the resources they need to succeed.
- **Staff Training:**
  - All staff will receive training on inclusive practices and strategies for supporting students with diverse needs.
- **Regular Monitoring and Assessment:**
  - We will regularly monitor and assess the progress of all students, using data to inform teaching practices and interventions.

## 7. Addressing Bullying and Discrimination

Orchard Academy has a zero-tolerance policy towards bullying and discrimination. We will:

- Implement educational programs that promote understanding and acceptance of diversity.
- Provide clear procedures for reporting and addressing incidents of bullying or discrimination.

## 8. Review and Evaluation

- This policy will be reviewed annually to ensure its effectiveness and relevance. We will gather feedback from students, staff, and parents to inform any necessary revisions.

## **9. Conclusion**

Orchard Academy is dedicated to fostering an inclusive environment that empowers all students to reach their full potential. This Inclusion Policy serves as a foundation for our commitment to equality, respect, and support for every learner.

**Approved by:** Management Committee of Orchard Academy

**Next Review Date:** September 2025