



Winchmore
School

learning to realise potential

Inclusion Policy (Incorporating SEND Policy)



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1. Introduction

'Inclusion is seen to involve the identification and minimising of barriers to learning and participation, and the maximising of resources to support learning participation'

The School's Strategy is designed to ensure that the needs of all children are identified and met, and that no one who is, or is thought to be vulnerable, slips through the net, and as a result, all students feel valued, respected, and empowered to participate and succeed.

Winchmore School, and its Governing Body, are committed to providing the highest quality education for all of our students which enables them to reach or exceed their potential. Inclusion is the responsibility of the whole school community, permeating all aspects of school life and applicable to all of our students

Supporting and enabling every individual student to develop their full emotional, social and academic potential is central to our aims and vision. Inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, ability, disability or background.

The inclusion policy has been written in accordance with our vision for Winchmore School and is supported by the following school policies: previous Special Educational Needs and Disability (SEND), Gifted, Able and Talented (GAT), Winchmore's Equality Statement, Behaviour Policy, Counselling Policy, Wellbeing Policy, Looked After Children (LAC) Policy, Teaching and Learning Policy and Curriculum Intent Statements.

2. The Inclusion Framework

Inclusive Schooling - Children with Special Educational Needs (2001, DfE) provides guidance about the inclusion framework. Local authorities and schools must have regard to the guidance, which defines 'inclusive schools' as having:

- An inclusive ethos
- A broad and balanced curriculum
- Early identification of barriers to learning and participation
- High expectations and suitable targets for all children.

3. Key Principles

- We respect and value all students and we view the diversity of cultures and needs within the school as a positive resource
- All students have a right to an education that is suited to their particular needs and abilities
- The school has the highest expectations for all students who will be provided with high quality teaching, support and challenge to enable them to achieve their best
- All students will be offered full access to a broad, balanced and relevant education, including the National Curriculum and extracurricular activities, as well as access to support and resources to nurture their overall well being.

- We see the education of every student as a partnership between the student, teachers, parents/carers and external agencies as necessary.

4. Aims

- To promote an inclusive ethos at Winchmore which ensures that all students feel supported and that the needs of all students are met
- To enable all students to reach their full potential by providing a rich, stimulating, challenging and personalised curriculum
- To promote the social, moral, spiritual and cultural development of all students
- To prepare all students to excel in the world of work and in their chosen path and be ready for the challenges and opportunities of the 21st Century
- To ensure the highest outcomes and standards for all groups of students, and that any underachievement is identified and effective strategies and interventions are put in place to address this
- To ensure that barriers to learning are identified at the earliest possible opportunity and addressed through a range of appropriate interventions
- To foster a positive, supportive, and thriving environment that prioritises the well-being of all students, enabling them to flourish academically, socially, and emotionally
- To support teachers, departments and faculties in their work on curriculum development and delivery with particular reference to issues of differentiation, curricular access and achievement.

5. Inclusion at Winchmore

Educational inclusion at Winchmore pays particular attention to the provision made for the emotional development and academic achievement of groups of learners within the school regardless of gender, ethnicity, ability, disability, sexuality or social circumstances. This may include any, some, or all of the following:

- minority ethnic students, including those with English as an additional language
- students with special educational needs and disabilities (having regard to the code of practice)
- able, gifted and talented students
- students under the care of Social Services or students who may be in public care, or living with foster families (LAC) and students who are adopted (PLAC)
- students on the Child Protection register
- students with medical or mental health and well-being needs
- students with social and emotional difficulties and those with behavioural difficulties
- other children such as young carers or children from families under stress
- any students who are at risk of disaffection and exclusion
- students with an unsatisfactory attendance record, or students who struggle to attend school due to emotional issues and are at risk of 'Emotionally Based School Avoidance' (EBSA)
- students known to be eligible for free school meals
- long or short-term vulnerable or traumatised students, including refugee and traveller children
- lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ+) students
- girls with Autism.

At Winchmore we are fully committed to promoting and achieving an inclusive environment in which barriers to learning and participation are overcome. We aim to achieve this by:

- recognising and valuing individual strengths, abilities and needs
- creating an environment where all students can contribute fully and feel valued
- offering a curriculum which enables all students to develop and succeed
- organising teaching groups so that they provide the most effective environment for learning and achievement
- organising additional provisions to target and address specific needs
- ensuring lessons are accessible to all students
- actively involving students in their own learning
- supporting students in learning to manage their own behaviour and relationships with others
- using a wide range of assessment opportunities which enable all students to demonstrate their achievement
- rewarding all forms of achievement and improvement
- ensuring that all students have equal opportunities to participate in extracurricular activities and the social life of the school
- offering fresh opportunities to our students who have experienced previous difficulties
- creating a safe environment where students have opportunities to develop their emotional wellbeing
- working in partnership with parents/carers and providing any support we can
- working in partnership with external agencies to provide integrated support.

6. Special Educational Needs and Disabilities (SEND) Policy

6.1. Key Principles

- All students have a right to an education that is suited to their particular needs and abilities
- Winchmore School has the highest expectations for all students, including those with SEND
- Students will be provided with high quality teaching, support and challenge to enable them to achieve their best
- Students with SEND will be offered full access to a broad, balanced and relevant education, including the National Curriculum and extracurricular activities
- The views of students with SEND and their parents/carers will be taken fully into account in planning and delivering their education
- Teachers are responsible and accountable for maximising the progress of all students in their class, including those with SEND.

6.2 Aims

- To contribute to the development of a whole school approach to inclusion
- To promote an understanding of the particular educational needs of students with SEND so that these can be effectively met through the use of appropriate teaching methods
- To enable all students to reach their full potential by providing a rich, stimulating and challenging curriculum

- To ensure students’ needs are identified at the earliest possible opportunity through a variety of means
- To support teachers, departments and faculties in their work on curriculum development and delivery, with particular reference to issues of differentiation, curricular access and entitlement
- To implement a coherent and comprehensive assessment procedure for identifying, meeting, recording and reviewing needs
- To ensure all staff are aware of their roles and responsibilities in relation to SEND
- To ensure that the Special Educational Needs and Disabilities Coordinator (SENDCo)/Inclusion Manager, and Inclusion team, work closely with subject teachers and Heads of Faculty to ensure good academic progress
- To promote staff development in relation to SEND by ensuring that SEND related issues permeate all aspects of staff development at Winchmore School
- To continually monitor and evaluate SEND provision, particularly in relation to progress and standards achieved.

6.3 Responsibilities with Regard to SEND Students.

Provision for students with SEND is a matter for the school as a whole; at Winchmore all teachers are teachers of SEND. In addition to this, the Governing Body, the school’s Headteacher, Inclusion Manager/SENDCo have additional responsibilities around the allocation of resources and the strategic implementation of SEND policy.

Governing Body	<ul style="list-style-type: none"> ● Ensuring all governors, particularly the SEND Governor, maintains an up-to-date knowledge and understanding of the school’s SEND provision including how funding, equipment, personnel and resources are deployed ● Ensuring that they are fully involved in developing and monitoring the school’s SEND policy ● Ensuring that there is a nominated SEND governor with a primary responsibility for SEND provision ● Ensuring that the quality of SEND provision is continually monitored and that the necessary provision is made for any student who has SEND ● Ensuring that SEND is an integral part of the School Improvement Plan and other strategic planning and of the school’s self-evaluation ● Ensuring that the SEND policy is consistent with and is supported by other relevant key policies including the Inclusion Policy, Admissions Policy, Behaviour Policy, Literacy and Numeracy Policies, Anti-bullying Policy, Child Protection Policy, Looked After Children Policy and Winchmore’s Equalities Statement ● Having regard to the Code of Practice when carrying out its duties towards all students with SEND. <p><u>Note:</u> The Governing Body has an important strategic role in Improving outcomes for children with SEND.</p>
Headteacher	<ul style="list-style-type: none"> ● The day-to-day management of all aspects of the school, including provision for students with SEND ● Keeping the Governing Body fully informed about the provision and any

	<p>issues that arise</p> <ul style="list-style-type: none"> ● Ensuring that parents/carers are informed of any SEND provision for their child ● Ensuring that the relationship between the Inclusion Manager/ SENDCo / Inclusion Faculty team and other staff in the school is mutually supportive.
SEND Governor	<ul style="list-style-type: none"> ● Liaising with the Inclusion Manager/SENDCo and becoming informed about school policy and practice, SEND provision, staff training and aspects of the School Improvement Plan relating to SEND ● Being informed about relevant documents and legislation; local and national issues impacting upon SEND provision ● Establishing and maintaining effective lines of communication between the Inclusion Manager/SENDCo and the Governing Body; reporting back to Governing Body meetings.
Inclusion Manager/ SENDCo	<ul style="list-style-type: none"> ● Advising on appropriate provision for all students with SEND ● Managing the planning, monitoring, evaluation and review of Education Health Care Plans (EHCPs) ● Referring to and gathering evidence for the SEND Panel to support statutory assessment ● Ensuring access to a broad and balanced curriculum for all students ● Ensuring that provision for students meets their individual needs ● Ensuring that there is careful recording of these needs, actions taken and outcomes and that this informs planning and future provision ● Ensuring that consideration is given to the wishes of the student and parent/carer ● Providing advice and guidance for classroom teachers and contributing to the in-service training of all staff ● Advising teachers of planned strategies for meeting the needs of individual students with SEND ● Monitoring the progress of students with an EHCP ● Coordinating support from external agencies; for example the Educational Psychology service (EP), Children and Adolescent Mental Health Service (CAMHS), Occupational Therapist (OT), Visual Impairment Support (VI) or Speech and Language Therapy team (SALT) and monitoring the impact of these external interventions ● Ensuring that effective access arrangements are in place and ensuring appropriate examination arrangements are made in consultation with the examinations officer ● Maintaining and reviewing the SEND register ● Participating in the Transition Process of the new intake in Year 7 ● Coordinating Looked After Children (LAC) reviews and Personal Education Plan (PEP) meetings for Looked after Children and liaising closely with the School's Business Manager with regards to the student premium budget ● Line managing the Access Arrangements Coordinator, Assistant

	<p>SENDCo, SEND Specialist Administrator, SEND Literacy Coordinator, SEND Progress Coordinator, English as an Additional Language (EAL) Co-ordinator, Ethnic Minorities Co-ordinator, LAC/PLAC Coordinator, School Counseling Team, Wellbeing Team, SEND teachers, HLTAs and TAs.</p>
<p>ARP Manager (Durants School)</p>	<ul style="list-style-type: none"> ● Advising on appropriate provision for students in the satellite provision ● Managing the planning, monitoring, evaluation and review of Education Health Care Plans (EHCPs) ● Referring to and gathering evidence for the SEND Panel to support statutory assessment ● Ensuring access to a broad and balanced curriculum for all satellite students ● Ensuring that provision for students meets their individual needs ● Ensuring that there is careful recording of these needs, actions taken and outcomes and that this informs planning and future provision ● Ensuring that consideration is given to the wishes of the student and parent/carer ● Providing advice and guidance for classroom teachers at both Durants and Winchmore ● Advising teachers of planned strategies for meeting the needs of individual students with SEND ● Monitoring the progress of students within the satellite ● Coordinating support from external agencies and monitoring the impact of these external interventions ● Ensuring that effective access arrangements are in place and ensuring appropriate examination arrangements are made in consultation with the examinations officer and Access Arrangements officer ● Managing the transition process at all stages ● Line managing the satellite department staff team.
<p>SEND Progress Coordinator</p>	<ul style="list-style-type: none"> ● Monitoring the academic progress of learners on the SEND (E) and SEND Support (K) register ● Devising provisions and programmes to raise the attainment of learners on the SEND register who are struggling to meet their targets ● Working with the TAs, HLTAs, SEND Literacy Coordinator and Heads of Faculty to monitor the progress of SEND students ● Working closely alongside the Inclusion Manager/SENDCo to ensure the smooth running of support services to the school.
<p>Classroom Teachers</p>	<ul style="list-style-type: none"> ● Being aware of the school's procedures for identifying, assessing and making provision for students with SEND ● Checking class lists and using SIMS (School Information Management System) to familiarise themselves with a student's level of needs, provisions and strategies ● Implementing classroom strategies, including differentiated teaching, which ensures access to the curriculum for all students

	<ul style="list-style-type: none"> ● Providing feedback to the Inclusion Manager/SENDCo/SEND Progress Coordinator about the progress of students with EHCP (E)/SEND Support (K) as part of the process reviewing his/her needs ● Liaising with support staff to ensure that students with SEND in their classroom have their needs met ● Delivering interventions devised within their faculties to raise the attainment of targeted learners.
Heads of Year (HOY)	<ul style="list-style-type: none"> ● Providing pastoral support for students in their year ● Raising concerns about underachieving students with the Inclusion Manager/SENDCo who will then refer to appropriate agencies as required ● Leading on Team Around the Family (TAF) meetings for learners identified as SEND Support on the SEND Code of Practice.
Lead Counsellor	<ul style="list-style-type: none"> ● Offering emotional support and guidance to SEND students facing various challenges or issues ● Liaising with Inclusion Team to identify and deliver personalised support plan to help address students` concerns ● To facilitate the development of self-awareness among students ● Encouraging students to explore their feelings, thoughts, and experiences.
Teaching Assistants (TAs)	<ul style="list-style-type: none"> ● Work with individuals, or groups of students, during lessons to support students` learning and promote their well-being. The work of a TA is directed by the teacher during lessons ● Advice and training for specific work or duties may also come from an outside specialist, for example - a Speech and Language Therapist or they may be directed by other teaching staff within the school, for example the literacy co-ordinator or Inclusion Manager/SENDCo ● Address very specific needs. Students may be withdrawn for short periods during class times to work individually. Alternatively, some work may occur alongside others within a small group, when the need is common to all <p><u>Note:</u> In order to best utilise their support for students` learning, the deployment of TAs within the school is strategically managed by the Inclusion Manager in consultation with Key Stage Leaders and Class Teachers.</p>

6.4 Identification, Assessment and Provision for Students with SEND

Provision for students with SEND is a matter for the school as a whole; at Winchmore all teachers are teachers of SEND. In addition to this, the Governing Body, the school`s Headteacher and the Inclusion Manager/SENDCo have additional responsibilities around the allocation of resources and the strategic implementation of SEND policy.

The Governing Body has an important strategic role in improving outcomes for children with SEND.

6.5 The SEND Code of Practice (2015)

In all areas of practice around Inclusion, Winchmore School follows the recommendations outlined in the Code of Practice. In line with this code, a student will be placed on the SEND Support Code (K) if he, she or they:

- Makes little or no academic progress even when teaching approaches are targeted particularly to a student's identified area of weakness
- Consistently displays behaviours or anxieties which prevent the age appropriate development of skills, resulting in significant and enduring underachievement
- Has communication and/or interaction difficulties, and continues to make little or no progress despite the provision of a differentiated curriculum
- Has behavioural problems which put them at risk of permanent exclusion.

A student on SEND Support Code (K) may need access to a range of internal and external support provisions/interventions, including possible input from one or more specialist services.

Parents and carers will be consulted where it is believed that their child may have a special educational need. In line with the guidance in the *SEND Code of Practice (2015)*, parents and carers will be considered as key partners. The voice of the student will also be given due regard where decisions are made about provisions and the type of support we offer as a school.

In line with the *SEND Code of Practice (2015)*, all students who are identified as SEND Support should get 3 review meetings per year. These meetings may involve parents or carers and any other key professionals who work with the child and targets will be set and reviewed to ensure the best outcomes for the learner. If SEND Support (K) students make good academic progress over time, resulting in the closing of the attainment gap between themselves and their peers, they can be removed from the SEND register if parents, carers and external agents are in agreement.

6.6 Statutory Assessment

A very small number of students fail to make progress despite support in the SEND Support category. For these children, the school and the Local Authority (LA) consider the need for statutory assessment. The *Code of Practice (2015)* gives clear time-scales which the Local Authority should adhere to. After a request for Statutory Assessment, the Local Authority will consider evidence and gather views from the child or young person, the parents, the school, the Educational Psychologist and any other external services involved. The Local Authority will make a decision as to whether to agree to a Statutory Assessment.

6.7 Education, Health and Care Plans (EHCPs)

The purpose of an EHCP is to make special educational provision to meet the special educational needs of the child or young person, to secure the best possible outcomes for them across education, health and social care and, as they get older, prepare them for adulthood.

An EHCP should be a forward-looking document that helps raise aspirations and outline the provision required to meet assessed needs to support the child or young person in achieving their ambitions. EHC plans should specify how services will be delivered as part of a whole package and explain how best to achieve the outcomes sought across education, health and social care for the child or young person.

If following the EHC needs assessment, it has been identified that a child or young person requires

special educational provision to be made, then the Local Authority will prepare an EHCP. The whole process from when the request for assessment is received until the EHCP is finalised should be completed within 20 weeks.

6.8 Interventions and Support for Students with SEND

Interventions are varied but may be defined as measures which:

- Close the attainment gap between the student and the student's peers
- Prevent the attainment gap growing wider
- Will enable the student to match or improve his/her/their previous rate of progress
- Will ensure access to a full curriculum, differentiated accordingly
- Will demonstrate an improvement in self-help, social or personal skills
- Will demonstrate improvements in the student's behaviour
- Are likely to lead to appropriate accreditation
- Are likely to lead to participation in further education, training or employment.

Examples of interventions used to support students include:

- Quality First Teaching (QFT), including appropriate differentiation and challenge
- In class support with Teaching Assistant (TA)
- Withdrawal (1:1 or small group)
- Literacy catch up
- Reading recovery
- Access arrangements for examinations
- Homework/ Revision support
- Mentoring or counselling from the in-house counselling team
- IT support (for example for the visually impaired)
- Social skills or behaviour transformation group work
- Individual programmes drawn up by an EP, SALT, OT or other external agent
- Interventions recorded on SIMS as type of provision
- Discussion at the School's Social Welfare and Inclusion Forum (SWIFT).

6.9 Additional Resourced Provision (ARP)

The onsite ARP is provided by Durants Special School. It is designed to provide specialist and targeted support for children with long term special educational needs (SEND), who have a diagnosis of Autism. It is additionally funded and offers the following:

- Teaching staff with additional knowledge, skills and expertise in a particular area of SEND
- Specialist environments which support the learning needs of each student
- Systems to track small-step progress and wider outcomes
- Lessons in mainstream classes, but with additional specialist resources and teaching.

6.10 Annual Reviews

All students with an EHCP are entitled to a progress review called the Annual Review. However this review may be more frequent if there are any significant changes in special educational needs e.g. a new diagnosis or concerns e.g. about the suitability of the placement or if additional provision needs to be put in place.

At this meeting a review takes place and the student's progress is considered against the targets set in

the EHCP. The level of provision outlined in the EHCP is reviewed and a report is provided for the Local Authority.

If a student makes sufficient progress and no longer requires special educational provision above which is ordinarily available, the EHCP may be ceased by the Local Authority. Similarly, if it is deemed that the level of support is insufficient to meet the needs of the learner, additional resources may be allocated. Where a change of placement or provision is requested, the Educational Psychologist (EP) and other supporting professionals may be asked to provide a report and the EP is expected to attend the review meeting. A copy of the Annual Review will be sent to the family for their records and also to the affiliated agents. In line with the SEND Code of Practice (2015) the views of parents/carers and students are sought as part of this process.

As part of the Annual Review, the school liaises with the Local Authority SEND services and other agencies to arrange transition plans for students with an EHCP (and other students with SEND who may benefit from transition planning). This will occur at the end of each key stage. Transition plans are reviewed annually as part of the Annual Review process. When students move to another school their records are transferred to the next school within 15 days of the student ceasing to be registered.

6.11 Admission Arrangements for students with SEND

- The Governing Body follows the Local Authority admissions criteria in relation to all admissions including those of students with an EHCP
- The admissions code has due regard to the SEND Code of Practice (2015). This states that students with SEND but without an EHCP must be treated as fairly as all other applicants for admission
- The school will put in place procedures to help ease the transition as soon as they become aware of specific needs of individual students eg. familiarisation tour, additional induction visits, or pastoral support from a Year Head
- The school, in line with the SEND Code of Practice (2015) will make reasonable adjustments in order to accommodate the needs of learners with SEND.

6.12 Arrangements for Considering Complaints about the School's SEND Provision

The need for home and school to work closely in order to meet students' needs is central to this policy.

Arrangements are in place which should ensure that parents/carers are consulted at all stages about the ways in which the school aims to meet the needs of their child. This should help to avoid any possible misunderstandings and conflicts. However, if a parent/carer is unhappy with anything the school is doing when dealing with their child's special educational needs, they should first talk to the Inclusion Manager/SENDCo, or to the child's Form Tutor, Head of Year or subject teachers. These teachers will raise the matter with the Inclusion Manager/SENDCo who will try to clarify the matter and resolve the difficulty.

The Inclusion Manager/SENDCo also provides information about the Parental Support Offer to all parents of students on the SEND register. The Parental Support can be contacted for independent support and advice.

If parents/carers are still unhappy about the situation after the Inclusion Manager/SENDCo has taken steps to resolve the matter, the parent/carer can discuss the matter with the Headteacher following the school Complaints Policy.

If the complaint relates to decisions taken by the LA as part of the Statutory Assessment process there is

an external complaints procedure available to parents. Details of this are available from the Inclusion Manager/SENDCo.

6.13 Staff Training and Development

The school makes an annual audit of training needs for all staff taking into account school priorities as well as personal professional development. Particular support is given to Early Careers Teachers (ECT), other new members of staff and those who work closely with learners on the SEND register.

The Inclusion Manager/SENDCo takes responsibility for prioritising the training needs of staff in regards to those learners on the SEND Register. Training is designed to ensure that the needs of targeted students are met across the school.

6.14 Monitoring, Review and Evaluation

This policy will be monitored for its impact on the quality of provision and the outcomes for students with SEND and will be reviewed on a regular basis to ensure continuous improvement:

- The Inclusion Manager/SENDCo, Heads of Year and Key Stage Leaders will analyse student performance using internal progress data and analyse School Performance (ASP) to evaluate current provision for students with SEND. The outcomes for these students will be compared with national outcomes for similar students
- Provision for SEND will be evaluated by the Inclusion Manager/SENDCo
- Provision for students with SEND will also be a focus in the Faculty reviews carried out by the Leadership Team
- The SEND Governor will hold regular meetings and discussions with the Inclusion Manager/SENDCo and report back to the Governing Body
- The impact of this policy, outcomes for SEND students and progress in meeting the targets for SEND in the School Improvement Plan will be reported to Governors through the Headteacher's report and through reports from the Inclusion Manager/SENDCo at committee meetings
- This SEND policy will be reviewed by the Governing Body on an annual basis.

7. Studios

7.1 Overview

The Winchmore Studios are a range of provisions that provide specialist and targeted support for students with special educational needs and disabilities (SEND). Tailored schemes of work and other bespoke learning programs are designed to develop and nurture essential literacy, numeracy, and independence skills. We strive to foster our students' confidence, independence, and ability to articulate their own views which will equip them to successfully transition into KS3, KS4, Sixth Form, Further Education, and ultimately, into adulthood. These study programs are vital in providing students with the opportunities they need to pursue qualifications, and the essential tools required to shape and achieve their future aspirations.

7.2 Studio 30

Studio 30 is a KS3 provision for up to 12 students with a variety of special educational needs and disabilities (SEND), who are able to access the 'National Curriculum' but require enhanced levels of specialist in class support, including a specialist SEND teacher 3 days a week. Studio 30 provides a bespoke educational curriculum along with a holistic and social curriculum where our learners are able to undertake: travel training, emotional intelligence, financial literacy, employability and cross cultural awareness training to develop their life skills and independence.

7.3 Studio 30+

Studio 30+ is another KS3 small class provision for students who are academically more able and independent with their learning but may have social, emotional and mental health needs and may find certain aspects of the mainstream learning environment overwhelming. Students access the National Curriculum via a combination of attending some lessons with their mainstream peers and being taught by specialist curriculum teachers either in the Studio 30+ classroom or in the subject specific mainstream classrooms.

7.4 Studio 40

Studio 40 is a combination of KS3 and KS4 students. Their timetable, and access to specialist curriculum teachers and classrooms, is organised in the same way as Studio 30+. Along with the other studios, it has the flexibility to create a bespoke curriculum which focuses on the students' individual needs, ensuring the right conditions are in place for each student to achieve their full potential. In Year 9, if they meet the minimum entry requirement for the course, students are able to choose a GCSE/BTEC course, or they will study on programmes in the Functional Skills, resulting in appropriate qualification.

8. Behaviour Team

8.1 Role of the Behaviour Team

The Behaviour Team at Winchmore School promotes a positive and inclusive ethos to ensure that all students feel supported and that their needs are met, enabling all students to reach and fulfil their full potential.

The Behaviour Team aims to uphold the schools behaviour policy and high expectations through establishing positive and proactive relationships with students, promoting the social, moral, spiritual and cultural development of all.

The Behaviour Team works closely with students who require extra support or display barriers to learning which can not be regulated by an individual themselves. Support may be offered to students, but not limited to, in the following ways:

- Assisting in investigating specific incidents
- Improving behaviour for learning
- Assisting in identifying barriers to learning
- Conducting mediation amongst students and staff
- General monitoring
- Mentoring
- Emotional wellbeing and personal motivation
- Group work
- Targeted intervention programmes
- To assist in developing personalised support plans to outline specific goals and interventions that will help address students` concerns
- Assisting in parent and carer meetings.

8.2 Identification

The Behaviour Team will work alongside the HOY/ HOF/ HoD's to identify students who may need further support and plan a level of intervention required to support the individual.

We use a range of strategies to identify students who require intervention from the Behaviour Team. The identification process is on-going and begins when the student joins our school and involves staff, students, parents/ carers and information shared from a student's previous school or outside agencies.

Data taken into account in this process could include:

- Information from parents and carers
- Information from previous teachers or pre-school records
- Information shared from outside agencies
- Discussions with students
- Discussions with parents and carers
- Identification by staff using professional judgements, quality of classwork and test and assessment results
- Learning engagement
- Behaviour data which is logged by staff
- Student conduct records.

8.3 Mentoring/ Emotional Wellbeing/ Counselling

Upon working with students and identifying that an intervention is necessary, the Behaviour Team will assist the HOY and Inclusion Faculty to assess the need and level of support needed.

Through consultation with parents and carers, students can be offered mentoring support with the Behaviour Team. During these mentoring sessions, the Behaviour Team will facilitate the development of self-awareness, self-regulation and strategies to manage their own behaviour.

8.4 Secondary Behaviour Support Service (SBSS) Referrals:

Where there is a need for emotional support and guidance due to a student facing various challenges or issues, a referral to our Counselling Team will be advised. This process will involve:

- Investigation of student need
- Recognition of emotional wellbeing or mental health support need
- Discussion with HOY/ Inclusion Manager/ Counseling Team
- To inform parent and carers of concerns identified
- Gain Parent and Carer permission to conduct assessments, to gather information and develop appropriate treatment plans to address students` concerns and mental health status.
- To create and develop personalised support plans to outline specific goals and interventions that will help address students` concerns
- Recommend the need for higher level intervention from outside agencies
- Review students` well being at the Student Welfare and Inclusion Forum (SWIFT).

9. Gifted, Able and Talented (GAT) students

9.1. Definitions

- Gifted students - Gifted refers to students who achieve, or have the ability to achieve, significantly above average in one or more of the National Curriculum subjects other than art, performing arts or physical education
- Able students - Able refers to students who achieve, or have the ability to achieve, above average in one or more of the National Curriculum subjects
- Talented students - Talented refers to those students who achieve, or have the ability to achieve, significantly above average in art, performing arts, physical education or in areas requiring visuo-spatial skills or practical abilities (these could include a range of non-traditional areas).

9.2 Identification

We use a range of strategies to identify more able and very able students. The identification process is on-going and begins when the student joins our school and involves staff, students, parents and carers.

Data taken into account will include:

- Information from parents and carers
- Information from previous teachers or pre-school records
- Discussions with students
- Identification by staff using professional judgements, classwork and test and assessment results.

Students gifted in English may be identified when they:

- Demonstrate high levels of fluency and originality in their conversation
- Use research skills effectively to synthesise information
- Enjoy reading and respond to a range of texts at an advanced level
- Use a wide vocabulary and enjoy working with words
- See issues from a range of perspective
- Possess a creative and productive mind and use advanced skills when engaged in discussion
- Work confidently on objectives for year groups higher than their own
- Achieve levels in end of year tests above those expected for their year group.

Students gifted in Mathematics may be identified when they:

- Explore a range of strategies for solving a problem
- Are naturally curious when working with numbers and investigating problems
- See solutions quickly without needing to try a range of options
- Look beyond the question in order to hypothesise and explain
- Work flexibly and establish their own strategies
- Enjoy manipulating numbers in a variety of ways
- Work confidently on objectives for year groups higher than their own.

9.3 The School Register

Students who are identified by the school as being, Gifted, Able or Talented are entered on to the school register.

Parents or carers will be consulted before a name is placed on the register by the class teacher either during Parent Teacher Consultations or at another appropriate point.

9.4 Teaching, Curriculum and Organisation

As appropriate, teachers will provide differentiated activities and a range of support and resources for gifted and talented students.

Ongoing assessment against year group objectives and National Curriculum attainment/progress are maintained and used formatively to set new curriculum targets for individuals so that they can achieve at the highest level and always aim to make further progress. Students are involved in this process.

In addition and especially at the end of Key Stages, extension activities that are more demanding of their abilities or enrichment activities that provide new and different ways of working will be provided.

Opportunities for Gifted, Able and Talented students to work on various projects.

If appropriate teachers would approach local secondary schools for resources and or advice to support students.

9.5 Staff Development and Training

The school makes use of local staff training and whenever possible staff to attend local courses and conferences.

9.6 Leadership and Management

The GAT lead will:

- Maintain the register in consultation with other staff
- Monitor the school's provision for students identified as being Gifted, Able or Talented
- Monitor the progress of students identified as being Gifted, Able or Talented by making a twice yearly review of individual assessments.
- Monitoring and Review:
 - The Head teacher and LT will monitor the effectiveness of this policy on a regular basis
 - The Head teacher will report to the governing body on the effectiveness of the policy at least annually and, if necessary, make recommendations for further improvements.

10. Ethnic Minority Achievement (EMA)

10.1 Definition and Rationale

We use 'ethnic minorities' to refer to all ethnic groups except the white British group. Ethnic minorities include white minorities, such as Gypsy, Roma and Irish Traveller groups.

Winchmore School is a multicultural and multi-ethnic mixed school. The aim of the school is to create an environment that accurately reflects the diverse nature of its community. Every student who joins Winchmore School is entitled to receive an outstanding education regardless of their background. This means developing every student's academic development in order to reach their full potential. At Winchmore School, we understand and value that EMA students have rich, educational expertise and experience that can help the school as a whole, beyond just the curriculum. As a school, we therefore value the skills, experience and culture that students bring to the school and we value our diversity. Student's heritages are therefore seen as useful tools for the school and the wider community.

10.2 Responsibilities of the EMA Coordinator:

- To reduce levels of under-achievement of ethnic minority students and improve curriculum access and achievement of all students
- To provide increased opportunities for communication and information dissemination to involve parents and carers in the education and personal development of their child
- To improve home/school communication through translation and interpretation services
- To provide in-class support and additional intensive English language classes for targeted ethnic minority students, beginner learners, including newly arrived students who need additional curriculum support
- To ensure students' prior learning and experience is acknowledged and accredited, for example by gaining a GCSE and/or AS level in their home language
- To increase whole school knowledge, understanding and appreciation of different cultures
- To raise the evidence and profile of bilingualism visibly and audibly within the school
- To extend provision for students to share in heritage activities such as music, dance and art as well as experiencing the arts in the wider world
- To provide opportunities for children's learning and homework completion to be supported outside of school hours.

11 English as an Additional Language (EAL)

11.1 Definition and Rationale

The term EAL (English as an Additional Language) is used to refer to students whose main language at home is other than English.

EAL students, from complete beginners to those with considerable fluency, will have varying degrees of difficulty in accessing the full curriculum and in achieving their full potential. Research has shown that those new to English will acquire conversational fluency in two years, but will need a minimum of five years to achieve competence in academic English. Such students will need language support if they are to reach their full potential.

Therefore, our main aim is for all EAL students to become confident in speaking, listening and communicating effectively with their peers and other adults.

The provision of this support fulfils the requirements of the *Equality Act 2010* which seeks to promote Equality of Opportunity and to eliminate discrimination in the provision of education.

11.2 Provision for EAL students

- Ensuring good EAL practices throughout the school
- Ensuring appropriate resources are available for staff and EAL students
- Liaising with Inclusion Manager/ SENDCo
- Liaising with Inclusion Manager/ SENDCo to ensure that mid-phase admission EAL students are identified in a timely way.

11.3 Responsibilities of EAL Coordinator:

- Provides staff with strategies in understanding those with English as an Additional Language (EAL) and the importance of raising their achievement.
- Ensures that the needs of students are addressed by monitoring and reviewing their progress according to the EAL Proficiency in English (PIE) codes.
- Identifies any underachievers and ensures that strategies are in place for tackling their underachievement.
- Informs teaching staff with advice about effective classroom strategies for addressing the needs of EAL students
- Liaises with parents and carers to identify any barriers that may have an impact upon the students' progress.

12. Looked After Children/ Previously Looked After Children (LAC/PLAC)

12.1 Provision for LAC/PLAC Students

To support the attainment/progress of LAC/PLAC students, Winchmore will:

- Ensure that the statutory Personal Education Plan (PEP) or Annual Review documentation is complete, up-to-date and shared with designated professionals including social workers
- Ensure that the Designated Teacher for LAC and Inclusion Manager/SENDCo and their team have identified and addressed any additional needs or difficulties that may impact negatively upon the wellbeing or progress of learners within the LAC group
- Do the things we do for all children but also ensure the additional needs of LAC and PLAC students are met
- Balance high levels of support with real challenges
- Links each child to a key person they relate well to
- Make it a priority to know the children well and to build strong relationships with them
- Develop strong partnerships with carers, local authorities, social workers and specialist agencies to put the support in place they need
- Make things happen for them and see things through
- Ensures consistency as well as discrete flexibility in the support we offer
- Actively extends the horizons of each child
- Plans for future transitions.

12.2 Role of Designated Teacher

- Contributes to the development and review of whole school policies to make sure they do not put LAC and PLAC children at a disadvantage
- Ensures that all teachers are aware that disclosures cannot be kept secret and that all concerns are acted upon
- Works with colleagues and families to identify those learners who are LAC and PLAC through informal arrangements such as those cared for by extended family members, grandparents or friends
- Offers guidance and support to the carers above and to monitor the progress of those cared for under such arrangements
- Respects the rights LAC and PLAC children have to privacy regarding their living circumstances
- Ensures that crucial information is disseminated to appropriate staff on a need to know basis
- Makes sure that there are effective and well-understood procedures in place to support individual LAC and PLAC children's learning
- Makes sure that there are effective referral and monitoring procedures in place and that these are reviewed and updated regularly
- Promotes a culture in which LAC and PLAC children believe they can achieve highly and feel they can discuss their progress and be involved in setting their own targets
- Is a source of advice for teachers about differentiated teaching strategies appropriate for individual LAC and PLAC children
- Maintains an overview of the needs and progress of LAC and PLAC students, including making sure the school makes full use of Assessment for Learning (AfL) approaches to improve the short and medium term progress of LAC and PLAC children
- Co-ordinates and advocates for any additional support and making sure LAC and PLAC children are prioritised when selecting students who would benefit from one-to-one tuition

- Works closely with SEND staff to ensure early assessment if a student is experiencing difficulties, and arranging urgent meetings if he/she is at risk of exclusion
- Promotes good home-school links with the child's carer about how they can support his/her progress
- Ensures that there is a lead professional within the school who implements and monitors the child's Personal Education Plan (PEP)
- Helps LAC and PLAC students to make the right programme/examination choices with regard to their abilities, aspirations and interests, and making sure they have the support they need to do as well as possible in the exams
- Contributes to decisions relating to the use of Personal Education Allowances (PEAs), allocated by the local authority to students who are identified as falling behind their peers
- Monitors attendance of LAC and PLAC students via the attendance officer and utilising the support of the Education Welfare Officer (EWO) if appropriate.

12.3 Admission

- On admission the LAC/PLAC Coordinator will ensure that the child and carer are welcomed, and that a smooth induction is achieved, especially if admission is other than at normal admission times (i.e. not at normal admission years or at the beginning of the academic year, when settling into school might be more difficult). As part of this process all new LAC and PLAC learners will spend a minimum of half a day in the Learning support area as they await their formalised timetables
- New LAC and PLAC students will receive a guided tour of the school so that they are familiar with their main learning rooms, prayer rooms, library, tutor room, toilets, food facilities and other key areas
- New LAC and PLAC students will be given access to the Learning Support area whenever required so that they may use the Learning Support area as a safe base. This will support their transition as they grow accustomed to the school
- New LAC and PLAC learners will undergo preliminary screening for difficulties in literacy, numeracy, and social interaction
- Any concerns highlighted during preliminary screening will be passed on to Inclusion Manager/SENDCo who will devise an appropriate plan, assign targeted group work, enrol the learner onto an appropriate intervention or pass strategies and concerns on accordingly.

13. Counselling/Mentoring

13.1 Role of Student Lead Counselor

- Offers emotional support and guidance to students facing various challenges or issues.
- Conducts assessments, gathering information and developing appropriate treatment plans to address students' concerns and mental health status
- Creates and develops personalised support plans to outline specific goals and interventions that will help address students' concerns
- Employs various therapeutic techniques and interventions to assist students in managing their challenges effectively
- Upholds strict confidentiality guidelines to ensure students trust and privacy
- Adheres to professional ethical standards and only disclose information when legally required or if the student poses a threat to themselves or others
- Facilitates the development of self-awareness among students, encouraging them to explore their feelings, thoughts, and experiences

- Assesses and monitors students' emotional progress. To track improvements, identify obstacles, and make necessary adjustments to ensure students are moving towards their goals
- Works in collaboration with other professionals, to refer students for additional services, or participate in multidisciplinary teams to provide comprehensive care
- Actively engage with parents/carers in order to gain insight into the family dynamics that may impact students well-being, and provide appropriate support tailored to their needs
- Offers professional guidance to parents/carers on effectively navigating and accessing pertinent local mental health services
- Works within codes of practice and ethics recommended by the BACP, UKCP or equivalent organisation
- Plays an active part in safeguarding students at Winchmore School by adhering to school policies and statutory regulations
- Reports all safeguarding concerns to the Designated Safeguarding Lead (DSL) immediately and to work with the DSL, and external agencies, including CAMHS and social services where appropriate
- Engages in ongoing professional development to stay updated on counselling techniques, best practices, and relevant research.

14. Wellbeing

14.1 The Role of the Student Wellbeing Lead

- Play a vital role in promoting holistic well-being among students
- Provide guidance and support to help students lead healthier, balanced lives and make positive lifestyle choices
- Assess the well-being needs of students and identifies areas that require attention and development
- Facilitate workshops and group sessions and educate students on various aspects of well-being, including healthy eating, exercise routines, stress reduction techniques, mindfulness, self-care practices, sexuality and gender, resilience, friendship, conflict resolution, social skills etc.
- Track and monitor students' progress towards their well-being goals and provide ongoing support, motivation, and accountability to ensure students stay on track and make positive changes
- Offer one-on-one coaching to students who require more personalised support and provide guidance, advice, and encouragement to help students overcome challenges and achieve their well-being goals
- Collaborate with staff and parents to identify and address academic challenges or learning difficulties that affect their confidence and self esteem
- Work closely with teachers, administrators, and other school staff to address student needs and create a positive and inclusive school environment
- Alert to trends and works with the pastoral team to address issues on a wider basis.
- Advocate for the mental health and well-being of students within the school community and participates in school-wide initiatives and committees
- Continuously update their knowledge and skills in the field of well-being and to stay informed about the latest research, trends, and best practices to deliver effective and evidence-based support to students.

15. SWIFT

The Student Welfare and Inclusion Forum Team (SWIFT) is a committee which meets once a week, and considers the identified needs of students in a particular Year Group. Its core purpose is to ensure that the needs of all children are identified and met, and that no student who is, or is thought to be vulnerable 'slips through the net'.

The Student Welfare and Inclusion Forum is the forum that enables a member of staff who is concerned about a student to make a referral to a HOY.

The following staff are directly involved in the Student Welfare and Inclusion Forum:

- Deputy Head Teacher (DSL) / Assistant Head Teacher (Care, Guidance and Support)
- Inclusion Manager/SENDCo
- Head of Year
- School Counsellor
- Attendance Officer
- Head of Behaviour Team
- CPOMS recorder.

By prior arrangement, invitation or request any pastoral leader in school may attend the meeting.

An incident, notification or identified student can be referred directly to a Head of Year, which may be through CPOMS or an external agency. The Head of Year acts as the 'gatekeeper', and will follow up the referral.

The SWIFT meets once a week to:

- Assess the level and nature of student's need based on the information from the Head of Year, who is included on CPOMS
- Agree upon intervention and provision
- Inform appropriate staff of strategies, decisions and interventions
- Set review dates for individual students All notifications, incidents, actions are recorded on CPOMS for each individual student. CPOMS data is collated as requested, and this is used to evaluate safeguarding trends across the school over a given period of time. Cases are closed by the safeguarding team following discussion and when thought to be appropriate.

16. Outside Agencies

16.1 My Young Minds Enfield (MYME)

My Young Mind Enfield (MYME) is a NHS based service in Enfield that works alongside schools within the borough to support the emotional wellbeing and mental health of children, young people and families.

Each school is allocated a School Wellbeing Practitioner (SWP), who offer short-term, low intensity support for children and young people and their families, when they present with a range of mild-moderate mental health concerns such as anxiety, low mood and behaviour concerns using evidence based guided Cognitive Behaviour Therapy (CBT) self-help, working directly with the young person to help them develop an 'emotional toolkit' for dealing with difficult feelings and experiences.

16.2 Thinking Into Results

Thinking into Results is a Programme that includes a series of exercises and tools designed to help students identify and overcome limiting beliefs, set clear goals, and take action to achieve them.

The objective of this programme is to maximise students' emotional intelligence in order to elevate their academic/personal development, to facilitate positive, profound and permanent change in any area of their lives. The program also emphasises the importance of visualisation, affirmations, and other mental techniques for manifesting desired outcomes. It helps students to think in ways they have never thought before.

17. Appendix

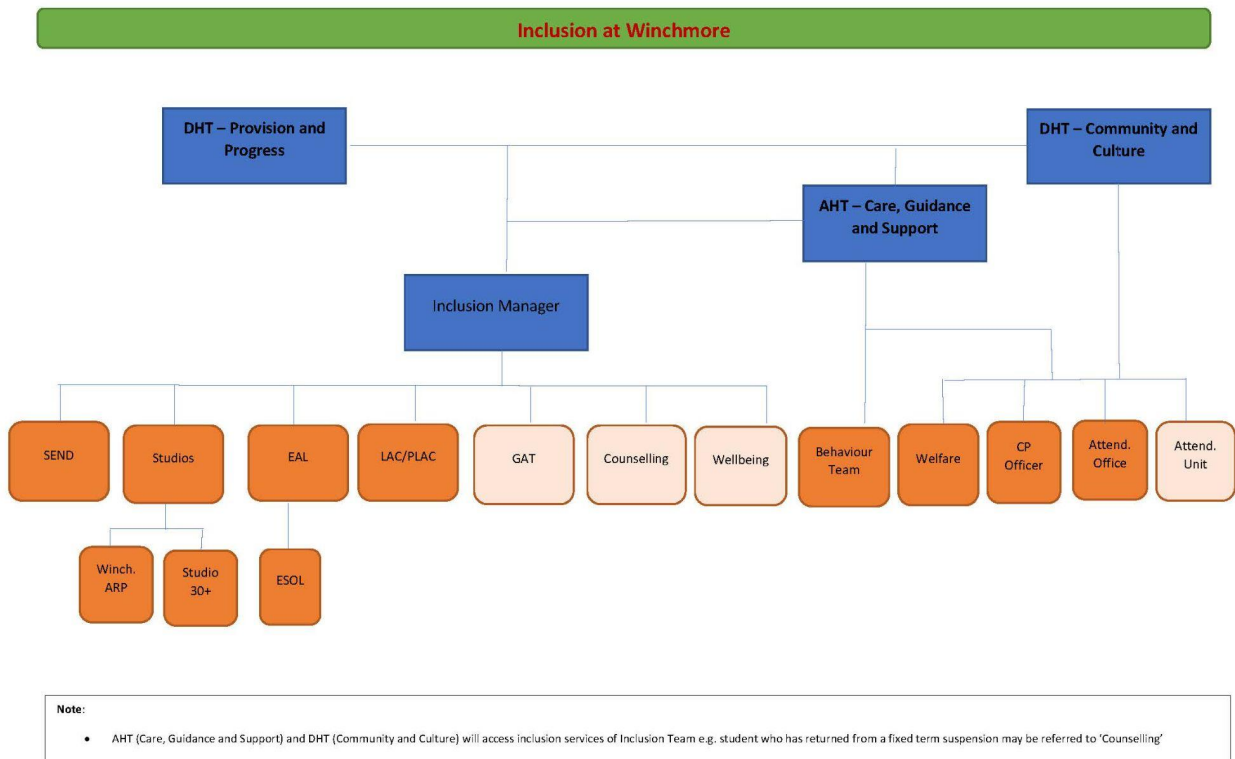
17.1 The Special Educational Needs Code of Practice

The SEND Code of Practice (2015) states that a child has special educational needs if he/she/they has a learning difficulty or barriers to learning calling for special educational provision to be made for him/her/them.

A child has a learning difficulty if he/she/they:

- has a significantly greater difficulty in learning than the majority of children of the same age
- has a disability which either prevents or hinders the child from accessing the education and facilities generally provided for their peers.

17.2 Operational Structure



17.3 Acronyms

SEND	Special Educational Needs & Disabilities
SENDCo	Special Educational Needs & Disabilities Coordinator
EHCP	Education Health Care Plan
EP	Educational Psychology/Psychologist
CAMHS	Child & Adolescent Mental Health Services
OT	Occupational Therapy
VI	Visual Impairment
SALT	Speech & Language Therapy
LAC	Looked After Children
PLAC	Previously Looked After Children
PEP	Personal Education Plan
EMA	Ethnic Minority Achievement
EAL	English as an Additional Language
HLTA	Higher Level Teaching Assistant
TA	Teaching Assistant
SEND E	Special Educational Needs & Disabilities with Educational Healthcare Plan (EHCP)
SEND K	Special Educational Needs & Disabilities - students needing support without an EHCP
SIMS	Schools Information Management System
LA	Local Authority
SWIFT	Social Welfare and Inclusion Forum Team
ECT	Early Careers Teacher
SBSS	Secondary Behaviour Support Service
HoY	Head of Year
HoF	Head of Faculty
HoD	Head of Department