



Cabot
Learning
Federation

Hérons' Moor Inclusion Policy

Academy Name: Herons' Moor

**Approved by
Academy Council:** Sep 2025

Next Review: Sep 2026

Herons' Moor Academy

Inclusion Policy

An **educationally inclusive Academy** is one in which the teaching and learning, achievements, attitudes and well-being of every young person matter. An effective Academy is educationally inclusive. This is demonstrated, not only in performance, but also in ethos and willingness to offer new opportunities to pupils who may have experienced previous difficulties. This does not mean treating all pupils in the same way. Rather, it involves taking account of pupils' varied life experiences and needs. An academy should not take educational inclusion for granted but instead constantly monitor and evaluate the progress of each pupil.

An inclusive academy is one which identifies any pupils who may be missing opportunities, are difficult to engage, or feel in some way isolated from what the Academy seeks to provide. All staff take practical steps – in the classroom and beyond – to meet pupils' needs effectively, and they promote tolerance and understanding in a diverse society.

Educational inclusion is a broad concept. It is about equal opportunities for all pupils, whatever their age, gender, ethnicity, attainment and background. It pays particular attention to the provision made for and the achievement of different groups of pupils within an Academy. Different groups could apply to any or all of the following:

- 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 and disability

- Children looked after by the local authority
- Other children, such as sick children, young carers, those children from families under stress,
- Children who are at risk of disaffection and exclusion
- Vulnerable and disadvantaged children

We believe that every child and young person should have equal right to:

- Be included as a valued, responsible and equal member of the learning community with all other children and young people of the same age
- Have access to a broad, balanced and inclusive curriculum experience and differentiated teaching and learning
- Support to enable them to achieve their full potential and to be included in a lifelong learning process
- Have their views heard and contributions recognised

In line with the Disability Discrimination Act, the Academy will endeavour to make reasonable adjustments to ensure the inclusion of every child and young person.

At Herons' Moor Academy we have several policy documents that together describe how we will ensure that all those connected with the Academy can be fully included in all our activities.

They include policies for:

- SEND
- Behaviour
- Safeguarding

- Medical Needs
- Health and safety

This is not an exclusive list and will change as and when new policies are developed and consulted upon and agreed by the Academy.