



R A Butler Academy

Inclusion Policy

September 2026

Headteacher's signature	<i>Signed copy on file in HT office</i>
Chair of Governors' signature	<i>Signed copy on file in HT office</i>

R A Butler Academy - Inclusion Policy

Date of Policy: September 2026

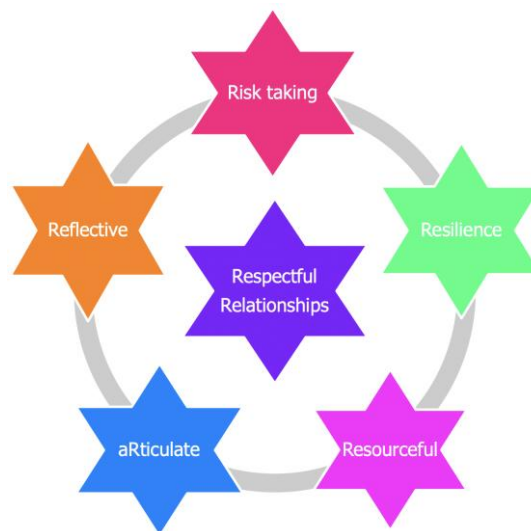
Review Date: September 2027

1. Our Vision and Values

We celebrate the fact that we are a large school, which enables us to offer extensive opportunities academically, pastorally and socially within a family environment where everyone is valued as an individual. Our overarching vision is for R A Butler Academy to be a place of nurturing, dynamic learning where high academic achievement and emotional wellbeing are equally valued and celebrated. Through positive partnerships between family, community and school, we develop confident, respectful children who are motivated to take the next steps in their educational journey and life's adventures, making positive contributions to the world.

We provide a safe and secure learning environment where children are known as individuals. Our rich and engaging curriculum provides opportunities for all children to participate in academic, sporting, artistic, musical, environmental and pastoral experiences designed to develop the whole child.

Our ethos is underpinned by our 6Rs:



- Respectful Relationships
- Resilience
- Reflectiveness
- Risk-taking
- Resourcefulness
- aRticate

As a UNICEF Rights Respecting School, respectful relationships are central to life at R A Butler Academy. We believe that every child has the right to feel safe, valued, included and able to participate fully in school life.

2. Introduction

This policy should be read alongside:

- SEND Policy
- Equality Information and Objectives
- Accessibility Plan
- Relationships and Behaviour Policy
- Safeguarding and Child Protection Policy
- Attendance Policy
- Supporting Pupils with Medical Conditions Policy

R A Butler Academy is a fully inclusive school. We actively seek to remove barriers to learning, participation, attendance and achievement so that every child can thrive.

Inclusion is everyone's responsibility and extends beyond SEND. We recognise that children may face barriers relating to:

- special educational needs and disabilities;
- disadvantage;
- medical needs;
- social, emotional and mental health needs;
- attendance and engagement;
- race, ethnicity, culture or faith;
- language acquisition;
- looked after or previously looked after status;
- young caring responsibilities;
- family circumstances;
- identity or personal circumstances;
- any protected characteristic under the Equality Act 2010.

3. Aims

We aim to:

- promote a culture of belonging and inclusion for every child;
- ensure all pupils feel known, valued, respected and safe;
- provide equality of opportunity for all learners;
- identify and remove barriers to learning and participation;
- maintain high expectations for every pupil;
- support academic achievement, personal development and wellbeing;
- foster positive relationships throughout the school community;
- work in partnership with parents, carers and external agencies;
- celebrate diversity and promote mutual respect;
- ensure all pupils can access the full life of the school including trips, clubs, leadership opportunities and enrichment activities.

4. What Inclusion Means at R A Butler

At R A Butler Academy, inclusion means:

Every child feels that they belong, is valued as an individual and can participate fully in school life with the support and reasonable adjustments they need to flourish.

We believe that educational inclusion is achieved through continually asking:

- Do all children achieve their best?
- Are there differences in outcomes for particular groups?
- What barriers are preventing success?
- What actions are we taking to address these barriers?
- Are our actions effective?

Leaders, teachers and governors regularly review progress, attendance, participation, wellbeing and achievement data to evaluate the impact of our work.

5. Inclusive Teaching and Learning

Quality First Teaching is the foundation of inclusion at R A Butler Academy.

Teachers:

- plan learning that meets the needs of all pupils;
- carefully assess progress and respond to individual needs;
- provide appropriately challenging learning experiences;
- make reasonable adjustments where required;
- remove barriers to participation and achievement;
- adapt teaching approaches, resources and learning environments;
- celebrate effort, achievement and progress for all learners.

All staff will ensure that children:

- feel secure and know their contributions are valued;
- appreciate and respect differences;
- develop independence and responsibility;
- experience success;
- access a curriculum that promotes diversity without stereotyping;
- have ambitious targets and aspirations;
- participate fully regardless of need, disability or circumstance.

6. SEND, Disability and Medical Needs

The school is committed to meeting the needs of pupils with SEND, disabilities and medical conditions.

We will:

- follow the SEND Code of Practice;
- implement a graduated approach of Assess, Plan, Do and Review;
- make reasonable adjustments;
- work closely with parents and external professionals;
- provide specialist support and interventions where appropriate;
- enable participation in educational visits, clubs and wider opportunities.

Our Accessibility Plan outlines how we will continue to improve access to the curriculum, environment and information for disabled pupils.

7. Equality, Diversity and Belonging

We are committed to promoting equality, challenging discrimination and fostering a culture where everyone feels they belong.

The school will:

- celebrate diversity;
- challenge stereotypes and prejudice;
- actively address racist, prejudicial or discriminatory behaviour;
- teach children about equality, rights and responsibilities;
- ensure diverse representation within the curriculum;
- promote understanding, empathy and respect.

All incidents of discriminatory behaviour will be addressed promptly and recorded in line with school procedures.

8. Sex, Gender Identity and Inclusion

8.1 Principles

R A Butler Academy is committed to ensuring that all pupils are treated with dignity, kindness and respect.

We recognise that children may, at times, express questions or feelings about identity, including gender identity. Our response will always be guided by safeguarding, wellbeing, educational needs and the best interests of the child.

The school will not tolerate bullying, harassment, victimisation or discrimination against any pupil.

8.2 Partnership with Parents

We believe that parents and carers are fundamental partners in supporting children's development and wellbeing.

Except where there is evidence that doing so would place a child at risk of significant harm, the school will work openly and collaboratively with parents and carers when concerns or questions relating to gender identity arise.

8.3 Individual Consideration

There is no single approach that will be appropriate for every child.

The school will consider each situation individually, taking account of:

- safeguarding and welfare;
- the age and developmental stage of the child;
- the views of parents and carers;
- the child's needs;
- the rights and needs of other pupils;
- legal requirements;
- current Department for Education guidance.

Where appropriate, external professional advice may be sought.

8.4 Facilities and Participation

The school will ensure that all pupils can access education safely, appropriately and with dignity.

Decisions regarding toilets, changing facilities, educational visits, residential visits, sport and other activities will be made on a case-by-case basis, taking account of safeguarding, privacy, health and safety and the needs of all pupils involved.

Where appropriate, additional privacy arrangements may be provided.

8.5 Records and Confidentiality

School records will be maintained in accordance with legal requirements and current Department for Education guidance.

Information relating to individual pupils will be handled sensitively and shared only where necessary and appropriate.

8.6 Promoting Respect

As a Rights Respecting School, we actively challenge stereotypes and promote respectful relationships.

Children are taught to:

- treat others with dignity and respect;
- celebrate diversity;
- challenge bullying and prejudice;
- understand that everyone should feel safe and valued;
- recognise the importance of kindness and inclusion.

9. Inclusion and Racism

R A Butler Academy actively promotes racial equality and inclusion through the curriculum and wider life of the school.

All racist incidents will be:

- recorded;
- investigated appropriately;
- communicated to parents or carers where appropriate;
- reported in accordance with statutory requirements.

We are committed to preparing pupils to live positively within a diverse society.

10. Roles and Responsibilities

Governors

Governors will:

- monitor the effectiveness of this policy;
- ensure compliance with statutory duties;
- champion an inclusive culture across the school.

Headteacher

The Headteacher will:

- provide strategic leadership for inclusion;
- ensure inclusion remains central to school improvement;
- promote high expectations for all pupils.

SENDCo/Inclusion Lead

The SENDCo/Inclusion Lead will:

- coordinate provision for pupils with additional needs;
- support staff in meeting diverse needs;
- monitor the impact of interventions and provision.

All Staff

All staff are responsible for:

- promoting inclusion in everyday practice;
- maintaining high expectations;
- identifying and removing barriers to learning;
- treating all pupils with dignity, fairness and respect.

11. Monitoring and Review

The governing body will monitor the impact of this policy through:

- pupil achievement and progress information;
- attendance data;
- behaviour and exclusion data;
- SEND monitoring;
- pupil voice;
- parent feedback;
- inclusion reviews;
- equality objectives and action plans.

This policy will be reviewed annually or sooner if legislation, guidance or local circumstances change.

Inclusion Statement

At R A Butler Academy, inclusion means that every child belongs. We celebrate diversity, value individuality and work together to remove barriers so that all children can learn, participate and flourish within our school community.