



Nadeen School Inclusion Policy

Our Philosophy

Fostering creative thinking and enterprising learning is essential to empowering individuals to grow and thrive in an ever-changing world. By encouraging curiosity, risk-taking, and problem-solving, we cultivate a mindset that embraces innovation and adapts to new challenges. Supporting learners in this journey involves creating environments where exploration is encouraged, diverse perspectives are valued, and failure is seen as a step toward success. As we inspire the next generation of Mavericks, we equip them with the skills and resilience needed to pursue their passions with purpose, helping them not only excel individually but also contribute meaningfully to society with a cause that drives them. By nurturing their potential, we unlock a future where creativity and entrepreneurship become catalysts for positive change.

Our Vision

To be a place where minds can rise and soar,

Where learners dream and seek for more.

Where progress blends with roots held tight,

Guiding souls towards what's right.

Inspiring a community, where learners embrace their individuality: rooted in values that prepare them to disrupt positively and shape the world with purpose.

Our Purpose

In our growing Nadeen School Family, we empower each soul to say 'I can be me ... in my own way'. We nurture every learner's potential by fostering an environment of compassion, courage, and creativity through progressive education.

Policy Statement

At Nadeen School, we are committed to fostering an inclusive, equitable, and supportive learning environment where all learners, regardless of their starting points, unique strengths, backgrounds, or needs, are empowered to succeed. We believe that every learner has unique strengths and that inclusion enriches the educational experience for all. Our approach is designed to provide the necessary accommodations, resources, and opportunities to support diverse learners, promote respect, and ensure that every learner has a sense of belonging and achievement.

We are committed to creating a neuroinclusive environment that recognises and values learners strengths, needs, and challenges. Nadeen School embraces difference as a vital aspect of our community, ensuring every learner can thrive academically, socially, and



emotionally. To meet this commitment we have established guidelines and practices that support the diverse cognitive and emotional needs of all learners at Nadeen.

Learners with Unique Challenges (Disabilities)

Nadeen School recognises the rights of learners with physical, intellectual, or developmental challenges to access the general education curriculum. To ensure that these learners participate fully in school life, we will provide:

- **Individualised Support Plans (ISPs):** Develop and implement ISPs for learners with unique challenges, ensuring appropriate accommodations, modifications, and supports are provided. This includes assistive technologies, personalised learning materials, and adjusted assessment methods.
- **Specialised Support:** Provide additional services or connect families with additional services such as special education teachers, assistant teachers, learning support coaches, and therapy support as needed to ensure learner success.
- **Inclusive Classrooms:** Encourage the inclusion of learners with unique challenges in general education classrooms, with appropriate support to meet their academic, social, and emotional needs.
- **Collaboration:** Foster collaboration between general education teachers, special education staff, and families to create a comprehensive support system for learners with unique challenges.

Learners with Learning Differences

Learners with learning differences such as dyslexia, ADHD, and other learning challenges are valued members of our school community. We aim to create an environment that supports their academic success by:

- **Scaffolded and Adapted Instruction:** Implementing a variety of teaching strategies to address diverse learning needs, including visual aids, hands-on activities, and multi-sensory approaches.
- **Accommodations:** Providing accommodations such as extra time on assessments, modified assignments, preferential seating, and the use of assistive technology to help learners overcome learning barriers.
- **Resource Support:** Offering small group instruction, tutoring, or additional academic support services for students who require more individualised attention.
- **Teacher Training:** Ensuring that all staff members receive professional development in recognising and addressing learning differences, promoting effective teaching strategies, and fostering a supportive classroom environment.

English as an Additional Language Learners (EAL)

At Nadeen School, we acknowledge and value the linguistic and cultural diversity that EAL learners bring to the school community. We are committed to providing the necessary support to help EAL learners succeed academically and socially:

- **Language Support Services:** Offer EAL services, including targeted assessment using the Bell Foundation Tracker, language instruction, small group support, and bilingual support, where applicable.



- **Cultural Sensitivity:** Promote an inclusive environment that respects and celebrates the diverse cultural and linguistic backgrounds of EAL learners, fostering a sense of pride and belonging.
- **Language Development:** Provide language scaffolding, visual aids, and peer support to help learners develop proficiency in English while accessing the general curriculum.
- **Family Involvement:** Engage EAL learners' families through translation services, bilingual communication, and resources to support their child's learning at home.

Culturally and Linguistically/Culturally Diverse Learners

Nadeen School celebrates the cultural, racial, and linguistic diversity of our learners and strives to ensure that all feel respected, valued, and included. To support these learners, we will:

- **Inclusive Curriculum:** Integrate diverse perspectives, histories, and cultural contributions into the curriculum, ensuring that learners from all backgrounds see themselves reflected in their education.
- **Cultural Competence:** Foster cultural competence among learners and staff through ongoing education and discussions about diversity, equity, and inclusion.
- **Community Engagement:** Encourage active participation of learners and families from diverse backgrounds in school events, decision-making, and community-building activities.
- **Anti-Bullying and Respect Policies:** Implement and enforce anti-bullying policies to prevent discrimination and harassment, promoting a culture of respect and kindness for all.

Fostering Unique Learning Strengths (Gifted and Talented Learners)

Nadeen School is dedicated to ensuring that learners are appropriately challenged and engaged in their learning. We will provide:

- **Enrichment Programmes:** Offer enrichment opportunities that challenge learners beyond the regular curriculum, including advanced coursework, project-based learning opportunities, and extracurricular activities in areas such as arts, science, STEM and leadership.
- **Challenge within the Curriculum:** Provide instruction that allows learners to explore subjects in greater depth and at a faster pace, with opportunities for independent study or advanced projects.
- **Acceleration:** Where appropriate, provide opportunities for learners to accelerate in specific subjects. This may include academic, physical activity, and the arts.
- **Social and Emotional Support:** Recognise the unique social and emotional needs of learners with unique strengths by offering counselling, mentorship, coaching, and opportunities to engage with peers who share similar interests and unique strengths.

We adopt a strength-based model for inclusion whereby we focus on what a learner can do. We support their growth and development in the aspects of learning and school life that they find more challenging. Our Inclusion Policy goes hand in hand with our Behaviour for



Learning policy to ensure teachers understand that inclusion needs and behaviour support needs may at times be integral to each other and school life.

Inclusion Programme

The Inclusion Programme involves responsive and personalised interventions which are right for each individual learner at a particular point in time. The type, frequency, setting and reason for support is continually changing for each learner's unique needs and unique strengths. The inclusion program is integrated with classroom teaching and learning, in conjunction with our pastoral initiatives. The fluidity and specific nature of the support we provide enables each learner to be included and interact with every aspect of school life.

The basic principle for Inclusion at Nadeen School is in-class support where this is possible and appropriate to the learners. This should take a flexible seating and intelligent grouping approach. If a learner needs a break, a walk, or a different space the environment at Nadeen School allows for this. The Thrive Centre provision (including up and down-regulation spaces) is also available for use for all learners who require this. The approach is fluid and holistic where staff are assigned in different ways to work with different learners and groupings. The different learning spaces are well utilised in flexible ways for all learners. The focus at Nadeen School is to ensure all learners feel like they belong and that they can be supported to develop in their own unique ways.

Nadeen School uses a reflective plan-do-review approach to consider where additional support is needed, where a learner might benefit from more challenges, the type of support or challenge that could be implemented, and the impact of the decided programme.

Implementation

In-Class Inclusion and Support

- Use flexible seating, intelligent grouping, and adaptive teaching strategies to cater to diverse learning needs.
- Provide access to resources like the Thrive Centre for up/down-regulation and alternative learning spaces to support well-being and emotional regulation when required.

Scaffolding Teaching

- Adjust tasks and resources to challenge or support learners appropriately, ensuring engagement at all levels.
- Scaffold learning with visual aids, hands-on activities, adapting learning environments and using assistive technologies.

Formative Assessment and Reflection

- Use ongoing formative assessments to guide teaching, provide real-time feedback, and involve learners in their growth journey.
- Employ a "plan-do-review" cycle to evaluate the effectiveness of interventions and teaching strategies.



Roles and Responsibilities

Senior Leadership Team (SLT):

- Set the vision for Inclusion and provide resources and training to staff.
- Monitor teaching quality and drive continuous improvement through feedback and evaluation.

Middle Leadership Team (MLT):

- Support implementation within departments, track progress, and ensure alignment with school goals.
- Promote inclusive strategies and guide teachers in differentiation and scaffolded instruction.

Teachers:

- Deliver engaging, inclusive lessons with clear outcomes and success criteria.
- Use formative assessments to adapt teaching strategies and provide meaningful feedback.

Support Staff:

- Offer tailored assistance to learners, support differentiation, and collaborate with teachers to address learners' needs.

Families and Community:

- Actively participate in their child's educational journey and engage with school initiatives to promote inclusion and growth.

Impact

By prioritising inclusion we empower learners to dream big, embrace challenges, and grow into resilient, innovative individuals ready to make a positive impact. This unified approach nurtures curiosity, creativity, and independence, preparing every learner to excel academically and contribute meaningfully to society.

At Nadeen School, we remain committed to creating a learning environment where every learner can say, "I can be me ... in my own way." Together, we unlock potential, inspire passion, and shape futures filled with purpose and possibility.

Approved by: James Batts

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This policy reflects Nadeen School's commitment to providing a dynamic, inclusive, and globally-minded education that nurtures the *whole* learner. Aligned with the National Curriculum for England, our approach prepares learners not only for academic success but



also for life as compassionate, confident, and responsible global citizens, equipped to thrive in an ever-changing world. At Nadeen School, we believe that every learner's journey is filled with joy, discovery, and the opportunity to grow in all aspects of their development.