

William Cassidi Church of England
Primary School

Inclusion
Policy Statement

'Life in all Fullness'
(John 10:10)



As a school, we want to provide learners with the very best education. To let them experience life in all its fullness and living with all their heart. Our main core value of love underpins all that we do. Our school is Christ-centred and our core Christian values of love, respect, courage, service and resilience flow through every aspect of school life. It is on this bedrock that we provide an excellent education for our whole school family. We want everyone to be the very best that they can be and to recognise that they are precious, loved and valued.

At William Cassidi Church of England Primary School, our vision is rooted in the words of Jesus:

“I have come that they may have life, and have it to the full.”

(John 10:10)

We believe every child is uniquely created and deeply valued by God. Our commitment to inclusion ensures that all pupils, regardless of ability, background, need or circumstance, are enabled to flourish academically, socially, emotionally and spiritually.

Guided by our Christian core values of: Love, Respect, Resilience, Courage and Service, we strive to remove barriers to learning and participation so that every child experiences dignity, belonging and success within our school community.

Definition of Inclusion

Inclusion at William Cassidi C of E Primary School means:

- Valuing every child as an individual
- Recognising and celebrating diversity
- Ensuring equity and equal access to a broad, balanced and ambitious curriculum
- Meeting a wide range of learning, physical, emotional, social and spiritual needs
- Creating a culture where difference is welcomed and everyone belongs

Inclusion is the responsibility of the whole school community.

Policy Aims

This policy aims to ensure that:

- All pupils, including those with Special Educational Needs and Disabilities (SEND), are supported to achieve their full potential
- High expectations are maintained for all learners
- Pupils feel safe, respected, valued and listened to
- Barriers to learning are identified early and addressed effectively
- The curriculum is inclusive, ambitious and accessible
- Parents, carers and external agencies work in partnership with the school

Core Values in Action

Our inclusive practice is shaped by our core values:

Love – showing compassion, kindness and care for all members of our community

Respect – valuing diversity, difference and individual needs

Resilience – supporting pupils to persevere and develop independence

Courage – advocating for pupils, challenging inequality and embracing difference

Service – working collaboratively to support one another and the wider community

Inspectorate Links

- An ambitious, well-sequenced curriculum for all learners
- High-quality teaching that adapts to meet diverse needs
- Effective use of assessment to inform support and next steps
- A culture of respect, inclusion and positive relationships
- High expectations for behaviour, underpinned by understanding and support
- Support for pupils' spiritual, moral, social and cultural development
- Promotion of mental health, well-being and positive self-esteem
- Opportunities for leadership, service and responsibility

Leadership and Management

- Clear systems for identifying and supporting pupils with additional needs
- Staff training and professional development in inclusive practice
- Effective deployment of resources to support inclusion

Safeguarding

- A strong culture of safeguarding where all pupils feel safe and protected
- Particular attention to vulnerable pupils and those with additional needs

Special Educational Needs and Disabilities (SEND)

The school follows the SEND Code of Practice (2015) and adopts a graduated approach of:

Assess

Plan

Do

Review

Support may include:

- Quality First Teaching
- Targeted interventions
- Reasonable adjustments
- Individual support plans
- Advice from external professionals

The SENDCo works closely with staff, parents and agencies to ensure provision is effective and responsive.

Equality and Diversity

We are committed to equality of opportunity and comply with the Equality Act 2010. We actively promote:

- Inclusion regardless of race, gender, disability, faith, sexual orientation or socio-economic background
- Positive attitudes towards diversity through the curriculum and collective worship
- Fair treatment and access for all pupils

Working in Partnership

We recognise the importance of strong partnerships:

- Parents and carers are valued as key partners in their child's education
- Pupils are encouraged to share their views and take an active role in their learning. We promote a culture of courageous advocacy.
- External agencies support the school in meeting complex or additional needs

Roles and Responsibilities

Governing Body - ensures inclusive practice and statutory compliance

Headteacher - promotes a whole-school culture of inclusion

SENDCo - coordinates provision for pupils with SEND

Staff - adapt teaching and support to meet individual needs

Pupils - encouraged to show respect, kindness and responsibility

Monitoring and Review

This policy is reviewed regularly to ensure it reflects:

- Current legislation and guidance
- Ofsted expectations
- The evolving needs of the school community

Its effectiveness is monitored through pupil progress, staff feedback, parent views and self-evaluation.

At William Cassidi Church of England Primary School, inclusion is not an add-on but a core expression of our Christian vision. Through love in action, respect for all, resilience in learning, courage in advocacy, and service to one another, we seek to ensure that every child truly experiences life in all its fullness.

Policy approved by Governors: January 2026

Policy renewal: January 2027