



Special Educational Needs Policy

The Skills Hub is a fully inclusive school that believes all students have the skills, talent and ability to reach their potential. In line with guidance from the SEND Code of Practice, we aim to:

- give all students access to a broad and balanced curriculum suitably differentiated to meet their needs;
- provide additional support including skilled staff, specialist equipment and resources wherever necessary;
- encourage awareness that the learning needs of all students are of equal value;
- give all students the opportunity to fulfil and master skills for their future so they can develop and become responsible, respectful and active citizens;
- maintain a SEND and Inclusion Register and record individual needs and strategies for additional support using the Individual Education Plan (IEPs);

The designated SENCo liaises with the curriculum and support staff to monitor pupil progress and plan further intervention where progress is lower than expected.

Our Approach to Teaching and Learning

We understand that all students may need different levels of support at different stages of their schooling. The SEND and Student Support Team has a child-centred approach, meaning we keep the child in focus when making decisions about their lives and work in partnership with them and their families. Through support and intervention, we ensure our students are able to thrive within their learning environment, and ensure reasonable adjustments are made to overcome any barriers to learning.

All teachers are responsible for identifying and teaching students with SEND, and work closely in collaboration with the special educational needs coordinator (SENCo) to ensure students requiring different or additional support are identified. Students have access to a broad and balanced curriculum through our personalised learning pathways.

Through inclusive Quality First teaching we address any barriers to underachievement through planning, delivery, review of practice and identification of need. Inclusion in education means ensuring every child, no matter what their individual need or barrier to learning, has equal access to learning and the same opportunities to achieve, with this in mind, we have introduced *First Aid Learning boxes* in every classroom tailored to subjects. These provide tools (overlays, fidget toys, white boards etc..) and resource (writing frames, word banks, etc..) to support a more inclusive learning environment and aid independence.



Identifying and assessing Special Educational Needs

We support any student identified as requiring additional short or long term help to access the curriculum and achieve the outcomes of which they are capable. Information is gathered on intake from parents and the previous school. When a student is identified as having special education needs steps are taken to identify the student's specific area of need. These can include:

- Baseline induction assessments
- Access Reading Test (Reading age screening)
- History of special educational needs
- Feedback from teachers, skills coaches, parents or the student themselves
- Special Educational Needs Coordinator
- Speech and Language Therapy Assessment
- Attainment levels
- Behaviour and achievement records

Parents/ Careers and the student are actively involved in setting and reviewing outcomes and targets.

Examinations

All students have the opportunity to sit Access Arrangement assessments, these are pre-examination adjustments for candidates based on evidence of need and normal way of working.

Additional Support

The Skills Hub follows the Graduated Approach outlined in the Code of Practice which is a four-part cycle: assess, plan, do, review and The Three Waves of intervention:

- Wave 1- inclusive quality first teaching for all
- Wave 2- additional intervention to work at age related
- Wave 3- highlight personalised interventions.

All students are offered mentoring support through their Skills Coach and our Transitions Officer as they make decisions about their subject options, careers and higher education routes. We offer careers information and guidance through internal and external careers events and one-to-one action plan reviews. The curriculum and enrichment program is designed to support personal development and provide essential information to support our students to live independently as adults, and make a positive contribution to society.

Impact of interventions can be seen in our exam results. For example, 75% of students who attend literacy intervention achieved a pass in Functional Skills English level 1 for Reading and Writing (November series 2021).