
Policy: Inclusion Policy

School: Benalla P-12 College

Section: General 1.13

Version: One

INCLUSION POLICY

Rationale

Benalla P-12 College is a school where the social, emotional, educational and physical needs of all students are of the utmost importance. It is a school that encourages respect for diversity in ability as well as cultural, racial, ethnic and social backgrounds and is based on the notion that we will continually work towards providing for the needs of all students in our community.

Definition

An inclusive school uses its best efforts to cater for all children in its community. It respects diversity in ability as well as cultural, racial, ethnic, religious and social backgrounds.

Aims

- To ensure the school accommodates the individual needs of every student.
- Acknowledging that all students have their own learning styles.
- Inclusive practices are established across all areas of the school.
- The notion of inclusiveness underpins this policy.

Inclusion Role

An Assistant Principal is appointed in the school to oversee inclusive practices. The role entails supporting teachers and education support staff in their knowledge of how to best cater to all students of varying abilities, cultural, racial, ethnic and social backgrounds.

Implementation

The role of leadership and the teacher to support inclusive practices

- The school will aim to have completed applications for support funding in a timely manner through the Program for Students with Disabilities (PSD) if deemed eligible.
- Termly student support groups (SSG) are an integral part of the process for catering for students with a disability and support the ongoing management of individual learning plans (ILPs) created by the classroom teacher, with parent input.
- ILP's will be created by the classroom teacher following the SMART goals procedure, ensuring that goals set for a student are Specific, Measurable, Achievable, Relevant and Time bound.
- Once enrolled, termly SSG's will occur for students funded under the Program for Students with Disabilities and include the class teacher, parents/carers, principal or nominee. Others may be invited, such as education support staff. These will last for approximately 45mins each. Any member of the SSG may request an extra SSG if required.
- Students who require support with social experiences will be offered other lunch time programs as an alternative to playing outside.
- Benalla P-12 College will continue to implement the Schoolwide Positive Behaviour Support system to establish a **social culture** that creates an effective learning environment for all students.
- Implementation of the Restorative Practices approach to solving social issues and enable students to self regulate behaviour which contributes to the improvement of learning outcomes.
- Full inclusion at Benalla P-12 College means that all students are involved in classroom programs and provided with socially inclusive outdoor areas to help address their social needs. Withdrawal is a non-preferred option.

- Appropriate professional development will be made available to teachers, leadership, education support staff and, where possible, made available to the school community.
- As particular needs are identified, appropriate resources will be sought so that the school can continue to meet the needs of each child. These will be offered in the form of written materials and books, information available through Sharepoint/Sentral, physical materials in classrooms and professional development.
- Celebration of diversity will be encouraged at Benalla P-12 College.
- Individual learning plans must be developed and reviewed regularly for the following students:
 - Aboriginal and Torres Strait Islanders (each term).
 - Students that are funded under the Program for Students with Disabilities (each term).
 - Students that receive support for English as an additional Language (EAL).
 - Students with behavioural challenges but not funded through the Program for Students with Disabilities (PSD).
 - Students with a diagnosed disability but not funded through the Program for Students with Disabilities (PSD).
 - Students with severe social and emotional needs but not funded through the Program for Students with Disabilities (PSD).
- Newly arrived Prep students from another country that are recognized as being non English speaking may be eligible to receive English tuition within 18 months of arrival in to Australia. If students enter any other year of schooling, they may be eligible to receive English tuition within 6 months of arrival in Australia.
- A reduced time fraction at school for students with additional needs may be implemented as agreed between parents and the principal or nominee and signed off, the aim always being to build up to full time hours for the student at school as soon as possible.
- Promote an awareness of an support for same sex and gender diverse young people.

The role of the teacher to support inclusive practices

- Appropriate classroom resources to be in place after enrolment is confirmed.
- As particular needs are identified, appropriate resources will be sought so that the school can continue to meet the needs of each child.
- The class teacher is responsible for program development.
- Opportunities for discussion with all students in the home group/ area will be encouraged to facilitate greater understanding, respect and acceptance.
- The environment will be established to cater for students with additional learning needs in the form of visuals, sensory equipment, mini breaks in between learning, wheelchair access, slope boards for writing, noise cancelling headphones if required, accommodations made to support visually impaired students such as the use of computer technology and safety measures in place to minimise any foreseeable injury, a withdrawal/break area or accommodations as required. Outdoor inclusion areas to provide physical stimulus or respite from the classroom.
- Teachers are encouraged to access the school's variety of resources on inclusion for staff in the form of written materials and books, information available through the Sharepoint website, physical materials in classrooms and professional development.
- Individual learning plans must be developed and reviewed regularly for the following students:
 - Teach the Schoolwide Positive Behaviour Support system to establish a **social culture** that creates an effective learning environment for all students.
 - Implementation of the Restorative Practices approach and 'circle time' to solve social issues
 - Enable students (under supervision) to access the outdoor social inclusive setting during class time to provide physical stimulus or respite from the classroom. The outdoor inclusive social setting will assist to cause biological changes which work to address the stress hormone cortisol and lower blood pressure.
 - Aboriginal and Torres Strait Islanders (each term)
 - Students that receive support for English as an Additional Language (EAL)
 - Students with behavioural challenges but not funded through the Program for Students with Disabilities (PSD)
 - Students with a diagnosed disability but not funded through the Program for Students with Disabilities (PSD)
 - Students with severe social and emotional needs but not funded through the Program for Students with Disabilities (PSD)

- Adjustments must be made to all school activities to enable every child to access everything offered such as school camps, excursions, performances and specialist programs.
- Every student will be provided with a curriculum based at their level. This will be in the form of the Australian Victorian Essential Learning Standards (AUSVELS) or Abilities Based Learning and Education Support curriculum (ABLES), based on assessments completed by the school and professional recommendations.
- The classroom teacher will review recommendations by professionals for students in their class.
- Teachers are encouraged to develop regular communication between families of students they support.

The role of Education Support Officers (ESO) to support inclusive practices

- ESO are responsible for implementing the program developed by the teacher and adjusting the delivery to best support the needs of the student.
- ESO are encouraged to develop regular communication between families of students they support. Communication is to be fed back to the teacher.

Support from Service Providers

- The school will access support from the region’s Koorie Education Officer and Student Support Services Officer (SSSOs).
- The school will liaise with Early Childhood Intervention Services (ECIS) to support students with a disability before their commencement at school.
- Where needed, the school will work with health professionals such as speech therapists, occupational therapists, psychologists, the school nurse and paediatricians to support all students’ needs.
- The school will maintain ongoing communication with the North East Child and Adolescent Mental Health Services (NECAMHS).

Inclusion Support for Parents of our Students

- A reduced time fraction at school for students with additional needs may be implemented as agreed between parents and the principal or nominee and signed off, the aim always being to build up to full time hours for the student at school as soon as possible.
- If a family has engaged with Mansfield Autism Centre, the school will work with the travelling teacher to support the student.
- Appropriate professional development will be made available to teachers, education support staff and, where possible, made available to the school community.
- The school will support families in accessing ‘Child First’, to support families going through separation, mental illness and economic or social disadvantage.

Basis for discretion

The basis for discretion lies with the Principal as an operational matter.

Date ratified by Benalla P-12 College Council: 24 October, 2016

Recommended date for review: October, 2018

Date Implemented:	September, 2016
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