

Inclusion Policy

The ReConnect Programme

Policy Owner: The ReConnect Programme

Applies To: All staff, students, volunteers, contractors, visitors, and partner agencies

Review Frequency: Annual

Date of Review: 15/04/2027

1. Statement of Intent

The ReConnect Programme is committed to creating a safe, welcoming, respectful, and inclusive environment where every young person and adult is valued, supported, and able to thrive.

We believe that every individual has the right to:

- Feel safe and respected
- Access learning and opportunities without discrimination
- Be treated fairly and with dignity
- Have their individual needs understood and supported
- Be included in the life of the provision regardless of background, ability, identity, or circumstance

Our inclusive approach is embedded throughout all aspects of our provision and aligns with the ethos of The ReConnect Programme, where relationships, belonging, personal growth, and opportunity are central to everything we do.

2. Purpose

This policy outlines how The ReConnect Programme:

- Promotes equality, diversity, and inclusion
- Removes barriers to participation and learning
- Supports young people with additional needs

- Prevents discrimination, harassment, victimisation, and exclusion
 - Creates an environment where all members of the community feel valued and heard
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3. Legal Framework

This policy is informed by:

- The Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice 2015
- Keeping Children Safe in Education (KCSIE)
- Human Rights Act 1998
- The Children Act 1989 and 2004

The ReConnect Programme will not discriminate against any individual on the basis of:

- Age
 - Disability
 - Race or ethnicity
 - Religion or belief
 - Sex
 - Sexual orientation
 - Gender reassignment
 - Pregnancy or maternity
 - Marriage or civil partnership
 - Socio-economic background
 - Additional educational or support needs
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4. Our Inclusive Ethos

At The ReConnect Programme, inclusion means more than access. It means ensuring every young person:

- Feels a sense of belonging
- Has trusted relationships with adults
- Is recognised for their strengths and potential
- Can access meaningful opportunities
- Receives support tailored to their individual needs

- Is able to participate fully in provision activities

We recognise that many young people attending alternative provision may have experienced:

- Educational disruption
- Trauma
- Anxiety or emotionally based school avoidance
- Social, emotional, and mental health difficulties
- Neurodiversity
- Adverse childhood experiences
- Low confidence or self-esteem

Our staff aim to respond with:

- Compassion
 - Consistency
 - Flexibility
 - Professional curiosity
 - Restorative approaches
 - Trauma-informed practice
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5. Inclusive Practice

The ReConnect Programme will:

- Provide accessible and adaptable learning environments
- Differentiate activities to meet varying needs and abilities
- Use reasonable adjustments where appropriate
- Promote positive representation and diversity
- Encourage student voice and participation
- Support emotional wellbeing and regulation
- Foster respectful relationships and positive behaviour
- Work collaboratively with families and external professionals
- Ensure all students can access enrichment, trips, and wider opportunities

Inclusion will be considered across:

- Teaching and learning
- Communication methods
- Behaviour support
- Physical environment
- Resources and materials

- Activities and enrichment
 - Timetabling and routines
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6. SEND and Additional Needs

The ReConnect Programme recognises that some young people may require additional support to access education and provision effectively.

We will:

- Work closely with families, schools, local authorities, and professionals
- Implement strategies outlined within EHCPs and support plans where applicable
- Monitor progress and wellbeing
- Adapt approaches to meet individual learning, sensory, communication, and emotional needs
- Use supportive and flexible approaches before considering sanctions or restrictions

We acknowledge that behaviour may sometimes communicate unmet needs, distress, anxiety, or dysregulation.

7. Student Voice

Young people will be encouraged to:

- Share their views and experiences
- Contribute to decision-making where appropriate
- Discuss support strategies that help them succeed
- Participate in reviews and planning discussions
- Raise concerns safely and confidently

Students will be listened to respectfully and taken seriously.

8. Staff Responsibilities

All staff are responsible for:

- Promoting inclusion and equality
- Modelling respectful behaviour and language
- Challenging discrimination or prejudice
- Maintaining high expectations for all students
- Understanding individual student needs
- Supporting positive participation and engagement
- Following safeguarding and SEND procedures
- Continuing professional development around inclusive practice

Leaders within The ReConnect Programme are responsible for:

- Ensuring inclusive systems and procedures are in place
 - Providing appropriate training and support
 - Monitoring inclusion and participation
 - Addressing concerns promptly and fairly
 - Promoting a culture of belonging and respect
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9. Bullying, Discrimination, and Harassment

The ReConnect Programme operates a zero-tolerance approach toward:

- Bullying
- Discriminatory behaviour
- Harassment
- Hate incidents
- Victimisation

Any incidents involving discrimination or prejudice will be:

- Taken seriously
- Investigated appropriately
- Recorded where necessary
- Responded to in line with behaviour and safeguarding procedures

Support will be provided to anyone affected.

10. Partnership with Families and Professionals

We recognise the importance of collaborative working and aim to maintain positive relationships with:

- Parents and carers
- Referring schools
- Local authorities
- Social care
- Health professionals
- External agencies

We will communicate openly, respectfully, and professionally to ensure young people receive consistent support.

11. Training and Development

The ReConnect Programme is committed to ongoing staff development relating to:

- Equality, diversity, and inclusion
 - Trauma-informed practice
 - SEND awareness
 - Neurodiversity
 - Safeguarding
 - Mental health and wellbeing
 - Restorative approaches
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12. Monitoring and Review

This policy will be reviewed annually or sooner where:

- Legislation changes
- Guidance is updated
- Significant incidents occur
- Operational changes require review

Feedback from students, staff, families, and professionals may inform future revisions.

13. Linked Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
 - Behaviour Policy
 - SEND Policy
 - Equality Policy
 - Anti-Bullying Policy
 - Staff Code of Conduct
 - Health and Safety Policy
 - Complaints Policy
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