

Inclusion at Athena

The Athena community is diverse and abounding and we celebrate individual learning styles across our schools. Some learning styles require curriculum adaptation, some require targeted support. The Inclusion team at Athena aims to create a committed and person-centered approach, using the [Social Model of Inclusion](#) involving the students, their parents, their teachers and any outside specialists to ensure each student goes beyond difference to reach their personal excellence.

Identification

Parents are asked to inform Athena schools of a student's additional learning needs, if they are known, prior to entry. Some learning needs are identified in school and in some cases confirmed by an external specialist. Both formal and informal assessments contribute to building a comprehensive understanding of a student's strengths and potential barriers to learning. A whole school approach is engaged in identifying student's needs early and proactively developing strategies to ensure that each student grows in an independent and progressive way to meet their full potential. The identification & provision pathway can be seen through the Athena Inclusion Flowchart. (add the flowchart to the tabs for Inclusion File- rename them: Inclusive Education Policy Framework, Athena Inclusion; a Community of Practice, Athena Inclusion Flowchart)

Inclusion support Team IST

Each school at Athena will have an Inclusion Support Team. In line with the KHDA Inclusive Education Policy Framework; this team will comprise of the following members:

- Inclusion Governor – Catherine O'Farrell (Athena Group Head for Inclusion)
- Inclusion Champion – XXX (SENDCo) Inclusion Action Team –
- Principal
- LSA/ Class Teacher
- LSA Class Teacher
- Parent

The aim of the Inclusion Support Team is to work in close collaboration with classroom teachers and all staff to support the education of students who experience individual needs in common learning environments. The IST will develop partnerships responsive to the needs of the students, implementing high quality performance management measures, learning plans and support strategies in the drive toward quality inclusive education.

Provision

Once a student enters the Inclusion Register the school will assess and plan for targeted, individualized provision, aimed at improving outcomes and stretching each student to reach their full potential. The schools may engage external agent advice (Ed. Psych, OT, SLT, MD) and will provide adaptive and graduated support where necessary.

Communication

A holistic, team approach is central to Athena Inclusion and teamwork is paramount to this. Involvement of all parties is encouraged and celebrated as essential to fostering progress, engagement and trust. Positive relationships with staff, parents, students promote this approach. Athena Inclusion is developing a Community of Practice where Inclusion Specialists from across the group gather monthly to share best practice, review cases and devise strategies to best support our children with the benefit of more than 20 practitioners' input.



English as an Additional Language *EAL*

Athena is a culturally, linguistically and nationally diverse community. We embrace cultural, social, economic and ethnic differences to create a better world for our students. An integral part of this mission is to celebrate language. English as an Additional Language (EAL) support at Athena uses the inclusion model to meet the needs of students in the classroom. The Athena Framework for Language is used in conjunction with the WIDA programme to provide a comprehensive understanding of students needs for language. Students will be assessed to ascertain their levels of English Language use and appropriate support based on these assessments will be provided. Pupils will be tracked and monitored for progress in language attainment in the hope that they will graduate from the framework with a comprehensive grasp of the English Language. Schools across the group offer a variety of support tools for language including Mother Tongue Lessons, Language focused Clubs & Language Buddies.