



Three  
Spires  
TRUST

*'Life in all its fullness'*

# SEND Policy

Policy owner	Director of Safeguarding and SEND
Date adopted	22 September 2021
Date updated	15 September 2022 (updated 1 December 2022 with change of staffing at St Thomas') 1 April 2023 to reflect the membership of The King's CE School, Wolverhampton as part of Three Spires Trust 31 August 2023 to reflect staffing changes and KCSIE 2023 2 September 2024 to reflect staffing changes and KCSIE 2024 27 August 2025 to reflect staffing changes and KCSIE 2025 20 October 2025 to reflect staffing changes
Review date	September 2026

## Contents:

### Statement of intent

1. Legal framework
2. Identifying SEND
3. Definitions
4. Objectives
5. Children with specific circumstances
6. Admissions
7. Involving students and parents in decision-making
8. Joint commissioning, planning and delivery
9. Funding
10. Local Offer
11. Graduated approach
12. Assessment
13. Training
14. Promoting mental health and wellbeing
15. EHC plans
16. Reviewing EHC plans
17. Safeguarding
18. Transferring between different phases of education
19. SEND tribunal
20. Supporting successful preparation for adulthood
21. Data and record keeping
22. Confidentiality
23. Resolving disagreements
24. Publishing information
25. Monitoring and review

## Statement of intent

Three Spires Trust values all students and celebrates diversity of experience, interest and achievement. All students need to experience praise, recognition and success, and students with SEND have equal entitlement to this.

This policy outlines the framework for the academy to meet its duty, obligation and principal equality values to provide a high-quality education to all of its students, including students with SEND, and to do everything it can to meet the needs of students with SEND.

Through successful implementation of this policy, the trust aims to:

- Eliminate discrimination.
- Promote equal opportunities.
- Foster good relationships between students with SEND and students without SEND.

At Three Spires Trust, we seek to support our children and young people to embrace life in all its fullness. Jesus spoke these words in the early days of his ministry in a time when the world was facing significant challenge; this is not unrecognisable in modern Britain. Through this policy, we seek to empower adults to act with children at the heart of their decision making and action taking, whilst ensuring that record keeping means that children will have the very best opportunities to flourish, no matter what their life experiences. As a Church of England trust, this is not just an ideal, but it is at the core of our purpose.

Individual academies will work with the LA and Three Spires Trust within the following principles, which underpin this policy:

- The involvement of students and their parents in decision-making
- The identification of students' needs
- Collaboration between education, health and social care services to provide support
- High-quality provision to meet the needs of students with SEND
- Greater choice and control for students and their parents over their support
- Successful preparation for adulthood, including independent living and employment

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Children and Families Act 2014
- Health and Social Care Act 2012
- Equality Act 2010
- The Equality Act 2010 (Disability) Regulations 2010
- Education Act 1996
- Education Act 2002
- Mental Capacity Act 2005
- Children Act 1989
- The Special Educational Needs and Disability (Amendment) Regulations 2015
- The Special Educational Needs (Personal Budgets) Regulations 2014
- The Special Educational Needs and Disability (Detained Persons) Regulations 2015
- Local Government Act 1974
- Disabled Persons (Services, Consultation and Representation) Act 1986
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy has due regard to statutory and non-statutory guidance, including, but not limited to, the following:

- DfE 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE 'Supporting students at academy with medical conditions'
- DfE 'Keeping children safe in education'
- DfE 'Working Together to Safeguard Children'
- DfE 'Working Together to Improve School Attendance'
- DfE 'Mental health and wellbeing provision in academies'
- DfE 'Academy Admissions Code'

This policy operates in conjunction with the following policies:

- Admissions Policy
- Equal Opportunities Policy: Students
- Data Protection Policy
- Records Management Policy
- Supporting Pupils with Medical Conditions Policy
- Child Protection and Safeguarding Policy
- Behaviour Policy
- Complaints Procedures Policy
- Accessibility Plan

## 2. Identifying SEND

The academy has a clear approach to identifying and responding to SEND, and recognises that early identification and effective provision improves long-term outcomes for the students.

With the support of the SLT, classroom teachers will conduct regular progress assessments for all students, with the aim of identifying students who are making less than expected progress.

'Less than expected progress' will be characterised using the following stipulations:

- Progress is significantly slower than the class average, from those with the same starting point when baselined
- Progress does not match or better the student's previous rate of progress
- Progress fails to close the attainment gap within the class
- The attainment gap is widened by the plateauing of progress

### **3. Definitions**

For this policy, a student is defined as having SEND if they have a:

- Significantly greater difficulty in learning than most others of the same age.
- Disability or health condition that prevents or hinders them from making use of educational facilities used by peers of the same age.

Under the Equality Act 2010, a disability is a physical or mental impairment which has a long-term and substantial adverse effect on a person's ability to carry out normal day-to-day activities.

The academy reviews how well equipped we are to provide support across the following areas:

- Communication and interaction
- Cognition and learning
- Social, emotional and mental health difficulties
- Sensory and physical needs

#### **Communication and interaction**

Students with speech, language and communication needs (SLCN) have difficulty in communicating with others, often because they have difficulty saying what they want, they cannot understand what is being said to them, or they do not understand or use social rules of communication.

The academy recognises that:

- Students with Autism Spectrum Disorder (ASD), including Asperger's Syndrome and Autism, can have particular difficulties with social interaction.
- The profile for every student with SLCN is different and their needs may change over time. They may have difficulty with one, some, or all the different aspects of speech, language or social communication at different times of their lives.

The SENCO will work with students, parents, and language and communication experts where necessary to ensure students with SLCN reach their potential.

#### **Cognition and learning**

Students with learning difficulties may require support – the academy will offer support where necessary.

The academy understands that learning difficulties cover a wide range of needs, such as moderate learning difficulty (MLD), severe learning difficulty (SLD) and profound and multiple learning disabilities (PMLD). The SENCO will ensure that any provision offered will be suitable to the needs of the student.

Specific learning difficulties (SpLDs) affect one or more specific aspects of learning. This encompasses a range of conditions such as dyslexia, dyscalculia and dyspraxia.

### **Social, emotional and mental health (SEMH) difficulties**

Students may experience a wide range of social and emotional difficulties that manifest themselves in many ways, including becoming withdrawn or isolated, or displaying challenging, disruptive and disturbing behaviour. The academy recognises that these behaviours may reflect underlying mental health difficulties such as anxiety or depression, and the academy will implement a Social, Emotional and Mental Health (SEMH) Policy to support students with these difficulties.

The academy will ensure that provisions and allowances are made for the ways in which these mental health difficulties can influence the behaviour of students with SEND within its Behaviour Policy, including how we will manage the effect of any disruptive behaviour so that it doesn't adversely affect other students.

### **Sensory or physical needs**

Impairments that prevent or hinder students from using the academy facilities, such as vision impairment (VI), do not necessarily have SEND. The academy will ensure staff understand that:

- Some conditions can be age-related and can fluctuate over time.
- A student with a disability is covered by the definition of SEND if they require special educational provision.

Under The Equality Act 2010 (Disability) Regulations 2010, the following conditions do not constitute a disability:

- A tendency to set fires
- A tendency to steal
- A tendency to commit physical or sexual abuse towards others
- Exhibitionism
- Voyeurism

The academy recognises, however, that students who have sensory or physical impairments may require specialist support or equipment to access their learning, regardless of whether or not their impairment falls under the SEND definition, and the SENCo will ensure that their support needs are being met.

## **4. Objectives**

The academy will meet the core aims of this policy by achieving the following strategic and measurable objectives:

- To follow the graduated approach outlined in the DfE's 'Special educational needs and disability code of practice: 0 to 25 years'
- To monitor the progress of all students to aid the earliest possible identification of SEND

## **5. Roles and responsibilities**

The Local Academy Committee will be responsible for:

- Communicating with students with SEND and their parents when reviewing policies that affect them.
- Ensuring that effective provision is in place for all students with SEND, whether or not they have an EHC plan.
- Securing the special educational provision called for by a student's SEND.
- Designating an appropriate member of staff to be the SENCO and having responsibility for coordinating provision for students with SEND.
- Appointing a designated teacher for LAC, where appropriate.
- Ensuring that reasonable adjustments are made for students with disabilities to help alleviate any substantial disadvantage they experience because of their disability.
- Taking necessary steps to ensure that students with disabilities are not discriminated against, harassed or victimised, e.g. in line with the Equal Opportunities Policy: Students.
- Preparing the arrangements for the admission of students with SEND and the facilities provided to enable access to the academy for students with disabilities.
- Regularly monitoring the academy's policies and procedures, to review their impact on students with SEND, including on their mental health and wellbeing.
- Preparing the Accessibility Plan, showing how the academy intends to progressively improve access over time.
- Publishing annual information setting out the measures and facilities to assist access for students with disabilities on the academy's website.
- Publishing annual information about the arrangements for the admission of students with SEND, the steps taken to prevent students being treated less favourably than others, the facilities provided to assist students with SEND, and the academy's Accessibility Plan on the academy's website.
- Developing complaints procedures which, along with details about appealing to the SEND tribunal, will be made known to parents and students.
- Providing suitable, full-time education from the sixth day of a fixed permanent exclusion of a student with SEND, in line with their EHC plan.
- Ensuring arrangements are in place to support students at academy with medical conditions, in line with the academy's Supporting Students with Medical Conditions Policy.
- Cooperating with the LA in drawing up and reviewing the Local Offer.
- Appointing an individual governor to oversee the academy's arrangements for SEND.
- Preparing the SEND information report and publishing it on the website.
- Preparing the Accessibility Plan and publishing it on the website.

- Ensuring that the academy's Safeguarding Policy addresses additional safeguarding challenges that children with SEND may face.

The Principal will be responsible for:

- Ensuring that those who are teaching or working with students with SEND are aware of their needs and have arrangements in place to meet them.
- Ensuring that teachers monitor and review students' progress during the academic year.
- Cooperating with the LA during annual EHC plan reviews.
- Ensuring that the SENCO has sufficient time and resources to carry out their functions.
- Providing the SENCO with sufficient administrative support and time away from teaching to enable them to fulfil their responsibilities.
- Assisting the Local Governing Body in appointing a designated teacher for LAC, who will work closely with the SENCO to ensure that the needs of the students are fully understood by relevant academy staff.
- Regularly and carefully reviewing the quality of teaching for students at risk of underachievement, as a core part of the academy's performance management arrangements.
- Ensuring that teachers understand the strategies to identify and support vulnerable students.
- Ensuring teachers have an established understanding of different types of SEND.
- Ensuring that procedures and policies for the day-to-day running of the academy do not directly or indirectly discriminate against students with SEND.
- Ensuring that students with SEND and their parents are actively supported in contributing to needs assessments, and developing and reviewing EHC plans.
- Establishing and maintaining a culture of high expectations and including students with SEND in all opportunities available to other students.
- Ensuring that the approach to the curriculum includes how it is made accessible for students with SEND.
- Consulting health and social care professionals, students, and parents to ensure the needs of students with medical conditions are effectively supported.
- Keeping parents and relevant teachers up-to-date with any changes or concerns involving a student, considering the academy's Student Confidentiality Policy.
- Identifying any patterns in the identification of SEND within the academy and comparing these with national data.
- Reporting to the Local Governing Body on the impact of SEND policies and procedures, including on students' mental health and wellbeing.
- Ensuring that the SENCO is provided with training, with an emphasis on mental health, on an annual basis.

The SENCo will be responsible for:

- Collaborating with the Local Academy Committee and Principal, as part of the SLT, to determine the strategic development of the SEND policy and provision in the academy.
- Working with the relevant governors and the Principal to ensure that the academy meets its responsibilities under the Equality Act 2010, regarding reasonable adjustments and access arrangements.

- The day-to-day operation and implementation of the SEND policy.
- Coordinating the specific provision made to support individual students with SEND, including those with EHC plans.
- Liaising with the relevant, designated teachers where LAC have SEND.
- Advising on a graduated approach to providing SEND support.
- Advising on the deployment of the academy's delegated budget and other resources to meet students' needs effectively.
- Liaising with the parents of students with SEND.
- Liaising with early years providers, other academies, educational psychologists, health and social care professionals, and independent or voluntary bodies, as required.
- Being a key point of contact for external agencies, especially the LA and LA support services.
- Liaising with the potential future providers of education to ensure that students and their parents are informed about the options, and a smooth transition is planned.
- Drawing up a one-page profile of a student with SEND.
- Providing professional guidance to colleagues and working closely with staff members, parents and other agencies, including SEND charities.
- Being familiar with the provision in the Local Offer and being able to work with professionals who are providing a supporting role to the family.
- Ensuring, as far as possible, that students with SEND take part in activities run by the academy, together with those who do not have SEND.
- Ensuring that the academy keeps the records of all students with SEND up-to-date, in line with the academy's Data Protection Policy.
- Informing the parents of students with SEND, who do not have an EHC plan, that SEND provision is being made.
- In collaboration with the Principal, identifying any patterns in the identification of SEND within the academy and comparing these with national data.
- Participating in training and CPD opportunities, some of which emphasise mental health to a greater extent.
- Providing training to relevant class teachers.
- Supporting teachers in the further assessment of a student's particular strengths and weaknesses, and advising on effective implementation of support.
- Attending and participating in the Local SEND and Inclusion Hub.
- Engaging with development and networking opportunities offered by Three Spires Trust.
- Keeping up to date about developments in SEND.

The DSL will be responsible for:

- Liaising with the Principal to inform them of any issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations regarding students with SEND.
- Liaising with the relevant staff on matters of safety, safeguarding and welfare, including online and digital safety regarding students with SEND.
- Liaising with the SENCO where appropriate regarding safeguarding concerns for a student with SEND.

- Promoting supportive engagement with parents and/or carers in safeguarding and promote the welfare of students with SEND, including where families may be facing challenging circumstances.
- Working with the Principal and relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that students with SEND are experiencing or have experienced, and identifying the impact that these issues might be having on student's attendance, engagement and achievements.
- Recognising the additional risks that students with SEND face online, e.g., from online bullying, grooming and radicalisation, and ensuring they have the capability to support students with SEND to stay safe online.

The Director of Safeguarding and SEND will be responsible for:

- Drafting requests for Education, Health and Care Needs Assessments for children and young people who attend a setting within the trust, where the SENCo believes that a request for assessment is the next appropriate step
- Reviewing any new EHCPs and drafting the consultation responses on behalf of the academy's Principal.

Teachers will be responsible for:

- Planning and reviewing support for students with SEND on a graduated basis, in collaboration with parents, the SENCO and, where appropriate, the students themselves.
- Setting high expectations for every student and aiming to teach them the full curriculum, whatever their prior attainment.
- Planning lessons to address potential areas of difficulty to ensure that there are no barriers to every student achieving.
- Ensuring every student with SEND is able to study the full national curriculum.
- Being accountable for the progress and development of the students in their class.
- Being aware of the needs, outcomes sought, and support provided to any students with SEND they are working with.
- Understanding and implementing strategies to identify and support vulnerable students with the support of the SENCO.
- Keeping the relevant figures of authority up-to-date with any changes in behaviour, academic developments and causes of concern. The relevant figures of authority include the Principal.

## **6. Children with specific circumstances**

### **LAC**

Students at the academy who are being accommodated, or who have been taken into care, by the LA are legally defined as being 'looked after' by the LA.

The academy recognises that students that have SEND are more likely to be 'looked after', and it is likely that a significant proportion of them will have an EHC plan.

The academy has a designated member of staff for coordinating the support for LAC.

Where that role is carried out by a person other than the SENCO, designated teachers will work closely with the SENCO to ensure that the implications of a child being both looked after and having SEND are fully understood by relevant academy staff.

## **EAL**

The academy will give particular care to the identification and assessment of the SEND of students whose first language is not English.

The academy will consider the student within the context of their home, culture and community.

Where there is uncertainty about an individual student, the academy will make full use of any local sources of advice relevant to the language group concerned, drawing on community liaison arrangements wherever they exist.

The academy appreciates having EAL is not equated to having learning difficulties. At the same time, when students with EAL make slow progress, it will not be assumed that their language status is the only reason; they may have SEND.

The academy will look carefully at all aspects of a student's performance in different subjects to establish whether the problems they have in the classroom are due to limitations in their command of English or arise from SEND.

## **7. Admissions**

The academy will ensure it meets its duties set under the DfE's 'Academy Admissions Code' by:

- Not refusing admission for a child thought to be potentially disruptive, or likely to exhibit challenging behaviour, on the grounds that the child is first to be assessed for SEND.
- Not refusing admission for a child that has named the academy in their EHC plan.
- Considering applications from parents of children who have SEND but do not have an EHC plan.
- Not refusing admission for a child who has SEND but does not have an EHC plan because the academy does not feel able to cater for those needs.
- Not refusing admission for a child who does not have an EHC plan.
- Not discriminating against or disadvantaging applicants with SEND.
- Ensuring policies relating to academy uniform and trips do not discourage parents of students with SEND from applying for a place.
- Adopting fair practices and arrangements in accordance with the 'Academy Admissions Code' for the admission of children without an EHC plan.
- Ensuring the academy's oversubscription arrangements will not disadvantage children with SEND.

Arrangements for the fair admissions of students with SEND are outlined in the Admissions Policy and will be published on the academy website.

## **8. Involving students and parents in decision-making**

Parents of students with SEND will be encouraged to share their knowledge of their child; the Principal and SENCO will aim to give them the confidence that their views and contributions are valued and will be acted upon.

Parents will always be formally notified when the academy provides their child with SEND support.

Decisions on whether the academy will commission added provisions will be discussed thoroughly with the LA, parents and, when appropriate, the student involved.

Decisions about education will not unnecessarily disrupt a student's education or any health treatment underway.

The planning that the academy implements will help parents and students with SEND express their needs, wishes and goals, and will:

- Focus on the student as an individual, not allowing their SEND to become a label.
- Be easy for students and their parents to understand by using clear, ordinary language and images, rather than professional jargon.
- Highlight the student's strengths and capabilities.
- Enable the student, and those who know them best, to say what they have done, what they are interested in and what outcomes they are seeking in the future.
- Tailor support to the needs of the individual.
- Organise assessments to minimise demands on parents.
- Bring together relevant professionals to discuss and agree together the overall approach.

Class teachers, the Assistant and/or Deputy SENCO or the SENCO will meet with students and their parents times per academic year to set clear outcomes, review progress, discuss activities and support, and identify parental responsibilities.

## **9. Joint commissioning, planning and delivery**

The academy is committed to ensuring that students with SEND can achieve their ambitions and the best possible educational outcomes, as well as other opportunities, such as securing employment and living as independently as possible.

The academy will work closely with local education, health and social care services to ensure students get the right support.

The academy will assist the LA in carrying out their statutory duties under the Children and Families Act 2014, by ensuring that services work together where this promotes children and young people's wellbeing or improves the quality of special educational provision (Section 25 of the Children and Families Act 2014).

The academy will draw on the wide range of local data sets about the likely educational needs of students with SEND to forecast future needs, including:

- Population and demographic data.
- Prevalence data for different kinds of SEND among children and young people at the national level.
- Numbers of local children with EHC plans and their main needs.
- The numbers and types of settings locally that work with or educate students with SEND.
- An analysis of local challenges or sources of health inequalities.
- The academy's Data Protection Policy will be adhered to at all times.

The academy will plan, deliver and monitor services against how well outcomes have been met, including, but not limited to:

- Improved educational progress and outcomes for students with SEND.
- Increasing the identification of students with SEND prior to academy entry.

Where students with SEND also have a medical condition, their provision will be planned and delivered in coordination with the EHC plan.

SEND support will be adapted and/or replaced depending on its effectiveness in achieving the agreed outcomes.

## 10. Funding

The academy will allocate the appropriate amount of core per-student funding and notional SEND budget outlined in the Local Offer for the SEND provision of its students.

Personal budgets are allocated from the LA's high needs funding block; the academy will continue to make SEND provision from its own budgets, even if a student has an EHC plan.

## 11. Local Offer

The academy's Local Governing Body will collaborate with and support the LA in developing and reviewing the Local Offer, where necessary and appropriate, to ensure that it is:

- **Collaborative:** Where appropriate, the academy will work with LAs, parents and students in developing and reviewing the Local Offer. The academy will also cooperate with those providing services.
- **Accessible:** The academy will collaborate with the LA during development and review to ensure that the LA's Local Offer is easy to understand, factual and jargon-free; is structured in a way that relates to students' and parents' needs, e.g. by broad age group or type of special educational provision; and is well signposted and publicised.
- **Comprehensive:** The academy will help to ensure that parents and students understand what support can be expected to be available across education, health and social care from age 0 to 25 and how to access it. The academy will assist the LA in ensuring that the Local Offer includes eligibility criteria for services, where relevant, and makes it clear where to go for information, advice and support, as well as how to make complaints about provision or appeal against decisions.
- **Up-to-date:** The academy will work with the LA to review the Local Offer to ensure that, when parents and students access the Local Offer, the information is up-to-date.

The academy will provide the LA with information about their existing SEND provision and capabilities to support students with SEND to aid in the drafting of the Local Offer, where required.

## **12. Graduated approach**

Once a student with SEND has been identified, the academy will employ a graduated approach to meet the student's needs by:

- Establishing a clear assessment of the student's needs.
- Planning, with the student's parents, the interventions and support to be put in place, as well as the expected impact on progress, development and behaviour, along with a clear date for review.
- Implementing the interventions, with the support of the SENCO.
- Reviewing the effectiveness of the interventions and making any necessary revisions.

## **13. Assessment**

The academy will, in consultation with the student's parents, request a statutory assessment of SEND where the student's needs cannot be met through the resources normally available within the academy.

Consideration of whether SEND provision is required, and thus an EHC plan, will start with the desired outcomes and the views of the parents and student.

The academy will meet its duty to respond to any request for information relating to a statutory assessment within six weeks of receipt.

The academy will gather advice from relevant professionals about the student concerned, including their education, health and care needs, desired outcomes and any special education, health and care provision that may be required to meet their identified needs and achieve desired outcomes.

In tracking the learning and development of students with SEND, the academy will:

- Base decisions on the insights of the student and their parents.
- Set students challenging targets.
- Track students' progress towards these goals.
- Review additional or different provisions made for them.
- Promote positive personal and social development outcomes.
- Base approaches on the best possible evidence and ensure that they are having the required impact on progress.

Detailed assessments will identify the full range of the individual's needs, not just the primary need.

Where possible, students' needs will be defined under the 'Special educational needs and disability code of practice: 0 to 25 years' broad areas of need:

- Communication and interaction.
- Cognition and learning.
- Social, emotional and mental health difficulties.
- Sensory and/or physical needs.

Where a student continually makes little or no progress, or is working substantially below expected levels, the academy will consult with parents before involving specialists.

## **14. Training**

Relevant staff members will keep up-to-date with any necessary training, which will be provided by the SENCO, as well as external agencies, where appropriate. Training will cover both the mental and physical needs of students with SEND. The training offered will be delivered to ensure equality, diversity, understanding and tolerance.

Mental health will be a key consideration for all training that the SENCO participates in, along with any training that staff are given.

During staff induction, all staff will receive SEND training.

Training will cover the following:

- Identifying SEND in students
- Liaising with the academy's SENCO
- Implementing support measures
- Monitoring the success of those support measures
- De-escalation techniques
- Restraining techniques
- How to develop peaceful learning environments
- How to develop lessons so they are engaging for students with varying forms of SEND
- Reasonable adjustments
- How to help with emotional development

Throughout the academic year, all staff will receive SEND training.

## **15. Promoting mental health and wellbeing**

The academy will ensure that there is a focus on promoting students' resilience, confidence and ability to learn in subjects across the curriculum.

Positive classroom management and working in small groups will be implemented to promote positive behaviour, social development and high self-esteem. Specialist services will be available where a student requires such services. Where appropriate, the academy will support parents in the management and development of their child.

Peer mentoring will be used to encourage and support students suffering with SEMH difficulties. Mentors will act as a confidant with the aim of easing the worries of their mentee.

When in-academy intervention is not appropriate, referrals and commissioning will be used instead. The academy will continue to support the student as best it can.

For students with more complex problems, additional in-academy support will include:

- Supporting the student's teacher, to help them manage the student's behaviour.
- Additional educational one-to-one support for the student.
- One-to-one therapeutic work with the student, delivered by mental health specialists.
- An IHP. All academies must comply with the statutory duty of caring for students with medical needs.
- Providing professional mental health recommendations, e.g. regarding medication.
- Family support and/or therapy, upon the recommendation of mental health professionals.

The academy will consider whether disruptive behaviour is a manifestation of SEMH needs.

The academy will focus on work that helps to build self-esteem and self-discipline with the aim of addressing disruptive behaviour.

Each academy will have its own Designated Mental Health Lead.

## **16. EHC plans**

The academy will fully cooperate with the LA when research about the student is being conducted. The academy will provide the LA with any information or evidence needed. All relevant teachers will be involved in contributing information to the LA.

Where the LA provides a student with an EHC plan, the academy will involve the parents and the student in discussions surrounding how the academy can best implement the plan's provisions to help the student thrive in their education, and will discern the expected impact of the provision on the student's progress.

The academy will meet its duty to provide views on a draft EHC plan within 15 days. If the decision is taken not to issue an EHC plan, the academy will consider and implement the recommendations of feedback from the LA regarding how the student's outcomes can be met through the academy's existing provision.

If the LA decides not to issue an EHC plan, the parents of the student, or the student themselves, will be informed within a maximum of 16 weeks from the initial request of an EHC assessment.

The academy will admit any student that names the academy in an EHC plan or EHC needs assessment process. The academy will ensure that all those teaching or working with a student named in an EHC plan are aware of the student's needs and that arrangements are in place to meet them.

All reasonable provisions will be taken by the academy to provide a high standard of education.

Staff will be briefed about any potential problems and a procedure will be put into place to deal with certain situations. The academy will specify short-term targets sought for a student in terms of specific, measurable, achievable, realistic and time-bound (SMART) outcomes.

The academy will review each student's EHC plan to ensure that it includes the statutory sections outlined in the 'Special educational needs and disability code of practice: 0 to 25 years', labelled separately from one another. If a student's needs significantly change, the academy will request a re-assessment of an EHC plan at least six months after an initial assessment. Thereafter, the Local Governing Body or Principal will request the LA to conduct a re-assessment of a student whenever they feel it is necessary. Following the re-assessment, a final EHC plan will be issued within 14 weeks from the request being made.

The academy will ensure that any EHC plan information is kept confidential and disclosed on a need-to-know basis. Information regarding a student's EHC plan will only be shared with other educational settings if the student is transferring there, for the setting to develop an individual learning plan. The academy will take steps to ensure that students and parents are actively supported in developing and reviewing EHC plans.

Where necessary, the academy will provide support from an advocate to ensure the student's views are heard and acknowledged.

The academy will ensure that parents are consistently kept involved throughout the implementation of an EHC plan.

The academy will work with parents to prevent the whole process of an EHC needs assessment and development taking no longer than 20 weeks from when the initial request was received; it will hold the LA to account where this timescale is not met.

## **17. Reviewing the EHC plan**

The academy will:

- Cooperate with the relevant individuals to ensure an annual review meeting takes place, including convening the meeting on behalf of the LA if requested.
- Ensure that the appropriate people are given at least two weeks' notice of the date of the meeting.
- Contribute any relevant information and recommendations about the EHC plan to the LA, keeping parents involved at all times.
- Ensure that sufficient arrangements are put in place at the academy to host the annual review meeting.
- Lead the review of the EHC plan in order to create the greatest confidence amongst students and their parents.
- Seek advice and information about the student prior to the annual review meeting from all parties invited, and send any information gathered to all those invited, at least two weeks in advance of the meeting.
- Prepare and send a report of the meeting to everyone invited within two weeks of the meeting, which sets out any recommendations and amendments to the EHC plan.
- Provide the LA and parents with any evidence to support the proposed changes and giving those involved at least 15 days to comment and make representations.
- Clarify to the parents and student that they have the right to appeal the decisions made in regard to the EHC plan.

## **18. Safeguarding**

The academy recognises that evidence shows children with SEND are at a greater risk of abuse and maltreatment and will ensure that staff are aware that students with SEND:

- Have the potential to be disproportionately impacted by behaviours such as bullying.
- May face additional risks online, e.g. from online bullying, grooming and radicalisation.
- Are at greater risk of abuse, including, but not limited to, peer-on-peer abuse, neglect and sexual violence or harassment.

The academy recognises that there are additional barriers to recognising abuse and neglect in this group of students. These barriers include, though are not limited to,

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the student's condition without further exploration.
- These students being more prone to peer group isolation or bullying (including prejudice-based bullying) than other students.
- The potential for students with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.
- Communication barriers and difficulties in managing or reporting these challenges.

Care will be taken by all staff, particularly those who work closely with students with SEND, to notice any changes behaviour or mood, or any injuries, and these indicators will be investigated by the inclusion team.

## **19. Transferring between different phases of education**

EHC plans will be reviewed and amended in sufficient time prior to a student moving between key phases of education, to allow for planning for and, where necessary, commissioning of support and provision at the new phase.

The review and amendments will be completed by the end of the Autumn term of the academic year of the phase transfer at the latest for transfers into or between academies.

The key transfers are as follows:

- Primary to secondary
- Middle to secondary

For students moving from secondary academy to a post-16 setting or apprenticeship, the review and any amendments to the EHC plan, including specifying the post-16 provision and naming the setting, must be completed by the 31 March in the calendar year of the transfer.

## **20. SEND tribunal**

All disagreements about an EHC plan will be attempted to be resolved as quickly as possible, without the child's education suffering. All disagreements about how a child's needs or disabilities are being met in the academy will engage will be attempted to be resolved as quickly as possible, without the student's education suffering.

In all cases, the academy's written Complaints Procedures Policy will be followed, allowing for a complaint to be considered informally at first.

The trust board, as responsible body, will meet any request to attend a SEND tribunal and explain any departure from its duties and obligations under the 'Special educational needs and disability code of practice: 0 to 25 years'; furthermore, it will outline how the academy and trust has worked to support a child's special educational needs and disabilities at the material time.

## **21. Supporting successful preparation for adulthood**

The academy will ensure that students are supported to make a smooth transition to whatever they will be doing next, e.g. moving on to higher education.

The academy will engage with FE providers, as necessary, to help plan for any transitions.

The academy will transfer all relevant information about students to any educational setting that they are transferring to.

If a student has been excluded, the academy has a duty to arrange suitable, full-time education from the sixth day of a fixed period exclusion and to provide full details of any SEND provisions necessary, in accordance with the academy's Exclusion Policy.

If it is in the best interest of the student, the academy may commission alternative provision, in line with any EHC plans in place, for students who face barriers to participate in mainstream education.

The academy will take an active role in preparing students with SEND for their transition into adult life, preparing them to achieve their ambitions in terms of HE, FE or employment, taking responsibility for their health, where they will live, their relationships, their finances, social integration and independence.

The academy will ensure that it meets its duty to secure independent, impartial careers guidance for students in Years 8-13, including:

- Discussing preparation for adulthood in planning meetings with students and parents from Year 8.
- Helping students and their parents prepare for the change in legal status once a student is above compulsory academy age.
- Ensuring that careers advice and information provides high aspirations and a wide range of options for students with SEND.
- Helping students and parents understand and explore how the support they will receive in academy will change as they move into different settings, and what support they are likely to need to achieve their ambitions.
- Securing access to independent, face-to-face support for students with SEND to make successful transitions.

The academy's careers leader will support students with SEND to ensure they are prepared for the workplace.

## **22. Data and record keeping**

The academy's records will:

- Include details of SEND, outcomes, action, agreed support, teaching strategies and the involvement of specialists, as part of its standard management information system to monitor the progress, behaviour and development of all students.
- Maintain an accurate and up-to-date register of the provision made for students with SEND.
- Show all the provisions the academy makes which is different or additional to that offered through the academy curriculum on a provision map.

The academy keeps data on the levels and types of need within the academy and makes this available to the LA.

The SEND information report will be prepared by the Local Governing Body, and will be published on the academy website; it will include all the information outlined in paragraphs 6.79 and 6.83 of the 'Special educational needs and disabilities code of practice: 0 to 25 years'.

All information will be kept in accordance with the academy's Records Management Policy and Data Protection Policy.

## **23. Confidentiality**

The academy will not disclose any EHC plan without the consent of the student's parents, except for disclosure:

- To a SEND tribunal when parents appeal, and to the Secretary of State under the Education Act 1996.
- On the order of any court for any criminal proceedings.
- For the purposes of investigations of maladministration under the Local Government Act 1974.
- To enable any authority to perform duties arising from the Disabled Persons (Services, Consultation and Representation) Act 1986, or from the Children Act 1989 relating to safeguarding and promoting the welfare of children.
- To Ofsted inspection teams as part of their inspections of academies and LAs.
- To any person in connection with the student's application for students with disabilities allowance in advance of taking up a place in HE.
- To the Principal (or equivalent position) of the setting at which the student is intending to start their next phase of education.

The academy will adhere to the Data Protection Policy at all times.

## **24. Resolving disagreements**

The academy is committed to resolving disagreements between students and the academy.

In carrying out of duties, the academy:

- Supports early resolution of disagreements at the local level.

- Explains the independent disagreement resolution arrangements in our Complaints Procedures Policy, which is available for disagreements across special educational provision, and health and care provision in relation to EHC plans and tribunals.

The academy's Complaints Procedures Policy will be published on the academy website; additionally, the academy will publish details regarding how complaints from parents of children with SEND will be handled.

In the first instance, please contact the academy's SENCo as appropriate:

Academy	SENCo	Assistant SENCo
Hanley St Luke's, Stoke-on-Trent	Emma Barlow ebarlow@hanleystlukes.com	Emma Jennings ejennings@hanleystlukes.com  Tavonne Johns tjohns@hanleystlukes.com
St Giles' and St George's Primary Academy, Newcastle-under-Lyme	Louise Fry louise.fry@stgg.org.uk	Emma Alcock emma.alcock@stgg.org.uk
St Michael's Church of England Primary Academy, Wolverhampton	Lauren MacDonald lmacdonald@stmichaelsceprimary.co.uk	Therapeutic and Mental Health teacher in the Ark: Aimii Peers
St Peter's Collegiate Academy, Wolverhampton	Rebecca Williams rwilliams@stpetersacademy.org.uk  Deputy SENCo: Eleanor Green egreen@stpetersacademy.org.uk	Raminder Johal rjohal@stpetersacademy.org.uk
St Regis Church of England Academy, Wolverhampton	Tom Barradas-Lingard tbarradas-lingard@stregisacademy.org	Della Appleyard dappleyard@stregisacademy.org  Amelia Bagnall-Muir abagnall-muir@stregisacademy.org
St Thomas' Church of England Primary Academy, Kidsgrove	Kerryanne Buggy k.buggy@stthomascofeacademy.org	Deb Cooke d.cooke@stthomascofeacademy.org
The King's Church of England Academy, Kidsgrove	Ashleigh Smith asmith@thekingscofeacademy.org  Deputy SENCo: Amanda Nevard anevard@thekingscofeacademy.org	Joe Austerberry jausterberry@thekingscofeacademy.org

## **25. Publishing information**

The academy will publish information on the academy website about the implementation of this policy. The Local Governing Body will publish details of the SEND information report on the academy website.

The information published will be updated annually and any changes to the information occurring during the year will be updated as soon as possible.

## **26. Monitoring and review**

The policy is reviewed on an annual basis by the Trust Director of Safeguarding & SEND in conjunction with the Trust Board; any changes made to this policy will be communicated to all Academy staff, parents of students with SEND, and relevant stakeholders.

All members of staff are required to familiarise themselves with this policy as part of their induction programme.

The next scheduled review date for this policy is September 2026.