Thriveology Wellness CIC

Special Educational Needs & Disability (SEND) Policy

September 2026

SPECIAL EDUCATIONAL NEEDS & DISABILITY (SEND) POLICY

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Introduction

Thriveology Wellness CIC is committed to providing high-quality, person-centred support for children and young people with Special Educational Needs and Disabilities (SEND). Through our alternative provision, outreach programme, and Post-16 workplace and life-skills initiative, we aim to remove barriers to learning, promote independence, and ensure every young person can thrive academically, socially, and emotionally.

This policy outlines our approach to identifying, supporting, and reviewing SEND needs across all areas of our provision. It aligns with the SEND Code of Practice (2015), relevant safeguarding legislation, and Thriveology's organisational values of inclusion, dignity, and empowerment.

Our SEND Vision

Thriveology believes that all children and young people—regardless of need, background, or circumstance—deserve access to supportive, nurturing environments that enable them to succeed. We are committed to:

- Providing personalised, needs-led interventions
- Working collaboratively with families, schools, and professionals
- Ensuring young people's voices shape their support
- Preparing learners for positive futures, including employment, independent living, and community participation

Scope of the Policy

This policy applies to:

- Children and young people accessing Thriveology's **Alternative Provision (AP)**
- Learners supported through our **Outreach Programme**
- Young adults participating in our **Post-16 Workplace and Life-Skills Initiative**
- All Thriveology staff, volunteers, and external partners involved in SEND support

Identification of SEND Needs

Thriveology recognises SEND needs may arise from:

- Cognition and learning
- Social, emotional, and mental health (SEMH)
- Communication and interaction
- Sensory and physical needs
- Medical or health-related conditions
- Complex trauma or adverse childhood experiences

SEND needs may be identified through:

- EHCP documentation
- School referrals
- Parent/carer information

- Thriveology assessments
- Observations during sessions
- Multi-agency reports

We adopt a proactive approach, ensuring needs are identified early and reviewed regularly.

SEND Support Across Thriveology Provision

Alternative Provision (AP)

Our AP provides structured, therapeutic and educational sessions tailored to individual needs. Support includes:

- Personalised learning plans
- SEMH interventions
- Academic catch-up and differentiated teaching
- Life-skills development
- Behaviour regulation strategies
- Trauma-informed practice
- Multi-agency collaboration

Outreach Programme

Our outreach team works directly with schools, families, and young people to:

- Deliver targeted interventions

- Support reintegration into school settings
- Provide mentoring, coaching, and emotional regulation support
- Offer guidance on SEND strategies and classroom adaptations
- Strengthen attendance, engagement, and wellbeing

Post-16 Workplace & Life-Skills Initiative

Our Post-16 programme prepares young adults for employment, independence, and adulthood. SEND support includes:

- Vocational profiling and workplace-readiness assessments
- Supported work placements
- Travel training and community-based learning
- Independent-living skills (budgeting, cooking, communication)
- Social skills and confidence-building
- Reasonable adjustments in workplace settings
- Collaboration with employers, training providers, and local authorities

Person-Centred Planning

Thriveology uses a person-centred approach to SEND support. This includes:

- Listening to the young person's views, aspirations, and concerns
- Involving families and carers in planning

- Setting clear, achievable goals
- Regular review meetings
- Adjusting support based on progress and feedback

Working with External Agencies

We work collaboratively with:

- Schools and colleges
- Local authority SEND teams
- Social care
- CAMHS and mental health services
- Occupational therapists, speech and language therapists, and other specialists
- Employers and vocational partners

This ensures consistent, coordinated support across all environments.

Staff Training and Expertise

Thriveology staff receive ongoing training in:

- SEND awareness and inclusive practice
- SEMH and trauma-informed approaches
- Safeguarding and child protection

- Behaviour regulation and de-escalation
- Differentiated teaching and learning strategies
- Supporting young adults in workplace settings
- Communication and interaction needs

We ensure staff are equipped to meet diverse and complex needs.

Monitoring, Review, and Evaluation

SEND support is monitored through:

- Individual progress tracking
- Session evaluations
- EHCP outcome reviews
- Feedback from young people, families, and professionals
- Workplace assessments for Post-16 learners
- Regular team meetings and supervision

We use this information to improve practice and ensure high-quality provision.

Accessibility and Inclusion

Thriveology is committed to:

- Providing accessible learning environments

- Making reasonable adjustments
- Ensuring communication is clear, supportive, and adapted to need
- Removing barriers to participation in education, community activities, and workplace experiences

Safeguarding and SEND

Many young people with SEND are at increased risk of harm. Thriveology ensures:

- Staff are trained in SEND-specific safeguarding considerations
- Risk assessments are completed for all off-site and workplace activities
- Information is shared appropriately and lawfully
- Young people feel safe, respected, and supported

Data Protection and Confidentiality

All SEND information is processed in line with Thriveology's Data Protection Policy (September 2026), ensuring:

- Lawful, fair, and transparent processing
- Data minimisation
- Secure storage and access controls
- Appropriate sharing with external agencies and employers

- Respect for young people's rights under GDPR

Complaints and Concerns

Parents, carers, young people, and professionals may raise concerns regarding SEND support. Thriveology will:

- Respond promptly and professionally
- Investigate concerns thoroughly
- Work collaboratively to resolve issues
- Follow organisational complaints procedures

Policy Review

This policy will be reviewed annually or sooner if legislation, guidance, or organisational practice changes.

Review Date: September 2027