



## **Swift Learning- Inclusion and Equality Policy**

**Index**

1. Introduction
2. Key Principles
3. Legal Framework
4. Aims and Objectives
5. Roles and Responsibilities
6. Inclusion and Support for Students
7. Curriculum and Teaching
8. Anti-Discrimination and Anti-Bullying
9. Monitoring and Evaluation
10. Review of Policy
11. Conclusion
12. Appendix: Contact Information for Support Services

## 1. Introduction

- **Purpose:** Swift Learning is committed to ensuring that all students, regardless of their background, needs, or challenges, have access to an inclusive and supportive learning environment. We aim to foster a culture of equality, where every student is respected, valued, and empowered to reach their full potential.
- **Scope:** This policy applies to all students enrolled at Swift Learning based in Coventry and working with students from Warwickshire. It covers all aspects of student life, from learning and social integration to behavioural support, ensuring no one is excluded based on their race, gender, disability, religion, sexual orientation, or socio-economic status.

## 2. Key Principles

- **Equality of Opportunity:** Every student at Swift Learning is entitled to equal access to the curriculum, enrichment activities, and support services. Discrimination in any form will not be tolerated, and each student's individual needs will be considered to ensure they can fully engage in the learning process.
- **Inclusion:** Swift Learning is committed to providing an inclusive learning environment that embraces diversity. We provide flexible, personalised support to meet the unique needs of our students, including those with special educational needs (SEN), behavioural challenges, or other barriers to learning.
- **Respect for Diversity:** We celebrate the diversity of our students and aim to reflect this in our approach to teaching, learning, and community life. We promote an environment where all cultural, social, and personal backgrounds are recognised and respected.

## 3. Legal Framework

Swift Learning is committed to complying with all relevant legislation concerning equality and inclusion, including:

- **Equality Act 2010:** We are dedicated to eliminating discrimination, promoting equality of opportunity, and fostering good relations between people from diverse backgrounds. This includes characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- **Children and Families Act 2014:** Swift Learning supports students with Special Educational Needs and Disabilities (SEND), ensuring that these students receive the necessary adjustments and support to thrive in an alternative education setting.

- **Education Act 1996:** Swift Learning works within the guidelines of the Education Act to provide an education that promotes students' social, emotional, and academic development.

#### 4. Aims and Objectives

- **Equal Access to Education:** We are committed to ensuring all students have an equal opportunity to succeed in education and personal development.
- **Fostering an Inclusive Environment:** Create a safe, welcoming, and inclusive space for all students, where diversity is not just tolerated but celebrated.
- **Supporting Students' Individual Needs:** Deliver tailored educational and support plans, addressing the specific needs of students, including those with SEND, behavioural difficulties, and other challenges.
- **Collaboration with Families and Stakeholders:** Work closely with families, local authorities, and other external agencies to ensure that our provision meets the needs of our students.

#### 5. Roles and Responsibilities

- **Head of Alternative Provision:** The **Head of Alternative Provision** is responsible for the overall implementation of this policy, ensuring that inclusion and equality are embedded throughout all aspects of the provision. They will oversee the delivery of tailored support, monitor the progress of students, and ensure compliance with relevant legislation. This role includes liaising with external agencies and partners, as well as providing leadership for the small team.
- **Staff Responsibilities:** Every staff member at Swift Learning is responsible for promoting equality and inclusion through their day-to-day practice. This includes:
  - Demonstrating inclusive behaviours and attitudes in all interactions with students.
  - Offering differentiated support based on the individual needs of each student.
  - Identifying and addressing any barriers to learning and personal development.
- **Ongoing Training:** Staff will receive regular, collaborative training on inclusion, equality, and diversity to ensure everyone in the team is equipped to meet the varying needs of students in an alternative provision environment.

#### 6. Inclusion and Support for Students

Swift Learning provides students with the necessary support to overcome challenges and thrive in an alternative education environment. The following strategies will be used:

- **Personalised Learning Plans:** Each student will have an Individualised Learning Plan (ILP) that considers their strengths, weaknesses, and any support needs. This plan will be reviewed regularly to ensure progress.
- **Special Educational Needs and Disabilities (SEND):** Swift Learning provides tailored support for students with SEND, including one-on-one support, adjustments to teaching methods, and additional resources to ensure that each student can access the curriculum effectively.
- **Behavioural and Emotional Support:** We provide a nurturing environment for students with behavioural challenges, using restorative practices and personalised support. Our staff will work with students to understand the root causes of any behavioural difficulties and to implement strategies for improvement.
- **Mental Health and Wellbeing:** Although Swift Learning does not offer direct mental health services, we understand the importance of mental health and emotional support. We are committed to providing guidance and documentation to assist students in accessing the appropriate services. Swift Learning staff will also work closely with families and external agencies to ensure students receive the necessary professional support for their mental health and wellbeing.

## 7. Curriculum and Teaching

Swift Learning curriculum is designed to be flexible and adaptive, catering to the diverse needs of students in an alternative provision setting. Our approach includes:

- **Differentiated Learning:** We adapt our teaching methods to ensure that every student can access the curriculum, regardless of their academic or behavioural challenges.
- **Flexible Approach to Learning:** Swift Learning uses a range of teaching strategies to accommodate different learning styles, including project-based learning, one-on-one tuition, and group activities that allow for flexibility and creativity.
- **Life Skills and Personal Development:** Beyond academic subjects, Swift Learning focuses on developing life skills such as communication, emotional regulation, teamwork, and problem-solving to support students' personal growth.
- **Opportunities for Enrichment:** We offer extracurricular activities and real-world experiences to help students engage with the community, develop social skills, and build confidence.

## 8. Anti-Discrimination and Anti-Bullying

Swift Learning maintains a zero-tolerance policy towards all forms of discrimination, bullying, and harassment. This policy applies to all students, staff, and visitors. Our approach includes:

- **Clear Reporting Procedures:** Students, staff, and parents will be informed about the clear, confidential process for reporting incidents of bullying or discrimination. We will investigate all reports thoroughly and promptly.
- **Support for Victims:** We provide support and guidance for students who have experienced bullying or discrimination, including restorative practices and emotional support.
- **Disciplinary Action:** Any student found engaging in bullying or discriminatory behaviour will face appropriate consequences, in line with our Behaviour and Discipline Policy.

## 9. Monitoring and Evaluation

Swift Learning will continually monitor the effectiveness of this policy by:

- **Gathering Feedback:** We will collect feedback from students, parents, and external stakeholders to assess the impact of our inclusion and equality practices.
- **Staff Evaluations:** Regular evaluations of staff training and performance will be carried out to ensure the team remains equipped to meet the needs of all students.
- **Data Collection:** We will regularly review student progress data, behaviour logs, and wellbeing indicators to ensure all students are supported effectively.

## 10. Review of Policy

This policy will be reviewed annually to ensure it remains relevant and effective. The review process will consider feedback from staff, students, and external agencies, ensuring the policy evolves to meet the changing needs of our student body.

## 11. Conclusion

Swift Learning is dedicated to providing a welcoming, inclusive, and supportive learning environment for all students. By fostering a culture of equality and inclusion, we aim to empower every student to achieve their personal and academic potential, regardless of the challenges they face.

## Appendix: Contact Information for Support Services

### SEND Support:

- **Coventry SEND Team:**
  - **Contact:** SEND Advice and Information Service
  - **Phone:** 024 7683 2230

- **Email:** send.support@coventry.gov.uk
- **Website:** Coventry SEND
- **Warwickshire SEND Team:**
  - **Contact:** Warwickshire Special Educational Needs and Disabilities (SEND) Service
  - **Phone:** 01926 742 343
  - **Email:** SEND@warwickshire.gov.uk
  - **Website:** Warwickshire SEND

**Mental Health Support:**

- **Coventry City:**
  - **Contact:** Coventry and Warwickshire Mind
  - **Phone:** 024 7663 1040
  - **Email:** info@coventrymind.org.uk
  - **Website:** [Coventry Mind](#)
- **Warwickshire:**
  - **Contact:** Warwickshire Young People's Mental Health Support
  - **Phone:** 0800 612 088