

Primary Influence UK Ltd – Inclusion Policy

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Introduction

At Primary Influence UK Ltd we value the individuality of all the children we coach/teach/support. We are committed to giving all children every opportunity to achieve the highest of standards. We do this by taking account of children's varied life experiences and needs. We offer a broad range of activities and have high expectations for all children. The achievements, attitudes, and well-being of all children matter. This policy helps to ensure that Primary Influence UK Ltd promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender, or background.

Aims and objectives

Primary Influence UK Ltd aims to be an inclusive organisation. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children. This means that equality of opportunity must be a reality for children who attend our clubs/activity sessions and Active Camps. We make this a reality through the attention we pay to the different groups of children who may be present during our active coaching and activity sessions:

- Children of all genders and orientations.
- Minority ethnic and faith groups.
- Children who need support to learn English as an additional language.
- Children with special educational needs.
- Able, gifted, and talented children.
- Children who are at risk of disaffection or exclusion.
- Travellers.
- Asylum seekers.

We offer a wide range of activities which meet the specific needs of individuals and groups of children. We meet these needs through:

- Setting suitable learning challenges.
- Responding to children's diverse learning needs.
- Overcoming potential barriers to learning or participation of individuals and groups of children.

We achieve educational inclusion by continually reviewing what we do, through asking ourselves these key questions:

- Are all children happy during our sessions?
- What are we doing for those children who we know are not achieving their best?
- Are our actions effective?
- Are we successful in promoting racial harmony and preparing children to live in a diverse society?

Teaching/coaching and learning style

We aim to give all children the opportunity to succeed and reach the highest level of personal achievement. When our Coach specialists plan their lessons/sessions, they consider that the abilities of the children may vary.

Our staff are familiar with the equal opportunities legislation covering race, gender and disability which is outlined in our equal opportunities policy.

Our staff ensure that all children:

- Feel secure and know that their contributions are valued.
- Appreciate and value the differences they see in others.
- Take responsibility for their own actions.
- Participate safely in clothing that is appropriate to the activity they are taking part.
- Use materials that reflect a range of social and cultural backgrounds.
- Participate fully, regardless of disabilities or medical needs.
- Develop their personalities, skills, and abilities.

Children with disabilities or special educational needs

Some children present in our sessions/lessons have disabilities and/or special educational needs. We are committed to meeting the needs of these children, as we are to be meeting the needs of all groups of children who attend. All reasonable steps are taken to ensure that these children are not placed at any kind of disadvantage compared to non-disabled children.

Staff modify coaching/teaching and learning expectations as appropriate for children with disabilities and/or additional needs. For example, they may give additional time to complete certain activities, or they may modify materials and the activity used/delivered in the session. In their planning, staff ensure that they give children with disabilities/additional needs the opportunity to develop their skills in all activities provided.

Inclusion – Racism and bullying

The diversity of our society is addressed through our coaching sessions/lessons. We welcome children from all social and ethnic backgrounds. Our coaching team/support staff are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnic or social background. All racist and bullying incidents are recorded and reported to a senior member of staff (for more information regarding this please see our Equal Opportunities policy).

Summary

At Primary Influence UK Ltd, we value each child as a unique individual. We will strive to meet the needs of all children who are present during our sessions/activities and lessons and seek to ensure that we meet all statutory requirements related to matters of inclusion.



Gareth Hanson
Managing Director
Primary Influence UK Ltd
4 Bramley Park Avenue
Sherburn in Elmet
Leeds
LS25 6FA

gareth@primaryinfluence.co.uk