



Highsted Grammar School

Special Educational Needs & Disability Policy 2025

SPECIAL EDUCATIONAL NEEDS AND DISABILITY POLICY

1. AIMS AND OBJECTIVES

Our special educational needs and disabilities (SEND) policy aims to:

- > Make sure our school fully implements national legislation and guidance regarding pupils with SEND
- > Set out how our school will:
 - Support and make provision for pupils with special educational needs and disabilities
 - Provide pupils with SEND access to all aspects of school life so they can engage in the activities of the school alongside pupils who do not have SEND
 - Help pupils with SEND fulfil their aspirations and achieve their best
 - Help pupils with SEND become confident individuals living fulfilling lives
 - Help pupils with SEND make a successful transition into adulthood
 - Communicate with pupils with SEND and their parents or carers and involve them in discussions and decisions about support and provision for the pupil
- > Explain the roles and responsibilities of everyone involved in providing for pupils with SEND
- > Communicate with, and involve, pupils with SEND and their parents or carers in discussions and decisions about support and provision for the pupil
- > Make sure the SEND policy is understood and implemented consistently by all staff

2. VISION AND VALUES

Highsted Grammar School is a fully inclusive environment that welcomes and understands students with additional needs. We aim to create a learning environment in which children and young people are supported and empowered to overcome challenges and fulfil their potential. We aspire to build self-esteem and overcome barriers through the provision of a broad and balanced curriculum for all students.

3. LEGISLATION AND GUIDANCE

This is based on the statutory [Special Educational Needs and Disability \(SEND\) Code of Practice](#) and the following legislation:

- > [Part 3 of the Children and Families Act 2014](#), which sets out schools' responsibilities for pupils with SEND
- > [The Special Educational Needs and Disability Regulations 2014](#), which set out local authorities' and schools' responsibilities for education, health and care (EHC) plans, SEN co-ordinators (SENCOs) and the special educational needs (SEN) information report
- > The [Equality Act 2010](#) (section 20), which sets out the school's duties to make reasonable adjustments for pupils with disabilities.

- > The [Public Sector Equality Duty](#) (section 149 of the Equality Act 2010), which set out the school's responsibilities to eliminate discrimination, harassment and victimisation; and advance equality of opportunity and foster good relations between people who share a protected characteristic (which includes having a disability) and those who don't share it
- > The [Governance Handbook](#), which sets out governors' responsibilities for pupils with SEND
- > The [School Admissions Code](#), which sets out the school's obligation to admit all pupils whose education, health and care (EHC) plan names the school, and its duty not to disadvantage unfairly children with a disability or with special educational needs

This policy also complies with our funding agreement and articles of association.

1. INCLUSION AND EQUAL OPPORTUNITIES

At our school we strive to create an inclusive teaching environment that offers all pupils, no matter their needs and abilities, a broad, balanced and challenging curriculum. We are committed to offering all pupils the chance to thrive and fulfil their aspirations.

We will achieve this by making reasonable adjustments to teaching, the curriculum and the school environment to make sure that pupils with SEND are included in all aspects of school life.

2. DEFINITIONS

5.1 Special educational needs

A pupil has SEN if they have a learning difficulty or disability that requires special educational provision to be made for them.

They have a **learning difficulty or disability** if they have:

- > A significantly greater difficulty in learning than most others of the same age, or
- > A disability which prevents or hinders them from making use of facilities of a kind generally provided for others of the same age in mainstream schools

Special educational provision is educational or training provision that is additional to, or different from, that made generally for other children or young people of the same age by mainstream schools.

5.2 Disability

Pupils are considered to have a **disability** if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to do normal daily activities.

The school will make reasonable adjustments for pupils with disabilities, so that they are not at a substantial disadvantage compared with their peers.

5.3 The 4 areas of need

The needs of pupils with SEND are grouped into 4 broad areas. Pupils can have needs that cut across more than 1 area, and their needs may change over time.

Interventions will be selected that are appropriate for the pupil's particular area(s) of need, at the relevant time.

AREA OF NEED	
Communication and interaction	<p>Pupils with needs in this area have difficulty communicating with others. They may have difficulty understanding what is being said to them, have trouble expressing themselves, or do not understand or use the social rules of communication.</p> <p>Pupils who are on the Autism spectrum often have needs that fall in this category.</p>
Cognition and learning	<p>Pupils with learning difficulties usually learn at a slower pace than their peers.</p> <p>A wide range of needs are grouped in this area, including:</p> <ul style="list-style-type: none"> • Specific learning difficulties, which impact 1 or more specific aspects of learning, such as: dyslexia, dyscalculia and dyspraxia • Moderate learning difficulties • Severe learning difficulties • Profound and multiple learning difficulties, which is where pupils are likely to have severe and complex learning difficulties as well as a physical disability or sensory impairment
Social, emotional and mental health	<p>These needs may reflect a wide range of underlying difficulties or disorders. Pupils may have:</p> <ul style="list-style-type: none"> • Mental health difficulties such as anxiety, depression or an eating disorder • Attention deficit disorder, attention deficit hyperactive disorder or attachment disorder • Suffered adverse childhood experiences <p>These needs can manifest in many ways, for example as challenging, disruptive or disturbing behaviour, or by the pupil becoming withdrawn or isolated.</p>
Sensory and/or physical	<p>Pupils with these needs have a disability that hinders them from accessing the educational facilities generally provided.</p> <p>Pupils may have:</p> <ul style="list-style-type: none"> • A sensory impairment such as vision impairment, hearing impairment or multi-sensory impairment • A physical impairment <p>These pupils may need ongoing additional support and equipment to access all the opportunities available to their peers.</p>

1. ROLES AND RESPONSIBILITIES

The SENCO at our school is Mrs Leyla Gambell. She works Monday, Tuesday and Thursday. She can be contacted through the main school switchboard (01795 423223) or at gambell.l@highsted.kent.sch.uk

She will:

- > Inform any parents that their child may have SEN and then liaise with them about the pupil's needs and any provision made
- > Work with the headteacher and SEN governor to determine the strategic development of the SEND policy and provision in the school
- > Have day-to-day responsibility for the operation of this SEND policy and the co-ordination of specific provision made to support individual pupils with SEN, including those who have EHC plans
- > Provide professional guidance to colleagues and liaise and work with staff, parents, and other agencies to make sure that pupils with SEN receive appropriate support and high-quality teaching
- > Advise on the graduated approach to providing SEN support and differentiated teaching methods appropriate for individual pupils
- > Advise on the deployment of the school's delegated budget and other resources to meet pupils' needs effectively
- > Be a point of contact for external agencies, especially the local authority (LA) and its support services, and work with external agencies to ensure that appropriate provision is provided
- > Liaise with potential next providers of education to make sure that the pupil and their parents are informed about options and that a smooth transition is planned
- > When a pupil moves to a different school or institution: Make sure that all relevant information about a pupil's SEN and the provision for them are sent to the appropriate authority, school or institution in a timely manner
- > Work with the headteacher and school governors to make sure the school meets its responsibilities under the Equality Act 2010 with regard to reasonable adjustments and access arrangements
- > Make sure the school keeps its records of all pupils with SEND up to date and accurate
- > With the headteacher, monitor to identify any staff who have specific training needs regarding SEN, and incorporate this into the school's plan for continuous professional development
- > With the headteacher, regularly review and evaluate the breadth and impact of the SEND support the school offers or can access, and co-operate with the LA in reviewing the provision that is available locally and in developing the local offer
- > Prepare and review information for inclusion in the school's SEN information report and any updates to this policy
- > With the headteacher and teaching staff, identify any patterns in the school's identification of SEN, both within the school and in comparison with national data, and use these to reflect on and reinforce the quality of teaching

6.2 The Governing Body

The governing body is responsible for making sure the following duties are carried out, though the duties can be delegated to a committee or an individual:

- > Co-operate with the LA in reviewing the provision that is available locally and developing the local offer

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- > Do all it can to make sure that every pupil with SEND gets the support they need
 - > Make sure that pupils with SEND engage in the activities of the school alongside pupils who don't have SEND
 - > Inform parents when the school is making special educational provision for their child
 - > Make sure that the school has arrangements in place to support any pupils with medical conditions
 - > Provide access to a broad and balanced curriculum
 - > Have a clear approach to identifying and responding to SEND
 - > Provide an annual report for parents on their child's progress
 - > Record accurately and keep up to date the provision made for pupils with SEND
 - > Publish information on the school website about how the school is implementing its SEND policy, in a SEN information report
 - > Publish information about the arrangements for the admission of disabled children, the steps taken to prevent disabled children being treated less favourably than others, the facilities provided to assist access of disabled children, and the school's accessibility plans
 - > Make sure that there is a qualified teacher designated as SENCO for the school and that the key responsibilities of the role are set out, and monitor the effectiveness of how these are carried out
 - > Determine their approach to using their resources to support the progress of pupils with SEND
 - > Make sure that all pupils from year 8 until year 13 are provided with independent careers advice

6.3 The SEND link governor

The SEND link governor is Miranda Black (black.m@highsted.kent.sch.uk)

The SEND governor will:

- > Help to raise awareness of SEND issues at governing board meetings
- > Monitor the quality and effectiveness of SEND provision within the school and update the governing board on this
- > Work with the headteacher and SENCO to determine the strategic development of the SEND policy and provision in the school

6.4 The headteacher

The headteacher will:

- > Work with the SENCO and SEND link governor to determine the strategic development of the SEND policy and provision within the school
- > Work with the SENCO and school governors to make sure the school meets its responsibilities under the Equality Act 2010 with regard to reasonable adjustments and access arrangements
- > Have overall responsibility for, and awareness of, the provision for pupils with SEND, and their progress

- > Have responsibility for monitoring the school's notional SEND budget and any additional funding allocated by the LA to support individual pupils
- > Make sure that the SENCO has enough time to carry out their duties
- > Have an overview of the needs of the current cohort of pupils on the SEND register
- > Advise the LA when a pupil needs an EHC needs assessment, or when an EHC plan needs an early review
- > With the SENCO, monitor to identify any staff who have specific training needs regarding SEN, and incorporate this into the school's plan for continuous professional development
- > With the SENCO, regularly review and evaluate the breadth and impact of the SEND support the school offers or can access, and co-operate with the LA in reviewing the provision that is available locally and in developing the local offer
- > With the SENCO and teaching staff, identify any patterns in the school's identification of SEN, both within the school and in comparison with national data, and use these to reflect on and reinforce the quality of teaching

6.5 Class teachers

Each class teacher is responsible for:

- > Planning and providing high-quality teaching that is differentiated to meet pupil needs through a graduated approach
- > The progress and development of every pupil in their class
- > Working closely with any teaching assistants or specialist staff to plan and assess the impact of support and interventions, and consider how they can be linked to classroom teaching
- > Working with the SENCO to review each pupil's progress and development, and decide on any changes to provision
- > Ensuring they follow this SEND policy and the SEN information report
- > Communicating with parents regularly to:
 - Set clear outcomes and review progress towards them
 - Discuss the activities and support that will help achieve the set outcomes
 - Identify the responsibilities of the parent, the pupil and the school
 - Listen to the parents' concerns and agree their aspirations for the pupil

6.6 Parents or carers

Parents or carers should inform the school if they have any concerns about their child's progress or development.

Parents or carers of a pupil on the SEND register will always be given the opportunity to provide information and express their views about the pupil's SEND and the support provided. They will be invited to participate in discussions and decisions about this support. They will be:

- > Invited to engage in provision reviews at least three times per year
- > Asked to provide information about the impact of SEN support outside school and any changes in the pupil's needs

- > Given the opportunity to share their concerns and, with school staff, agree their aspirations for the pupil
- > Given an annual report on the pupil's progress

The school will take into account the views of the parent or carer in any decisions made about the pupil.

6.7 The pupil

Pupils will always be given the opportunity to provide information and express their views about their SEND and the support provided. They will be invited to participate in discussions and decisions about this support. This might involve the pupil:

- > Explaining what their strengths and difficulties are
- > Contributing to setting targets or outcomes
- > Attending review meetings
- > Giving feedback on the effectiveness of interventions

The pupil's views will be taken into account in making decisions that affect them, whenever possible.

4. THE SEN INFORMATION REPORT

The school publishes a SEN information report on its website, which sets out how this policy is implemented in the school.

The information report will be updated annually and as soon as possible after any changes to the information it contains.

5. OUR APPROACH TO SEND SUPPORT

5.1 Identifying pupils with SEND and assessing their needs

We will assess each pupil's current skills and levels of attainment when they start at the school. This will build on information from previous settings and Key Stages, where appropriate. We will also consider any evidence that the pupil may have a disability and if so, what reasonable adjustments the school may need to make.

We continuously monitor and review the progress of all students, as well as collecting more formal grade round data three times a year. We also continuously review and monitor the broader development needs and progress of all students, using a range of assessments with students at various points including Cognitive Ability Tests and reading assessment tests.

Class teachers will regularly assess the progress of all pupils and identify any whose progress:

- > Is significantly slower than that of their peers starting from the same baseline
- > Fails to match or better their previous rate of progress
- > Fails to close the attainment gap between them and their peers
- > Widens the attainment gap

This may include progress in areas other than attainment, for example, wider development or social needs.

Where progress is not sufficient, even if a special educational need has not been identified, teachers are able to provide additional support to help the student to catch up using quality first teaching, approaches through the Mainstream Core Standards, or specific intervention. This is subject-specific and organised through individual Departments. The SEN and Disability team with specialist expertise in SEND, to provide individual support for identified students and support to teaching colleagues to ensure that needs of students with SEND are understood and met. Slow progress and low attainment will not automatically mean a pupil is recorded as having SEN.

Potential short-term causes of impact on behaviour or performance will be considered, such as bullying or bereavement. Staff will also take particular care in identifying and assessing SEN for pupils whose first language is not English.

Some students may continue to make inadequate progress, despite high-quality teaching tailored to their area of weakness. For these students, and in consultation with parents/carers, we will use a range of assessments tools to determine the cause of the learning difficulty. We continue to utilise Cognitive Ability Test, 4Matrix and ALPS to track students' progress, as well as SIMS, our data management system. Where needed, our Examination Access Arrangements Assessor is able to undertake a range of more specialist assessments in order to provide additional information about areas of difficulties and to formally assess for examinations access arrangements for external examinations. Where necessary they will, in consultation with the pupil's parents or carers, consider consulting an external specialist.

When deciding whether the pupil needs special educational provision, we will start with the desired outcomes, including the expected progress and attainment, and the views and the wishes of the pupil and their parents. We will use this to determine the support that is needed and whether we can provide it by adapting our core offer, or whether something different or additional is needed.

If a pupil is joining the school, and:

- > Their previous setting has already identified that they have SEN
- > They are known to external agencies
- > They have an education, health and care plan (EHCP)

then the school will work in a multi-agency way to make sure we get relevant information before the pupil starts at school, so support can be put in place as early as possible.

Kent County Council has [produced guidance](#) about the criteria for identifying a child with SEND with Support on the SEN Register, and noted that: "Children or Young People who have been diagnosed with a condition (speech and language, dyslexia, autism etc.) may have a recognised Special Educational Need and/or Disability, but will not automatically be included on the SEND register unless they are in receipt of significant, additional and personalised support without which they could not access learning." The SEND team therefore work closely to ensure that the special educational needs of all students are fully understood, and that where they require ongoing high levels of support to be able to make progress, they are identified on the SEND Register. Where they may have a diagnosis of special educational need, but have no need for ongoing high-level support to manage that special educational need within the school context, the student's needs will be fully recorded on the Monitor Register and shared with all staff on the Class Profiles, but they will not be added to the SEN Register.

5.2 Consulting and involving pupils and parents

The school will put the pupil and their parents at the heart of all decisions made about special educational provision.

When we are aiming to identify whether a pupil needs special education provision, we will have an early discussion with the pupil and their parents. These conversations will make sure that:

- > Everyone develops a good understanding of the pupil's areas of strength and difficulty
- > We take into account any concerns the parents have
- > Everyone understands the agreed outcomes sought for the child
- > Everyone is clear on what the next steps are

Notes of these early discussions will be added to the pupil's record and given to their parents.

We will formally notify parents if it is decided that a pupil will receive special educational provision.

8.3 The graduated approach to SEN support

Once a pupil has been identified as having SEN, we will take action to remove any barriers to learning, and put effective special educational provision in place. This support will be delivered through successive rounds of a 4-part cycle known as the graduated approach.

1. Assess

The pupil's class teacher and the SENCO will carry out a clear analysis of the pupil's needs. The views of the pupil and their parents will be taken into account. The school may also seek advice from external support services.

The assessment will be reviewed regularly to help make sure that the support in place is matched to the pupil's need. For many pupils, the most reliable way to identify needs is to observe the way they respond to an intervention.

2. Plan

In consultation with the parents and the pupil, the teacher and the SENCO will decide which adjustments, interventions and support will be put into place, the expected outcomes, and a clear date for review.

All staff who work with the pupil will be made aware of the pupil's needs, the outcomes sought, the support provided and any teaching strategies or approaches that are needed. This information will be recorded on the school server, and will be made accessible to staff as a Pupil Profile.

Parents will be fully aware of the planned support and interventions, and may be asked to reinforce or contribute to progress at home.

3. Do

The pupil's class or subject teacher retains overall responsibility for their progress. We follow the advice in the Mainstream Core Standards on how to adapt the curriculum and the learning environment to create an inclusive environment for students with special educational needs.

Where the plan involves group or 1-to-1 teaching away from the main class or subject teacher, they still retain responsibility for the pupil. They will work closely with any teaching assistants or specialist staff involved, to plan and assess the impact of support and interventions and how they can be linked to classroom teaching.

The SENCO will support the teacher in further assessing the pupil's particular strengths and weaknesses, in problem solving and advising on how to implement support effectively.

4. Review

The effectiveness of the support and interventions and their impact on the pupil's progress will be reviewed in line with the agreed date.

We will evaluate the impact and quality of the support and interventions. This evaluation will be based on:

- The views of the parents and pupils
- The level of progress the pupil has made towards their outcomes
- The views of teaching staff who work with the pupil

The teacher and the SENCO will revise the outcomes and support in light of the pupil's progress and development, and in consultation with the pupil and their parents.

If a student is able to make good progress using this additional and different resource (but would not be able to maintain this good progress without it) we continue to identify the student as having a special educational need. If the student is able to maintain good progress without additional and different resources he or she will no longer be identified on the special educational need register and placed onto our monitor register. When any changes in identification of SEND occurs parents/carers will be notified.

8.4 Levels of support

School-based SEN provision

Pupils receiving SEN provision will be placed on the school's SEND register. These pupils have needs that can be met by the school through the graduated approach. Where the pupil's needs cannot be adequately met with in-house expertise, staff will consider involving an external specialist as soon as possible.

The provision for these pupils is funded through the school's notional SEND budget.

On the census these pupils will be marked with the code K.

Education, health and care (EHC) plan

Pupils who need more support than is available through the school's school-based SEN provision may be entitled to an EHC plan. The plan is a legal document that describes the needs of the pupil, the provision that will be put in place, and the outcomes sought.

The provision for these pupils will be funded from the school's notional SEND budget, and potentially from the LA (from the high-level needs funding block of the dedicated schools grant).

On the census these pupils will be marked with the code E.

8.5 Evaluating the effectiveness of SEN provision

We evaluate the effectiveness of provision for pupils with SEN by:

- Tracking pupils' progress, including by using Pupil Profiles
- Carrying out the review stage of the graduated approach in every cycle of SEN support
- Using pupil voice as part of the review process
- Monitoring by the SENCO
- Holding annual reviews for pupils with EHC plans
- Getting feedback from the pupil and their parents

9. Expertise and training of staff

Training will regularly be provided to teaching and support staff which includes awareness training focused upon supporting students with special educational needs and training about roles and responsibilities of the teacher through the SEND and Disability Code of Practice (DfE/DoH,2015). The headteacher and the SENCO will continuously monitor to identify any staff who have specific training needs and will incorporate this into the school's plan for continuous professional development.

Mrs L Gambell has completed the statutory National Award for SEN Coordination (NASENCO), and engages in ongoing specialist training and professional development in specific areas of SEN to ensure that her knowledge and practice is evidence-based and up-to-date.

10. Links with external professional agencies

The school recognises that it won't be able to meet all the needs of every pupil. Whenever necessary the school will work with external support services such as:

- Specialist teachers or support services
- Educational psychologists
- Occupational therapists, speech and language therapists or physiotherapists
- General practitioners or paediatricians
- School Nursing Service
- Child and adolescent mental health services (CAMHS)
- Education welfare officers
- Children's Services
- Early Help
- Counsellors/ Therapists

11. Admission and accessibility arrangements

11.1 Admission arrangements

The school will consider all students who have passed the Kent Test and/or Highsted Test for admission to the school.

We can make provision for every kind of frequently occurring special educational need, including: dyslexia, Autism, ADHD, as well as other learning difficulties. There are other kinds of special educational needs which do not occur as frequently and with which the school is less familiar, but it is possible to access training and advice so that these kinds of needs can be met.

Pupils suited to the mainstream curriculum are welcome, and decisions on admission of students with an Education, Health and Care Plan are made by the Local Authority. The admission arrangements for students without an Education, Health and Care Plan do not discriminate against or disadvantage disabled children or young people or those with special educational needs. For further information see the Admissions Policy 2025-26 which outlines our oversubscription arrangements.

11.2 Accessibility arrangements

The Main block, R-block and E-block are accessible to all, and provides a lift or a ramp and we have 2 accessible toilets on the site. The learning environment is constantly under review to ensure that both the site and the curriculum are accessible to all students, for example in the review of the environment for students with a hearing impairment.

All clubs, trips and activities offered are available to students with special educational needs either with or without an Education, Health and Care Plan. Where necessary, the school will use the resources available to it to provide additional adult support that enables a safe participation of the student in the activity. Where possible, additional funding will be used to provide accessibility for all students, for example, through the purchasing of specialist equipment to enable students with physical disabilities to attend and participate in all trips and activities.

For further information please see the Accessibility Plan, which is available through office@highsted.kent.sch.uk

12. Complaints about SEND provision

Where parents have concerns about our school's SEND provision, they should first raise their concerns informally with the Head of Year or SENCO. We will try to resolve the complaint informally in the first instance. If this does not resolve their concerns, parents are welcome to submit their complaint formally. Parents/carers are encouraged to contact the Deputy Head /Headteacher to discuss the concerns that they may have, before following the Complaints Procedure.

Formal complaints about SEND provision in our school should be made to the Deputy Head Teacher in the first instance. They will be handled in line with the school's complaints policy which is available on the school website.

To see a full explanation of suitable avenues for complaint, see pages 246 and 247 of the [SEN Code of Practice](#).

13. Monitoring and evaluation arrangements

13.1 Evaluating the effectiveness of the policy

We are constantly looking for ways to improve our SEND policy. We will do this by evaluating whether or not we are meeting our objectives set out in section 1.

We will evaluate how effective our SEND provision is with regards to:

- > All staff's awareness of pupils with SEND at the start of the autumn term
- > How early pupils are identified as having SEND
- > Pupils' progress and attainment once they have been identified as having SEND
- > Whether pupils with SEND feel safe, valued and included in the school community
- > Comments and feedback from pupils and their parents

13.2 Monitoring the policy

This policy will be reviewed by the Full Governing Body **every year**. It will also be updated when any new legislation, requirements or changes in procedure occur during the year. It will be approved by the full governing board.

14. Links with other policies and documents

This policy links to the following documents:

- > Accessibility plan
- > Behaviour policy
- > Equality Policy
- > Online Safety Policy
- > Safeguarding / child protection policy