

## ***The Iffley Academy: Achieving Excellence through Learning***

<p><b><i>We consider that all pupils, irrespective of their special needs and diversity, are of equal value, and should be encouraged to develop to their full potential. All pupils are unique and should be respected for the contribution that they can make to the school, and in their future lives in their chosen communities.</i></b> <b><i>To enable this:</i></b></p>	<p><b><i>We consider that all pupils should be provided with an academic provision in which the highest levels of teaching and learning are consistently delivered, and pupils are empowered to learn in a positive and creative environment.</i></b> <b><i>To enable this:</i></b></p>	<p><b><i>We consider that all pupils have the right to be taught by staff who strive to understand pupils' needs, are well qualified and have respect for their special needs and diversity.</i></b> <b><i>To enable this:</i></b></p>	<p><b><i>We consider that in order to create an exciting and stimulating learning environment, teaching and learning must be based on a foundation of sound pedagogical practice, supplemented by a willingness to adopt responsive and flexible approaches.</i></b> <b><i>To enable this:</i></b></p>	<p><b><i>We consider that for pupils to succeed, our community must demonstrate a positive ethos and a culture of mutual respect</i></b> <b><i>To enable this:</i></b></p>
<p>We will respect pupils for their talents, skills and attributes and will not define pupils by their primary special need</p>	<p>We will deliver teaching and learning which is driven by the needs of pupils and will meet their individual needs and strengths</p>	<p>We will work with our staff team to enhance their professional skills through a structured programme of development, training and performance management.</p>	<p>We will continue to assess, monitor and develop our curriculum, based on the needs of our learners and the outcomes of their learning.</p>	<p>We will combine our strong expectations of behaviour with an understanding of pupils' individual special needs, and will demonstrate our understanding of our pupils by employing a wide range of strategies to ensure positive behaviour</p>
<p>We will provide pupils with width and breadth of opportunity so they can develop the independence skills they need in order to make a positive contribution to their community and to succeed in the adult world</p>	<p>We will group pupils according to the stage of their learning, rather than their age</p>	<p>We will ensure that we recruit staff who demonstrate commitment to working with pupils with special needs and who display the qualities, experience and knowledge that pupils deserve.</p>	<p>We will continue to work with professional partners and seek opportunities to develop knowledge of new and fresh approaches and initiatives designed to improve outcomes for learning</p>	<p>We will create a community where pupils are given opportunities and are encouraged to take responsibility for their behaviour in order to resolve issues.</p>
<p>We will create a community which enhances and cultivates self-esteem and confidence, which encourages pupils to value themselves and others</p>	<p>We will provide a specifically designed curriculum which is well resourced, and offers a bespoke and tailored approach which includes appropriate interventions</p>	<p>We will provide all new staff with a meaningful and insightful induction which provides a thorough grounding into every area of the school.</p>	<p>We will ensure that all staff are encouraged and supported in their drive to initiate new approaches which respond to pupils' needs</p>	<p>We will, through positive reinforcement, reward pupils for their contribution to their community and take every opportunity to celebrate their achievements</p>
<p>We will work constructively, creatively and positively with our partners, parents and carers and fellow professionals to facilitate a holistic approach in supporting our pupils. We will endeavour to create trusting relationships with our pupils' families.</p>	<p>We will celebrate pupils' achievements at every opportunity, and in creative ways to endorse their successes and triumphs. We will share their attainments with parents and carers and other stakeholders.</p>	<p>We will work with pupils to help support and develop their confidence, so that all pupils are able to make the most of learning opportunities.</p>	<p>We will provide staff with opportunities to develop areas of expertise in specific aspects of SEN and encourage them to work with partner schools to improve outcomes for all SEN learners in Oxfordshire</p>	<p>We will provide pupils with a wide range of experiences to enable them to explore and celebrate cultural values.</p>
<p>We will help pupils to meet their aspirations and personal goals</p>	<p>We will ensure that we have a clear understanding of the needs and strengths of each pupil, their learning levels and provide targets which are realistic and achievable, so pupils learn without fear.</p>	<p>We will work together to provide a curriculum which engages and challenges the pupils in order for all pupils to achieve.</p>	<p>We will continue to strive to create an appropriate learning environment through the enhancement of our site, pending our rebuild</p>	<p>We will foster a sense of community with inclusive values that ensures all members of our school can flourish.</p>