



**ARCADIA GLOBAL
SCHOOL**

مدرسة اركاديا جلوبال

Inclusion Policy

2025-2027

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ALTRUISM RESPECT COMPASSION ASPIRATION DETERMINATION INTEGRITY ADVENTURE

GRIT LIFELONG OPTIMISM BRAVERY ALACRITY LEARNING



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Foreword

The UAE has chosen to view the attributes of persons with disabilities or special education needs as a 'Person of Determination', a reflection of their strength of character, their perseverance, and their courage. In fitting with Arcadia Global's ongoing commitment to align its priorities with that of the UAE and to become a fully inclusive school, this term has been used throughout this policy.

1. Leadership and Governance of provision for Students of Determination

A. Commitment

Arcadia Global School (referred to hereafter as 'Arcadia Global') has a clear policy on Inclusion, which is read, understood, and practiced by all members of staff - not just those in academic positions. The school endeavors to ensure no person of determination experiences any form of discrimination, particularly related to but not limited to their access to school facilities and a full range of educational opportunities. Arcadia Global's Inclusion Governor ensures that Inclusion is understood at a senior level and is provided for accordingly. The Principal, Vice Principal, Key Stage Leaders, Head of Secondary and SLT are committed to embedding an inclusive ethos throughout Arcadia Global School. This commitment is seen in both the vision and the mission statements of the school, which are:

VISION

We aspire to be an inclusive, world class school of choice for parents in Dubai, where every student is happy, positive and thriving academically, socially and emotionally.

MISSION

Our objective is to nurture every student to become a lifelong learner. We achieve this by:

- creating an **inclusive** culture within our school community
- ensuring each student achieves their academic potential.
- providing unique learning opportunities
- developing each student to become a global citizen.

B. Terminology

There is guidance in all teacher-specific areas with regard to appropriate language to use when discussing Inclusion or individual students at Arcadia Global. All language and terminology fit with the Dubai Inclusive Education Policy Framework and the Revised Categorisation Framework for Students of Determination.

C. Enrollment

All students making an application to Arcadia Global are given an assessment; if the student is deemed to have a Special Educational Need or any additional support needs, then the Inclusion Leads will further assess the child and hold a meeting with the parents in order to inform and plan how best the school can cater for the student in an adapted mainstream environment. No child or family will be refused admission to the school based on any additional need or disability, provided the school is deemed the right setting by the parents and inclusion team.

In the rare instance that a student's needs cannot be accommodated, the Inclusion Leads will meet with the parents concerned and offer advice and guidance for alternative provision, with all documentation and evidence submitted to KHDA.

D. Accountability

Inclusion is a core tenet for the school and accountability for it is at all levels. The leadership is accountable for the following:

- To ensure that the Inclusion Policy and programme is in line with the Dubai Inclusive Education Policy Framework.
- The quality of provision and outcomes of all students, including those of Determination.
- Developing and reviewing the Strategic Inclusive Education Improvement Plan along with the inclusion team.
- To consistently monitor and evaluate inclusion during various committee meetings.
- Ensuring that the necessary mediation efforts are made when discriminatory action is taken against a student of determination.
- Ensuring that all members of the leadership and teachers are given professional development, coaching and support in line with the framework.
- Facilitating the development of partnerships with other educational entities for professional development and support causes.

The Inclusion Leads meet weekly to discuss any trends or concerns. The Inclusion Leads plan for, monitor and tracks the impact of provision across the school and are responsible for reporting data outcomes. The Inclusion Leads are responsible for in-house training, allocating teachers and support staff and for the sourcing and ordering of departmental resources.

E. Policy

Arcadia Global School is committed to providing all students with an outstanding educational experience and believes that all students have learning potential and the right to education in a common learning environment. A key objective at Arcadia Global is to provide a personalised learning journey for students who are identified as a Student of Determination and celebrate key milestones along that journey. We believe that this ethos will raise the attainment and progress of students and create an environment that is truly inclusive in all aspects.

Arcadia Global's commitment to being an inclusive school is also reflected in our admissions policy wherein it is recognised that student diversity is integral to the school. Lesson observations and planning quality assurance take place on a regular basis and it is clear that teachers differentiate for students' needs. The Inclusion Leads and Inclusion Teachers meet regularly with teachers to advise on planning and learning environments where necessary.

F. Investment in Resources

The Senior Leadership Team and Board of Governors work together to ensure the needs of the Inclusion Department are met, regularly supporting resource purchases and CPD programmes. The staff-to-pupil ratio of teachers and support staff specifically employed to support inclusion is in line with the requirements of the Dubai Inclusive Education Policy Framework. Future staffing requirements have been strategically planned for with regard to school growth. All teachers in the Inclusion department have relevant experience and postgraduate qualifications to support their understanding and effectiveness.

The investment in the school premises is such that it is in accordance with the Dubai Universal Accessibility Code and includes ramps, lifts, disabled parking spaces and disabled toilets.

G. Inclusion Teachers

The Inclusion Leads and Inclusion Teachers are fully qualified educational practitioners. All members of the Inclusion Department have experience working with and supporting Students of Determination and have undertaken relevant training, workshops, and seminars to support this.

The school budget provides for human resources that meet the following requirements and is updated systematically based on enrollments, as required in the Dubai Inclusive Education Framework:

- **An Inclusion staff at a minimum ratio of 1:200 students**

H. Systems and Coordination

The Inclusion Teachers meet on a weekly basis with teachers who have Students of Determination in their class to advise on differentiation or alternative curriculum provision. The Inclusion Department meets on a weekly basis to discuss the individual needs and progress for all students, they adapt and update Individual Education Plans (IEPs) as necessary. Twice per term, teachers meet with the Inclusion Leads to discuss students' next steps prior to meeting with parents and discussing new IEPs.

G. Capacity to Improve

The Inclusion Leads meet weekly to review and evaluate current practice and next steps and involve additional senior leaders when necessary. The Inclusion Leads observe teaching and scrutinise planning to ensure provision is consistent and effective.

2. The Identification of Students with Additional Needs

A. Assessment and Identification of New Enrollees

Identification for all new pupils begins at Admissions, whereby any student considered to have any additional educational need is assessed by the Inclusion Leads; observations are made accordingly, and the student is added to the Inclusion register where appropriate. Once the student has been enrolled, a number of checklists are applied as well as an examination of their behaviour and attainment across the school including unstructured times, such as playtimes and lunchtimes, to support the student fully. The Inclusion teachers liaise with class and specialist teachers to ascertain any further information.

B. Identification Phases

Students' needs are further investigated through standardised testing using a variety of screening tools such as CAT4, WIAT, and components of the GL SEN toolkit. Such students are supported in class through individualised planning and out of class through intervention by the Inclusion Department; the intervention a student receives is based on their IEP. The frequency and duration of intervention depend on the student's type and level of SEN. Due to the increasing number of specific learning needs, the school has developed strategic partnerships with Special Education Providers, who, following parental consent are involved in the screening process where appropriate.

C. Categories of Identification

Our Inclusion register reflects the KHDA categories of need and accurately specifies both primary and additional needs. As part of the identification of need process, children who have been flagged are monitored by the inclusion team. The Inclusion register is used by all members of staff to ensure effective provision is provided to meet each child's need/s. This understanding is used to inform and direct intervention and other support. The level of intervention and support is determined using a clear system:

Register classification	Identification of need and provision level (indicators)	Teaching adaptations
Level 1* <i>Barrier Identification (internally assessed with no formal diagnosis)</i>	-Working at or within 12 months of expected year level -Requires occasional reminders or scaffolds	-Quality First Teaching -Individualised Education plan -Individualised recommendations and accommodations given to all staff -Personalised SMART targets -Termly meetings with parents
Level 1 <i>Formal Diagnosis (external report provided)</i>	-Participates in classroom routines and social interactions independently or with light prompting -Makes progress with standard teacher differentiation -No LSA required	
Level 2* Level 1* <i>Barrier Identification (internally assessed with no formal diagnosis)</i>	-Working within 12-24 months below expected curriculum level in literacy and/or numeracy -Requires regular small-group intervention	-Quality First Teaching -Individualised Education plan -Individualised recommendations and accommodations given to all staff -Personalised SMART targets -Termly meetings with parents -Push-in and pull-out sessions, targetting learning needs (100-150 minutes per week)
Level 2 <i>Formal Diagnosis (external report provided)</i>	-Needs support to develop social/emotional regulation or group interaction skills -Progress slows or stalls without scheduled intervention -May require shared or part-time LSA support	
Level 3* Level 1* <i>Barrier Identification (internally assessed with no formal diagnosis)</i>	-Working 24+ months below expected curriculum level, or following adapted/alternate curriculum -Requires continuous adult support (1:1) to access learning, regulate behaviour, or ensure safety	- Quality First Teaching -Individualised Education plan -Individualised recommendations and accommodations given to all staff -Personalised SMART targets -Regular meetings with parents -Push-in and pull-out sessions, targetting learning needs (200-250 minutes per week)
Level 3 <i>Formal Diagnosis (external report provided)</i>	-Needs highly individualised learning goals reviewed frequently -May require regular input from external specialist integrated into the school plan	

D. Trends and Patterns

Students of Determination who are working significantly below age-related objectives are monitored. Students of Determination in Foundation Stage are reliably tracked using the EYFS curriculum which accurately demonstrates individual milestones. Arcadia Global tracks smaller steps of progress a student might make within their chronological year group, or within the year group they are currently working at. This allows the Inclusion Department and class teachers to identify areas where progress appears slow or to recognise particular gains and consequently adapt the student's IEP and learning approach.

3. Parent Partnerships

A. Reporting

Students' individual learning priorities are reported on a termly basis via an IEP or Learning Support Plan, in conjunction with either a written report or a parent meeting. The parents of each student receive feedback from the class teacher, all specialists and the Inclusion Department. In class, teachers encourage students to upload their own evidence with an explanation of what they have done, using Seesaw and emails. For students with 1:1 support, notes are fed back to parents at the end of the week and encapsulate academic and personal/social development if necessary. The Inclusion team operates an open door policy and encourages parents to meet regularly to discuss progress and next steps, even outside of the school-wide monitoring cycle.

B. Communication

Parents are kept regularly updated. Class teachers dismiss their class each day, further increasing opportunities for parents to make contact or vice versa. More formally, parents and teachers are encouraged to seek meetings when either party feels it is necessary; this can be a general update, to discuss a specific element of the student's progress or to work on next steps together. Parents are expected to meet with the class teacher and the Inclusion Department once a term as a minimum (during the school-wide parent meetings) and are encouraged to do so more often as they deem necessary.

C. Involvement

The majority of parents take a keen and consistent interest in their student's learning. Where parents are less involved, the class teacher and Inclusion team will try and seek alternative times and approaches to meetings and feedback. Parents are kept engaged with their student's progress via Seesaw app and email as well as by their student's written termly report. Targets are reviewed and monitored by the Inclusion team in conjunction with the class teacher and are updated termly and sent home for signed approval.

D. Support and Guidance

Parents have multiple opportunities throughout the year to meet with the Inclusion Department in order to discuss strategies they may wish to implement at home or to further their understanding with regards to their child's needs. Additionally, the Inclusion Department provides resources for parents to use or access at home which benefit the student directly or indirectly by improving the adult's knowledge.

4. Curriculum Modification

A. Relevance and Meaning

Teachers modify the curriculum effectively for their students. The Inclusion Department provides specific guidance as to how to adapt planning and learning environments for individual needs and further modelling will enable the recommendations to translate fully into the classroom setting. All children of determination who require intervention beyond the standard classroom delivery and adaptation have an IEP. The Inclusion Teacher meets on a weekly basis with teachers to plan specifically for Students of Determination and ensures that the learning environment and resources being used maximise progress and attainment.

B. Expectations

SLT, the Inclusion Department and class teachers all have high expectations of the progress each student of Determination in the school can make and fully accept that it is their responsibility to engineer this. The Inclusion Department advises on how this can be achieved and meets with teachers to adapt planning accordingly. Adaptations to the curriculum and learning environment will be made as necessary for Students of Determination. Where appropriate, progress is monitored via SMART IEP targets so that expectations of progress are understood and are made consistent across the curriculum.

C. Active Learning

Students' needs are quickly and readily assessed on entry to Arcadia Global. As a result, support and intervention are put into place so that learning is not held back by individual academic, personal or social need. Students may require full time 1:1 support, part-time 1:1 support or group support when in the classroom; this translates to their level of intervention outside of the classroom via the Inclusion Department. The Inclusion Department works closely with teachers to ensure appropriate modifications are being made for each individual to both their curriculum and their learning environment to ensure they are fully supported throughout the school day.

The Inclusion Department and School Counsellors run a number of emotional and social interventions, in addition to academic ones, to promote holistic progress through active engagement.

5. Personal Support

A. Independence

Arcadia Global continues to take active measures to ensure that Students of Determination are supported from a personal perspective. Class teachers are trained in their delivery of an inclusive curriculum and to ensure an inclusive approach is evident throughout. Inclusion Teachers are all trained by Inclusion Leads to further this notion. We continue to further develop Inclusion Teachers within school by delivering targeted CPD and relevant training to ensure that students are positive, confident, and resilient.

B. Learning Skills

Teachers adapt their lessons to suit the individual needs of students in their class, ensuring consistency across the school. With the support of the Inclusion Teacher, lessons are taught effectively to ensure the development of critical learning skills.

C. Graduation

Each student's need is assessed on an individual basis at Arcadia Global, meaning the right level of support can be applied. Every term, in addition to a review of their IEP, a student's need for support is reflected upon and adapted as necessary. However, if modifications are required at an earlier stage, this will be discussed between the class teacher, the Inclusion Department and the parents when appropriate. We are keen to promote students' independence as much as possible and prefer them to develop as autonomously as they are able to, ultimately preparing them for adult life.

D. Personal and Social Needs

Students of Determination are fully included within their classroom environments, guided by the adults working with them to ensure they are active members of their class. The school values of Respect, Integrity and Compassion, as well as constructive Moral Education lessons, help to ensure that other students are promoting inclusion and standing against discrimination. We continue to work to enhance students' personal and social needs outside of the structure and routine of the classroom. The inclusion team collaborates with the school counsellors to support the children.

6. Progress and Outcomes

A. Assessment

In addition to all whole school assessment procedures, children's personal progress is measured against their IEP targets. In class, teachers assess all students (including Students of Determination) on an ongoing, lesson by lesson basis. Class teachers adapt subsequent lessons according to student needs and notify the Inclusion Department of any particular difficulties, or if new barriers to learning become apparent.

B. Monitoring and Tracking

With the exception of those working on a fully adapted curriculum, children are tracked using the whole school assessment procedures. In addition to this, interventions, personalised targets and goals are assessed and monitored over time by class teachers and the inclusion team. Teachers and the inclusion team collaboratively track children working significantly below their age-expected attainment levels. Students' progress is communicated regularly to the Inclusion Leads, the contents of which are then analysed to identify gaps in attainment and areas of strength. The information is then used by the Inclusion Leads and the class teacher to inform the level and quality of current and ongoing provision for each individual student.

C. Progress Over Time

Student progress is continually monitored by the class teacher and Inclusion Leads. Marking in books adheres to the school marking policy and next-step questions are personally targeted to ensure individual consolidation and progress. Evidence outside of books, for example from interventions, is collected via teaching tools so that there is ongoing documentation. Photographic evidence with a personalised description is particularly important for personal, social and emotional aspects of development. The level of support is consistently reviewed and individuals are regularly challenged to do more independently.

The transition between year groups or key stages is carefully managed and students are provided with a Transition Plan to help them prepare for their next stage of education. Communication with parents is key to ensuring progress isn't just made in school, we seek to empower parents to support their child to make realistic gains at home as well. All of these elements are combined to ensure that our Students of Determination are being consistently challenged and appropriately supported so that progress is sustained over time.

D. Age-related Expectations

At Arcadia Global we are keen to celebrate students' achievements across the curriculum so that attainment in all subjects is given as much credence as in the core subjects. By promoting a students' individual achievements and making them see their struggles as a challenge rather than a defeat, we create learners who strive to progress.

As a result, we aim for Students of Determination to work within or towards their age-related expectations. Where this is not the case, we actively work to understand how to close the gap, closely monitoring progress. Behaviour for Learning is a key indicator for this and where students have made good progress or attainment in this area, they likely will have done across the curriculum too.

E. Self-reliance

Students with IEP targets discuss these with their teachers or a member of the inclusion team, before the document is printed and signed; the Inclusion Leads will take on board the individual's requests and will make changes to proposed targets as necessary. Students know that their IEP is their responsibility. Students regularly review their progress with Inclusion Leads. Students need to be aware of what their targets are on an ongoing basis to increase their independence, therefore student-friendly IEPs have been given to each student to display inside their personal storage spaces within school.