30 – SEN and Disabilities Policy (SEND)

Date ratified: March 2026

Date policy to be reviewed: March 2028

Committee responsible for policy:
Board of Governors

Geraldine Kelly — Chair of the
Board of Governors

Review No.	Date	Summary of Changes	Reviewer

Special Educational Needs and Disabilities Policy (SEND)

1. General statement

This Special educational needs policy has been approved by the Board of Directors of The Ridge Employability College.
The college believes that every learner has an entitlement to develop their full potential. Educational experiences are provided which develop learners' achievements and recognise their individuality. Diversity is valued as a rich resource, which supports the learning of all. At The Ridge Employability College, we recognise a young person's right to a broad, balanced, relevant and challenging curriculum, which is appropriate to their individual abilities, talents and personal qualities.

2. Aims

The college aims to:

- Help learners develop their personalities, skills and abilities.
- Provide appropriate teaching which makes learning challenging and enjoyable.
- Provide equality of educational opportunity
- Improve outcomes for young people be maintaining a strong focus on high aspirations.
- Support learners to succeed in education and make a successful transition to adulthood
- Ensure learners explore different employment options, such as support for becoming self-employed and help from supported employment agencies
- Enable learners to have choice and control over their lives and the support they receive.
- Provide support for learners to make and maintain friends and supportive relationships, and participating in, and contributing to, the local community
- Support learners' skills and knowledge to advocate being as healthy as possible in adult life

3. Objectives

- Ensure implementation of government and LA SEN recommendations.
- Ensure the College's SEN policy is implemented consistently by all staff.
- Ensure any discrimination or prejudice is eradicated.
- Identify barriers to learning and participation and provide appropriate support to meet a diversity of needs.
- Ensure all learners have access to an appropriately differentiated curriculum. All staff at TREC use their best endeavours to ensure that such provision is made for those who need it.
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- Recognise, value and celebrate learners' achievements.

- Work in partnership with parents/carers in supporting their learner's education.
- Guide and support all college staff and parents/carers in any SEN issues.
- To meet the individual needs of the young people of our college community irrespective of any physical, sensory, emotional, behavioural, specific or general learning needs. In particular, to be aware of the standards of achievement of individual learners in reaching their educational needs.
- To promote continuity of approach through step-by-step attention to individual needs.
- To provide appropriate resources within the college's budget, both staffing and resources.
- To ensure the learner is aware that their wishes will be taken into account as part of the college process and of the shared responsibility in meeting his or her educational needs.
- To involve parents at an early stage, to develop a good relationship working together for the benefit of the learner.

4. Definition of SEN

A person has special educational needs if a young person has a learning difficulty, which calls for special educational provision to be made for them.

A young person has a learning difficulty if they:

Have a disability which prevents or hinders them from making use of educational facilities of a kind generally provided for young people of the same age in colleges within the area of the local authority. In addition, we identify special educational needs within the context of the established differentiated curriculum within the college.

Young Adults aged between 16-25 are eligible if they have a current EHCP. The Ridge College aims to:

- Sets suitable learning challenges
- Responds to learners' diverse learning needs
- Overcomes potential barriers to learning

5. Co-ordinating and managing provision

The Head of College is responsible for:

- The day-to-day operation of the College's SEN policy;
- Liaising with and advising teachers, curriculum leads and support staff;
- Coordinating with the Senior Leadership Team in managing the provision for all learners;
- Overseeing the records of all learners;
- Maintaining the register, action taken and outcomes;
- Liaising with external agencies including support agencies, medical and social services and voluntary bodies;

- Contributing to INSET training for all staff;
- Attending (in the absence of the Head of college, a member of the Senior Leadership Team review meetings of learners where appropriate.
- Managing Learning Support Assistants with tasks specific to SEN.
- Overseeing the working relationship between staff and parent/carers of learners.

6. Admission Arrangements

Our admission arrangements have been agreed by LA and are in accordance with government directives.
The policy needs to be read and implemented in conjunction with our **Equality Policy** and our **Admissions Policy.**