

Inclusion/Special Educational Needs and Disabilities (SEND) Policy

Date	Review Date	Lead Policy Writer/s	Leader/s Responsible
September 2021	September 2022	Shanna Curtis Marisha Arekat	Shanna Curtis Marisha Arekat

Introduction

‘At its heart, inclusive education is a provision that is committed to educating all students, including students identified as experiencing special educational needs and disabilities (SEND) in a common learning environment. In such settings, all students have access to quality instruction, intervention and support so that they experience success in learning. Inclusive education providers create a culture of collaboration, in a landscape of mutual respect and equality for all. All students are given opportunities to be successful learners, to form positive social relationships with peers, and to become fully participating members of the learning community’. (Taken from Dubai Inclusive Education Policy Framework, 2017)

NAS Dubai champions an ambitious education believing that there are no limits to what our students can achieve for themselves and for others.

Nord Anglia International School Values Statement

We are committed to the seventeen sustainable development goals that were established by the United Nations as the blueprint to achieve a better and more sustainable future for all.

We understand how we support the vision for the United Arab Emirates launched by H.H. Sheikh Mohammed bin Rashid Al Maktoum and believe that **diversity** is our community resource, **inclusion** is our community process and **inclusiveness** is our community outcome.

Aims & Objectives

NAS Dubai has high academic aspirations and believes that all students, including students of determination, are entitled to an outstanding education that enables them to:

- Be successful individuals who are able to achieve their full academic potential;
- Develop their personal, emotional and social skills allowing them to make a successful transition into adulthood as well-rounded individuals;
- Be resilient, open-minded and reflective learners;
- Be ambitious.

All staff are dedicated to developing a differentiated and personalised curriculum that caters for the diverse needs of our students, including students of determination. Provision is made available to students throughout,

or at any time, during their school career. We have a comprehensive Pastoral and Inclusion Team comprising of experienced and specialist staff.

The Inclusion Team aims to support the school as a whole and aims to meet the individual needs of every student by working closely with individual departments and teachers as well as liaising with parents and external professionals when required. We support the principle of ‘Inclusive’ education. We also support the principles of Article 4 (20) of the [Executive Council Resolution No.2 of 2017](#) and Dubai Inclusive Education Policy Framework (2017).

What is a Special Educational Need and Disability?

The UAE Federal Law 29 (2006) defines ‘**a person with special needs** as every person suffering from a temporary or permanent, full or partial deficiency or infirmity in his physical, sensory, mental, communicational, educational or psychological abilities to an extent that limits his possibility of performing the ordinary requirements as people without special needs’.

The UAE School Inspection Framework defines a **Special Educational Need** as ‘Educational needs that are different from those of the majority of students, and which arise from the impact of a disability or recognised disorder’.

A **Disability** is ‘a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.’

The UAE Federal Law 29 (2006) defines **Discrimination** as any segregation, exclusion or restriction due to special needs leading to the damage or denial of recognition of any rights granted by the prevailing legislation in the country or its practice or enjoyment on an equal footing. The definition of “**day to day activities**” includes mobility, manual dexterity, lifting, hearing, eyesight, speech, memory, and the ability to concentrate, learn or understand.

Special educational needs and disabilities (SEND) are defined as ‘a need which occurs when a student identified with an impairment requires the school to make specific modifications or provide specific supports to prevent, remove or reduce any potential disability from occurring and to ensure that the student can access education on an equitable basis and within a common learning environment with same aged peers.’ (Dubai Inclusive Education Policy Framework, 2017)

Being identified with a special educational need and/or disability (SEND) could mean that students require specialist support, specific curriculum modification or personalised planning to ensure that they achieve the expected levels of progress given their starting points. A SEND may mean that students have a barrier to learning which staff at NAS Dubai will support to overcome.

The following framework is based upon the UAE unified categorisation of disability (UAE School Inspection Framework, 2019/20)

Common barriers to learning	Categories of disability (aligned with the UAE unified categorisation of disability)
Cognition and learning	1. Intellectual disability (including intellectual disability – unspecified) 2. Specific learning disorders 3. Multiple disabilities

	4. Developmental delay (younger than five years of age)
Communication and interaction	5. Communication disorders 6. Autism spectrum disorders
Social, emotional and mental health	7. Attention Deficit Hyper Activity disorder 8. Psycho – emotional disorders
Physical, sensory and medical	9. Sensory impairment 10. Deaf-blind disability 11. Physical disability 12. <i>Chronic or acute medical conditions</i>

Legislation

As an educational institution which is registered and operates in the United Arab Emirates (UAE), NAS Dubai is required to comply with the applicable legislation in the UAE and Dubai, including, but not limited to, the provisions of the UAE Federal Laws, the Laws and Regulations of Dubai, as well as the regulations and guidelines issued by the relevant authorities and regulators, including the KHDA.

This policy, together with the wider policies in place at NAS Dubai and specifically the admissions Policy, provide the necessary framework to ensure that NAS Dubai is compliant with the following laws and regulations with regards to Special Educational Needs and Disabilities:

- This policy aims to ensure compliance with the UAE Federal Law 29 (2006) concerning the Rights of People with Special Needs, and UAE Federal Law 2 (2015) against Discrimination and Hatred;
- The School's admissions policy adheres to the stipulations of the **Dubai Inclusive Education Framework (DIEF)** (Published November 2017).
- The School's admissions policy adheres to the stipulations of the UAE Federal Law No 29 of 2006 concerning the Rights of People of Determination.
- The School's admission policy adheres to the stipulations of the Dubai Law No 2 of 2014 concerning the Protection of the Rights of Persons with Disabilities in the Emirate of Dubai.
- The School's admission policy adheres to the stipulations of the **UAE Executive Council Resolution No. (2) of 2017 Regulating Private Schools in the Emirate of Dubai** (especially Article 4 clause 14; Article 13, clauses, 16, 17 and 19; Article 23 clause 4) – summarised as follows:
Article 4 Clause 14:
To establish the conditions, rules, and standards that are required to facilitate the enrolment and integration of Students with disabilities in Private Schools;

Article 13 Clause 16:

To treat its Students equitably and not discriminate against them on grounds of nationality, race, gender, religion, social class, or special educational needs of Students with disabilities;

Article 13 Clause 17:

To admit Students with disabilities in accordance with the terms of its Educational Permit, the rules adopted by the KHDA, and the relevant legislation in force;

Article 13 Clause 19:

To provide all supplies required for conducting the Educational activity, including devices, equipment, furniture, and other supplies which the KHDA deems necessary, such as the supplies required by Students with disabilities;

Article 23 Clause 1:

To provide for equality amongst Students and prevent discrimination based on race, gender, nationality, religion, or social class;

Article 23 Clause 4:

To provide a special needs friendly environment and academic programmes appropriate for Students with disabilities in accordance with the rules and conditions determined by the KHDA and the concerned Government Entities in this respect;

Admissions and SEND

According to the Dubai Inclusive Education Policy Framework (2017) ‘matters concerning admissions, participation and equity refers to the fact that students who experience SEND have the same right as all other students. This includes the right to be admitted to a preferred school where they are able to engage and participate in a quality learning experience alongside same aged peers’.

At NAS Dubai we ensure that:

- Students are not refused admission based only on their experience of SEND
- Students who experience SEND will be actively supported to participate in the process of learning as they develop their potential, and build relationships with their peers, through social interactions in age appropriate learning environments
- Students who experience SEND will be provided with appropriate levels of support, accommodations and curricular modifications, in order for them to access the same educational opportunities as their peers.

The Admissions Team will seek the advice of the Inclusion Team to carry out an assessment of educational need upon entry to the school. The Inclusion Team will use the information gained from the assessment on entry and identification procedures to determine the type and level of support appropriate for each student. The Inclusion Team and Admissions Team will liaise with parents if a new student is in receipt of an external agency/school report which indicates the presence of a special educational need.

Once a student has been identified as having a SEND the school will assess and plan for special education provision according to the needs of the student.

Please refer to the Admissions Policy for full guidance on admissions and registrations for students with SEND.

Identification and Assessment

The school closely follows the UK model of best practice for identifying, assessing and providing for children and young people with special educational needs and disabilities.

At NAS Dubai, a number of methods are used to identify a student as having a SEND. This could be a parent interview, student referral, teacher referral, standardised assessment testing, teacher assessment, outside agency communication e.g. Educational Psychology Report, tracking and monitoring of progress or behaviour. This list is not exhaustive but provides an example of the ways in which NAS Dubai may identify a SEND.

Once a student has been identified as having a SEND the school will assess and plan for special education provision according to the needs of the student.

SEND support arises from a four part cycle, known as the graduated approach, through which earlier decisions and actions are revisited, refined and revised, leading to a growing understanding of the student's needs and of what supports the student in making expected or better than expected progress and securing similar outcomes. The four stages of the cycle are:

- Assess
- Plan
- Do
- Review

The graduated approach starts at whole-school level. Teachers are continually assessing, planning, implementing and reviewing their approach to teaching all students. However, where a potential special educational need has been identified, this cyclical process becomes increasingly personalised, as follows:

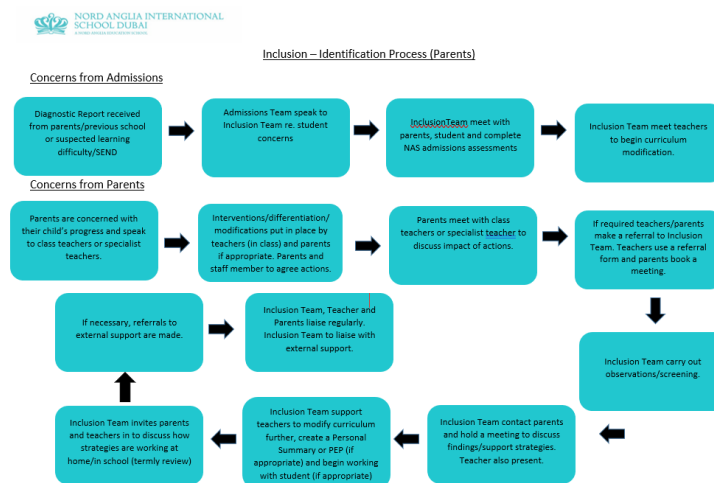
- Personalised assessment leads to a growing understanding of the barriers to and gaps in the student's learning.
- Continual reflection on approaches to meeting the student's needs leads to a growing understanding of strategies that enable the student to make good progress and achieve good outcomes.

In this spiral of support, the graduated approach draws on more personalised approaches, more frequent review and more specialist expertise in successive cycles in order to tailor interventions to meet the particular needs of our students.

SEND Referral Process

- Teachers will monitor students using their year group concerns form and will review this weekly with the Head of Year, fellow teaching team and other specialist teachers
- Teachers, Teaching Assistants (TAs) and Learning Support Assistants (LSAs) will run personalised interventions in small groups and on a one to one basis where appropriate during the school day
- A referral to the Inclusion Team is made using the Teacher Referral Form if appropriate and only after teachers have accumulated observational, documented evidence of the concern (up to 6 weeks).
On the Teacher Referral Form, teachers must indicate the academic areas they are concerned about, making sure to make note of specific challenges as well as support strategies that have already been used
- Parents will be informed of their child's progress and that their learning needs are now a concern which has resulted in the information being forwarded to the Inclusion Team by teachers

- The Inclusion Team will then review all referral forms and will decide a course of action, based on which professional will work on the case
- The Inclusion Team will contact the parents and invite them to attend a meeting to create a personalised plan for the student along with relevant teachers. This will become the initial Team Around the Child (TAC) meeting
- Appropriate provision and curriculum modification will be identified using a Wave system:
 - Wave 1 – inclusive quality first teaching for all students
 - Wave 2 –targeted, additional interventions to enable students to work at age-related expectations or above
 - Wave 3 – specialist, additional and highly personalised interventions, external support or 1:1 support
- The Inclusion Team will invite parents to complete a Parent Input form which will support the student, teachers and the Inclusion Team to create a Personalised Education Plan (PEP) if appropriate. The PEP will contain SMART targets and support strategies which will have been agreed by the student, teachers, the Inclusion Team and parents, and which will be reviewed at the end of the term. An agreed baseline of current performance levels will support the measurement of progress.
- PEPs are monitored by the teacher(s) and the Inclusion Team and are reviewed at the PEP Review meeting with parents
- If necessary, referrals are made to external support whereby the parents and the Inclusion Team will liaise.
- All staff have been given a copy of the Identification and Referral cycle and training has been delivered during the induction process as well as throughout Term 1 of the academic year.



Roles and Responsibility for the Policy

Role of the Principal, Senior Leadership Team and SEND Parent Advisor

The Principal, Senior Leadership Team (SLT) and the SEND Parent Advisor shall:

- ensure that NAS Dubai and its personnel are fully compliant with the applicable laws and regulations.
- ensure that all school personnel are aware of, and comply with, this policy;
- work closely with the Inclusion Team;
- ensure compliance with the legal requirements of the KHDA;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;

- monitor the effectiveness of this policy by:
 - observing teaching and learning;
 - planning scrutinies and work trawls;
 - holding discussions with pupils, parents and members of the wider community.
- conduct an annual review of the success and development of this policy with the relevant stakeholders;
- track the attainment and progress of all students with SEND

Role of the Inclusion Team

The Heads of Inclusion and Inclusion Specialists shall:

- lead the development and implementation of this policy throughout the school;
- work closely with the Principal, SLT, Admissions Team, Inclusion Advisory Council Member and all teachers on the implementation of the policy;
- be accountable for standards in this subject area;
- monitor standards by:
 - auditing the subject area
 - monitoring teachers' planning
 - monitoring interventions
 - observing lessons
 - scrutinising the work of students
 - holding discussions with students, parents and teachers
 - measuring progress using data
- provide guidance and support to all staff in relation to SEND
- provide training for all staff on induction and regular training throughout the school year or when the need arises regarding SEND
- participate in appropriate and relevant continuous professional development
- keep up to date with new developments and changes in the laws, rules, regulations and international standards and practices in relation to send
- ensure that all students participate as fully as is practically possible in all school activities
- create and promote a learning environment in which self-esteem and confidence can grow
- ensure that the views of the student (in light of their age and understanding) are obtained and taken into account where appropriate
- provide clarity and consistency of approach and procedures, where everyone is committed to accepting and supporting those students who have special educational needs and disabilities
- ensure parents have appropriate access to information, advice and support during assessment and any related decision-making processes about special educational provision and have their views taken into account
- ensure all staff and parents are aware of the importance of identifying and providing for a student with special educational needs at an early stage
- liaise with external agencies where necessary
- ensure that appropriate resources in relation to Access of Special Arrangements for Exams are identified and in place
- undertake an annual audit and stock take of resources
- facilitate the purchase of new resources when required and in preparation for the new academic year

- prepare budget proposals in relation to SEND requirements for approval by the Principal / SLT , and manage the budget effectively if empowered to do so
- undertake risk assessments when required
- review and monitor the effectiveness of provision and modifications for supporting students with SEND across the school
- manage the implementation of the KHDA School Inspection Framework guidelines as well as the Dubai Inclusive Education Policy Framework and UK SEND Code of Practice
- annually report to the Principal, SLT and the SEND Governor on the success and development of this policy

Role of Teachers

Teachers shall:

- comply with all aspects of this policy;
- provide all students with appropriate provision to enable them to learn and apply appropriate teaching methods and arrangements required in order to enable every student to gain access to the curriculum
- provide opportunities for access to learning and progression for all students to meet their full potential, personal and educational, alongside their peers
- make a record of the students who are raising concerns and/or are working significantly below age related expectations on the relevant forms and escalate / discuss these concerns with their year leader, department leader as well as the leader of assessment and tracking
- observe students that they have concerns about (behavioural, cognitive, social, emotional, etc.) in a variety of settings (e.g. playground, group work, class activities) and gather evidence for their concerns
- try a variety of strategies, use their expertise and differentiate materials in order to encourage progress within the classroom. If no progress is made, then a referral must be made to the Inclusion team pursuant to the correct referral procedure
- read the student's personal files (available in Admissions) for information from the entry assessments, student's last school and background
- follow the ethos that 'every teacher is a teacher of SEND'.

Role of Students

Students will (with the support of teachers and staff):

- be made aware of, and the requirement to comply with, this policy
- be encouraged to take ownership of their own personalised learning (where appropriate)
- be encouraged to get involved in the planning of their support
- strive to achieve their own personal goals
- be ambitious
- take risks

Role of Parents/Carers

Parents/carers will:

- become familiar and comply with this policy
- be encouraged to take an active role in the life of the school by attending:

- parents and open evenings
 - parent-teacher consultations
 - curriculum development workshops
 - PEP reviews
 - Team Around the Child (TAC) meetings
- participate in the processes of identification, provision setting and reviewing personalised plans with their child, the teachers, and the Inclusion Team
 - follow the recommendations made by the Inclusion Team, teachers, SLT and external agencies
 - source external support for students with SEND if (and when) appropriate

Curriculum Modification

Rather than having a one-size-fits-all approach, where a teacher simply imparts knowledge, NAS Dubai is dedicated to differentiated teaching, which focuses on addressing the individual needs of all of our students.

It is the responsibility of the teacher to modify the curriculum in order to support all students, including those who may have a special educational need or disability. The teachers observe and understand the needs that are presented, responding quickly with appropriate support and/or curriculum modification. This can include differentiation of activities or learning outcomes, adult support or intervention. Teachers at NAS Dubai understand that every student is unique as is their learning style.

Post 16 Pathways

At Nord Anglia International School Dubai, we use a personalised approach to learning that inspires ambition and produces exceptional achievement in every subject across the curriculum. Our curriculum and learning environment offers a bespoke approach that reflects diversified needs of our students. This is demonstrated through four pathways to learning; IB Diploma, A Levels, BTEC and High School Diploma (NEASC Accredited). These pathways reflect the experience of learning encountered by our students from entry through to aspiring destinations.

Inclusion Register

The Inclusion Team will maintain a list of students who are deemed to have a special educational need or disability known as the Inclusion Register. There will be one register for Primary and Early Years students, and one for Secondary students. Students are placed on the register after strategies such as varying teaching styles, differentiating work or adapting the learning environment have not had a noticeable impact.

Placing a student on the register allows the Inclusion Team to share with teachers, and those who support the student, areas of strength, challenges the student will encounter, specific and measurable targets (“SMART”) and recommendations/strategies in order to reduce/limit barriers to learning.

The Inclusion Register will be reviewed and updated half termly (every 6-8 weeks). Targets met, whole school assessments, continual progress, improved attainment will be indicators regarding the status on the register.

Students can be placed on the Inclusion Register if they have difficulties in the following areas:

- Cognition and learning
- Communication and interaction
- Social, emotional and mental health
- Physical, sensory and medical

The register may also list students who are not making good progress or meeting their age related expectation and where additional support and provision is needed. These students may be identified as having an Additional Educational Need (AEN). It is a fluid document that is regularly updated, therefore, numbers of students on the register and the information contained will be subject to change.

All personal documents are saved securely onto the Shared Drive. All confidential reports are stored securely in the student's file in the Inclusion offices.

Personal Summaries

Personal Summaries are created by class teachers/Personal Tutors with the support of the Inclusion Team to inform all specialist and subject teachers of the appropriate strategies/modifications to make when teaching students with SEND. Parents and students in the upper primary years and secondary phase of the school also contribute to the creation of these documents. Every student identified as a Wave 1 or Wave 2 on the Personalised Learning Register will have a Personal Summary. These are shared with all relevant staff members and are reviewed at the end of every half term during a feedback meeting.

Personalised Education Plans (PEPs)

A Personalised Education Plan (PEP) is created following consultation with the student, parents, teachers, and the Inclusion Team for students identified as a Wave 3 on the Inclusion Register. The PEP will detail specific learning targets, provision and any adaptations to the curriculum. These will be reviewed regularly by the student, teachers, parents, and the Inclusion Team. A formal PEP review meeting takes place at the end of each term.

The PEP includes:

- a description of the student's special educational need or disability
- a baseline of the present level of student performance
- the targets to be achieved (SMART)
- the time for the targets to be achieved in
- the educational provision (staff involved, frequency of support, specialist programmes, activities, materials)
- support from home
- input from the pupil
- input from the parents
- review date
- any other support (counsellor, medical)
- monitoring and assessment arrangements
- data (CAT scores, curriculum scale points)

Liaison with External Agencies

Where appropriate, the Inclusion Team will develop partnerships with special centres and external professionals who work with individual students. These partnerships will be responsive to the needs of the students who experience SEND and their families to ensure access to high quality inclusive education.

Where it is necessary for the school to have more detailed and specific information regarding the student's strengths and difficulties, the Inclusion Team may recommend a referral to an external agency. It is the responsibility of the parent to source, fund and transport their child to the appropriate external agency. These sessions usually take place out of school and could include:

- Speech and Language Therapists
- Occupational Therapists
- Physiotherapists
- Educational Psychologists
- Clinical Psychologists
- Behaviour Therapists
- Counsellors
- Doctors

Parents are encouraged to obtain a written record from any assessment, and to provide the school with a copy. Any reports received are kept in the student's confidential file in and are available to staff on a need to know basis.

Parent Support

At NAS Dubai, we recognise the important role parents/carers play in the education of their child. We will always contact parents/carers if we have a concern that their child may have a special educational need. We work closely with students with SEND and their parents/carers to agree the required extent of support and outcomes - how we will all work towards these and then to review progress over time. We do this by holding regular review meetings, parent evenings, meet and greet/drop in sessions, parent workshops, student school passport, phone calls and emails.

There are also opportunities for parents/carers and the students to contribute and provide feedback in relation to NAS Dubai's SEND policies via:

- Opportunities for School Council meetings
- Parent Feedback Questionnaires
- Student Voice Questionnaires
- Discussion with members of the Inclusion Team
- Parent/student weekly drop in sessions
- Monthly Personalised Learning Parent Networks
- KHDA Parent Questionnaire – DSIB Inspection Feedback

Student Voice

Students at NAS Dubai are actively encouraged to express their views and opinions on all aspects of school life. In enabling and equipping our students with SEND to take ownership and responsibility of their learning, student voice plays a very active and important role to enable us to understand and address their needs.

In setting targets, self-assessment, completing student profiles and PEP reviews, students are given the opportunity to express their thoughts, consequently empowering students to participate meaningfully in decisions which affect their lives.

Progress

The progress of all students is tracked throughout the school through Pupil Progress Review meetings which occur every half term. Student progress is monitored by classroom teachers, year group leaders, department leaders, subject specialists and the Inclusion Team. Feedback on progress is provided regularly to the Senior Leadership Team.

In addition, we regularly review progress towards outcomes assessing whether the support that has been in place has made a difference and what we need to do next. We evaluate this progress against age-related expectations and individual SMART targets.

Where special intervention programmes are running for groups of students, we assess how successful they have been and use that information to decide how best to continue with support in future and what resources we may need. This is then fed into the Inclusion Action Plan to inform resourcing for the next school year.

Inclusion Champion, SEND Parent Advisor and Inclusive Education Action Team

The school have appointed an Inclusion Champion who is leading cultural transformation at NAS Dubai in order to achieve the Dubai's 2020 vision of being a fully inclusive city.

The school have nominated an Inclusion Parent Advisor for Inclusive Education who will hold the school leaders at NAS Dubai accountable for the improvements of provision and outcomes for students with SEND.

The Inclusion Champion, Heads of Inclusion (secondary and primary) and Inclusion Parent Advisor work in partnership with other stakeholders including the Inclusion Team, teachers and learning support assistants to form an 'Inclusive Education Action Team'. These stakeholders are known as the school's 'Inclusion Champions'. This inclusive education action team will develop, implement and monitor the impact of the strategic inclusive education improvement plan.

Support Teacher

The school has dedicated Support Teachers across both, primary and secondary. Their core function is to serve as a role model, coach and professional mentor in order to meet the learning needs of diverse student populations.

Learning Support Assistants

The school has dedicated Learning Support Assistants who support students of determination and work alongside the Inclusion team. Students of determination require the addition of high levels of therapeutic

or specialist provision, including one to one support from a Learning Support Assistant (LSA) funding and contractual service agreements will ensure that:

- additional fees to parents represent the actual cost of the services
- there is a clear rationale for additional services including educational objectives and impact measures
- regular review and evaluation of the quality of delivery and impact upon student outcomes, including progress towards intended learning outcomes

'The school will ensure that the cost to families for required services, based on a student's disability, will be reasonable and reflect good value for money indicated by efficiency of delivery and impact upon student outcomes' as stated by the Dubai Inclusive Education Policy Framework (2017).

A one to one Learning Support Assistant (LSA) will only be used when a student has a physical disability, intimate care needs or a need that is greater than they can independently manage in order to access the curriculum areas and everyday school routines successfully. This will be discussed and agreed by all stakeholders involved, including parents, the Inclusion Team and key members of the SLT.

The school will be responsible for the recruitment and deployment of LSAs including those who are required to support in a one to one support role. The school will ensure that LSAs are accountable to their job description and will be required to complete the relevant training and development programme appropriate to their role within a time bound period.

Exam Access Arrangements

These are arrangements put in place to ensure all students have equal access to examinations. Students should not be disadvantaged by any special educational needs or disabilities.

The school must comply with the rules for Access Arrangements as set out in the most recent Joint Council for Qualifications (JCQ) publication.

Access arrangements encompass a wide range of provisions which include:

- being allowed to sit examinations in a smaller or separate room
- supervised rest breaks
- use of colour overlays
- a prompter
- extra time (25% or 50%)
- a reader or e-reader pen
- a scribe
- use of a word processor
- a practical assistant
- modified papers

Disabled Access

The accessibility of the school premises is in accordance with the Dubai Universal Accessibility Code and includes ramps, lifts, disabled parking spaces and disabled toilets.

Please refer to our Health and Safety policy for further guidance for disabled access.

Gifted and Talented

According to the UAE Inspection Framework;

- the term giftedness refers to *'a student who is in possession of untrained and spontaneously-expressed exceptional natural ability in one or more domain of human ability'*. These domains will include intellectual, creative, social, physical abilities. In the case of a gifted student, whilst exceptional potential will be present, they may actually under achieve.
- The term talented refers to *'a student who has been able to transform their 'giftedness' into exceptional performance'*. Talented students will always demonstrate exceptional levels of competence in the specific domains of human ability.

Using a range of teacher assessments as well as internal and external data, teachers will identify students who are gifted and talented in the following areas:

- intellectual ability
- subject specific aptitude
- social maturity and leadership
- mechanical/technical/technological ingenuity
- visual and performing arts
- psychomotor ability

These students will be added to our Gifted and Talented Register from which teachers can plan challenge and enrichment of students learning in order to achieve according to their potential. Provision for Gifted and Talented is monitored by the Student Enrichment Leaders and the Inclusion Team.

Please refer to the Gifted and Talented Policy for further guidance.

English as an Additional Language (EAL) Policy

NAS Dubai recognises that, because of the international nature of Dubai, a proportion of students will be multi/bi-lingual or English may not be their first language.

Please refer to the English as and Additional Language (EAL) Policy for further guidance.

Resources

The school has a full range of resources to support SEND throughout all year groups. Resources are upgraded and replenished when the need arises. An annual stock take and audit is undertaken by the Inclusion Team in the spring term in each year in preparation for the next academic year.

Sharing and Maintaining Awareness of this Policy

The policy leader will share and raise awareness of this policy via:

- the School Prospectus
- the Staff Handbook
- the Student Handbook

- our website and social media pages
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- written communications with home such as daily emails and newsletters, reports
- information displays around school

Relevant Professional Development

All school staff shall:

- have equal chances of training, career development and promotion
- receive training on this policy during the induction period
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction

Monitoring the Effectiveness of the Policy

The practical application and provisions of this policy will be reviewed annually or when the need arises by the lead person, the Heads of School, the Principal or other stakeholders.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Principal for further discussion and endorsement. (See Policy Evaluation)

Linked Policies

▪ International Baccalaureate Diploma Programme	▪ Teaching and Learning
▪ Safeguarding and Child Protection	▪ Assessment
▪ Gifted and Talented	▪ Health and Safety
▪ Admissions	▪ English as an Additional Language (EAL)

Principal:		Date:	01/09/21
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Policy Evaluation

Points to be considered	Yes	No	N/A	Evidence
• Policy annually reviewed				
• Policy in line with current legislation and/or KHDA requirements				
• Lead person in place				
• Lead person carries out role effectively				
• School personnel aware of this policy				
• School personnel comply with this policy				
• Pupils aware of this policy				
• Parents aware of this policy				
• Necessary resources in place				
• Policy referred to the School Handbook				
• Policy available from the school administration				
• Policy available from the school website				
• All stakeholders including students involved in further development of this policy				
• All associated training in place				
• All outlined procedures complied with				
• Links made between this and other policies in place				
• Associated policies in place and up to date				

Lead Reviewer: _____ **Date:** _____

Principal: _____ **Date:** _____

Policy Approval

Policy Title:						Date written:			
Policy written by:					New Policy (✓ or x)	<input type="checkbox"/>	Revised Policy (✓ or x)	<input type="checkbox"/>	
Stakeholders consulted in policy production: (✓ or x)	Principal	Senior Leadership Team	Teachers	TAs/LSAs	Administrative Personnel	Parents	Pupils	Other relevant stakeholders	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Date when approved by Principal:			Date when presented to stakeholders:			Date implemented:			
Published on: (✓ or x)	School Website			Staff Handbook			Student Handbook		
	<input type="checkbox"/>			<input type="checkbox"/>			<input type="checkbox"/>		