

HEREFORD SIXTH FORM COLLEGE

INCLUSION STRATEGY 2025-2028

A culture of belonging, opportunity and achievement for all

Our Vision

Hereford Sixth Form College is a comprehensive college with an open-access admissions policy to Level 2 and Level 3 programmes of study, ensuring that applications are considered fairly and that barriers to participation are minimised wherever possible.

We are committed to providing an excellent education for every student through ambitious teaching, a broad and balanced curriculum and a culture where all students are valued, supported and encouraged to succeed. Our approach to inclusion is founded on the belief that every learner should have the opportunity to belong, thrive and achieve their full potential, regardless of background, ability, experience, or personal circumstance.

Our Commitment to Inclusion

Inclusion is central to the college's mission and values. We strive to create an environment where diversity is celebrated, individual needs are recognised, and all members of the college community are treated with dignity, fairness and respect.

We recognise that students may face a range of barriers to learning and participation. Through high-quality teaching, effective pastoral support, reasonable adjustments and collaborative working with families and external agencies, we seek to remove these barriers and promote success for all learners.

Our Core Principles

◆ High-Quality Provision First

Outstanding teaching, learning and curriculum design are the foundations of an inclusive college. We aim to ensure that all students can access and engage with learning through high expectations and effective classroom practice.

◆ Strategic Support

Inclusion is supported through careful planning, specialist expertise and the effective deployment of resources to meet a diverse range of needs.

◆ Celebrating Diversity

We value the richness that diversity brings to our college community and are committed to fostering a culture of belonging where individual differences are recognised and respected.

◆ Partnership Working

Successful inclusion relies on strong collaboration between students, families, staff, governors and external partners. We work together to achieve the best possible outcomes for learners.

◆ Continuous Improvement

We regularly review our practice, listen to stakeholder feedback and use evidence-informed approaches to strengthen inclusion across all aspects of college life.

Strategic Priorities

1. Supporting Students with SEND

We are committed to identifying needs early and providing a graduated approach to support. Through universal, targeted and specialist interventions, we aim to ensure that students with special educational needs and disabilities can participate fully in college life and achieve their aspirations.

2. Ensuring High-Quality Provision for All Learners

We seek to provide effective support and ambitious opportunities for all students, including those with SEND, High Needs, English as an Additional Language (EAL), safeguarding needs, disadvantages in learning, prior social care involvement and those studying Level 2 programmes.

3. Promoting Attendance, Engagement and Belonging

Regular attendance and active participation are essential to student success. We work proactively to remove barriers to engagement, promote positive participation and intervene early where concerns arise.

4. Working in Partnership

We value strong relationships with families, schools, local authorities and external agencies. Collaborative working helps us provide coordinated support and effective transitions for students.

5. Developing Staff Expertise

We invest in professional learning to ensure staff are equipped to meet the needs of a diverse student population through inclusive teaching, adaptive practice and effective pastoral support.

6. Using Evidence to Improve Practice

We use a range of qualitative and quantitative information to evaluate the effectiveness of our inclusive practices, identify emerging trends and ensure continuous improvement in the support we provide.

Reviewing Our Strategy

This strategy is reviewed regularly to ensure that it continues to reflect the needs of our learners, developments in education, and the college's commitment to providing an inclusive and aspirational learning environment for all.