

English as an Additional Language (EAL) Policy Statement

Associated Policies and Guidelines

- Equality Duty
- SEND
- Communication Policy
- Safeguarding Policy
- Accident and Incident Recording and Reporting Guidelines
- Anti-Bullying Policy
- Rights Respecting School Initiative

Newfield School is an inclusive school which values all members of its community and strives to give equal access to the curriculum to all children regardless of their language. We take an active role in the promotion of community cohesion.

We recognise that:

- a child's first language is important in terms of their identity, self-esteem and sense of place in our community
- the use of first language may be necessary to ensure the cognitive development of the child. If a lack of proficiency in English is a barrier to the academic learning and understanding of concepts we will strive to employ first language to enable the child to make progress.
- Some children may have acquired concepts and understanding in their first language which may need establishing in English (e.g. literate in first language)
- Languages develop in stages and that a child can develop an additional language more effectively from the basis of a sound first language.
- home life plays an important part in a child's education and will therefore acknowledge the importance of and use first language to help children to bring their home culture, language and experience into school and vice versa
- bilingualism is a special achievement
- We have a responsibility to convey that all languages are equally valid.

To this end we:

Leadership and Management

- Ensure that EAL is an aspect of our accessibility planning with particular attention to teaching and learning and provision of information to children and parents
- Annually ensure that accessibility of children with EAL is monitored and evaluated
- Information is published and is accessible
- Deliver training to staff and ensure that they understand the importance of first language and are supportive of its use in school
- Encourage staff who have a language other than English, to translate where and when required

- Provide specialist EAL support beyond addition funding (EMAG) to support and value first language (including a full time HLTA who is responsible for EAL who has received appropriate training and support from SEMA: see below)

Teaching

- Use and reflect the languages of children in the classroom and throughout the school environment
- Encourage staff and children to use keywords in first language in order to promote understanding and learning opportunity
- Understand that pupils learn more quickly when socialising and interacting with their peers who speak English fluently and can provide good language and learning role models, and therefore ensure that there are opportunities to do this.
- Promote different languages around the school and ensure availability of a variety of resources pertinent to different languages
- Work across the whole school to help the children acquire English through formal and informal learning activities such as playing games, reading stories and singing rhymes
- Ensure the curriculum has planned opportunities to promote EAL
- Encourage the acquisition/learning of English to all members of the school community, by signposting keywords in first language whilst maintaining a core of English in, for example, the newsletter.
- Encourage the learning of English for parents for whom English is an additional language, via sessions offered or signposted by the parents group.

Achievement

- Monitor and evaluate data related to pupil progression and performance to ensure that EAL does not form a major barrier to learning
- Ensure that we take into consideration prior learning and achievement in first language in order to consolidate knowledge and understanding in English

Behaviour and Safety

- Promote cultural diversity through our community cohesion action plan and audit
- Share celebrations from a wide variety of cultures throughout the year in school
- Have in place and implement robust policies and procedures for dealing with prejudice-related incidents

In order to enhance the provision for children at Newfield School with EAL we strive to increase our staffing so that it reflects more accurately the ethnic profile of our school. When organising staffing each year we consider the linguistic profile of each department to ensure that there are members of staff who are able to support children with EAL in the classes.

The HLTA for EAL

The HLTA (EAL) supports all classes and staff throughout school to make good use of the linguistic skills of the TA's who have an additional language. Class/subject teachers plan collaboratively with the HLTA. There is a focus on both language and subject content in lesson planning where the HTLA is supporting learning.

The HLTA also works with small groups and identifies and offers strategies to support children in all areas of their learning.

The HLTA regularly assists staff in communicating with parents, both over the telephone, in home school books and at meetings, including meetings held by our health and social care colleagues.

All of our HLTA's work to enrich teaching and promote cultural aspects of life, with the HLTA for EAL playing a key role in ensuring that the heritage of our children is inclusive and celebrated in school. The HLTA for EAL liaises with colleagues from SEMA on aspects where they are able to offer support, advice and guidance, including loan of resources.

Equality Duty

Newfield School complies with the general and specific duties of the Equality Act (2010). In accordance with the duty we publish information that demonstrates that we have due regard to the need to;

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

These specific duties have been considered in relation to all our policies and procedures in school. Our objectives will be reported on and published as part of the Governance public documents available for inspection under the Freedom of Information Regulations and Data Protection duties and in the school newsletter to parents.

Safeguarding

Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority