The Gryphon School

"I have come that they may have life, and have it to the full" (John 10: 10)

Leadership | Integrity | Fellowship | Exploration

Learning support mentors Inclusion Strategy:

Attend – Learn – Keep Up – Enrich – Engage

Attend:

- The Learning Support Team improves attendance for disadvantaged students by removing emotional and practical barriers to school engagement. Learning Support Mentors build strong, trusting relationships through consistent check-ins, active listening, and a non-judgemental approach, ensuring students feel safe, valued, and supported in school.
- The Haven provides a secure base with flexible, adapted timetables that enable vulnerable students to maintain attendance while rebuilding confidence and readiness for learning. LSMs offer meet-and-greet support, lend equipment to reduce daily barriers, and adapt in-class support in response to students' emotional needs.
- LSMs act as a key link between school, students, and families, sharing concerns promptly through My Concern and working closely with the Attendance Team, Heads of Year, tutors, Haven staff, and subject teachers to ensure a coordinated and timely response.
- This relational and proactive approach supports improved attendance, punctuality, and sustained engagement for disadvantaged pupils.

Learn:

- The Learning Support Team supports disadvantaged students to access learning by promoting inclusion, clarity, and independence within the classroom. LSMs work closely with teachers to inform seating plans that consider need, engagement, and effective peer support.
- LSMs receive department-led training on scaffolding strategies, SEND-specific approaches, and adaptive support. In lessons, support is deliberately structured: information is chunked, instructions are simplified, and students are offered small, clear choices to reduce cognitive overload and support focus.
- LSM deployment prioritises independence rather than dependence. Support is gradually reduced where appropriate, with students encouraged to attempt tasks independently, supported through modelling, worked examples, and targeted questioning. Learning is broken into manageable steps, with small, achievable goals that allow progress to be tracked and recognised.
- Positive reinforcement and reward are used consistently to increase confidence and engagement. To ensure effective support, LSMs are given dedicated time to review SEND notes, class lists, and student needs, enabling high-quality preparation and impactful in-class support.
- This approach enables disadvantaged students to access learning confidently, develop independence, and make sustained academic progress.

Keep Up

- The Learning Support Team delivers carefully planned intervention and in-class support to ensure disadvantaged students keep pace with learning. Interventions are targeted, purposeful, and outcome-driven, with progress monitored and reviewed regularly to ensure impact.
- LSMs share timely information with teaching staff regarding individual needs, including EHCP updates, ensuring strategies are consistently applied across subjects. Support is structured through bespoke pathways and predictable lesson routines, providing students with security and reducing anxiety.
- Targets are tailored to individual SEN profiles and learning priorities. Tasks are sequenced thoughtfully, beginning with achievable activities to build confidence before moving to more demanding work. Learning is supported through clear structure, modelling, and manageable steps.
- Consistency is prioritised: interventions take place at the same time and in the same setting wherever possible, reinforcing routines that support engagement and readiness to learn. Where appropriate, light-touch competition and incentives are used to increase motivation and sustain focus.
- This structured and responsive approach supports disadvantaged students to close gaps, maintain learning momentum, and engage confidently in lessons.

Enrich

- The Learning Support Team promotes equal access to enrichment opportunities for disadvantaged students by actively encouraging participation in clubs, trips, and wider experiences. Information about enrichment opportunities is shared clearly with students and parents to increase awareness and engagement.
- LSMs and teaching assistants provide targeted support to enable attendance where barriers exist. For some students, this includes practical or emotional support such as escorting to off-site visits to ensure inclusion where they may otherwise disengage.
- Staff identify individual strengths and potential beyond the classroom and implement bespoke support to nurture these talents. This includes tailored extracurricular interventions, such as small-group or one-to-one music provision, delivered in collaboration with other departments and supported through access to appropriate resources and equipment.
- Through proactive encouragement, structured support, and personalised pathways, the Learning Support Team ensures disadvantaged students can access enriching experiences that build confidence, aspiration, and a sense of belonging.

Engage

- The Learning Support Team prioritises high-quality engagement through strong, positive relationships, with a particular focus on SEND and disadvantaged students. Provision such as Nurture, The Haven, and Gateway is used strategically to create safe, supportive spaces that enable students to re-engage with learning and school life.
- Targeted interventions, including ELSA, counselling, social skills programmes, and small-group or one-to-one academic support, help reduce barriers to engagement. Where appropriate, the team facilitates multi-agency involvement to ensure holistic support.
- Students are encouraged to engage through personalised pathways, including access to Gateway Gym, sports activities, gardening projects, and vocational opportunities such as the Bistro, delivered in collaboration with wider staff.
- The team maintains strong links with families to support engagement beyond the classroom. This includes proactive contact with parents regarding trips, work experience, and ongoing progress, alongside regular meetings such as family reviews and Annual Reviews.
- Through relational practice, personalised support, and close partnership with families and external agencies, the Learning Support Team enables disadvantaged students to engage consistently, confidently, and purposefully with school.