



## **Penthwell Farm Ltd - SEN / Educational Policy**

### **1. Individual Support Plans (ISPs)**

#### **Purpose:**

**To ensure every participant receives support tailored to their specific needs, abilities, and goals.**

#### **Policy:**

- Each participant will have an Individual Support Plan (ISP) developed before their first session, in consultation with parents, carers, and relevant professionals.
- ISPs will detail:
  - Learning objectives and personal goals
  - Specific support strategies (e.g., visual prompts, one-to-one support)
  - Communication needs
  - Any medical or dietary considerations
- ISPs will be reviewed regularly (at least termly) to assess progress and update strategies.
- Staff delivering sessions will be fully informed of each participant's ISP and follow it consistently.

### **2. Behaviour Management Policy**

#### **Purpose:**

**To promote a safe, respectful, and positive learning environment.**

#### **Policy:**

- We adopt a positive behaviour approach, encouraging and rewarding desirable behaviours rather than focusing on punitive measures.
- Strategies include:
  - Clear, consistent expectations communicated to participants
  - Visual or verbal cues and prompts
  - Positive reinforcement, praise, and reward systems
  - Structured routines to reduce anxiety and promote predictability
- Challenging behaviour will be addressed calmly and safely, ensuring the wellbeing of all participants.



- Staff will receive training in behaviour support techniques suitable for SEN learners.

### **3. Inclusion Policy**

**Purpose:**

**To ensure all participants, regardless of ability or need, can participate fully in farm-based sessions.**

**Policy:**

- Penthwell Farm Ltd is committed to inclusive practice, removing barriers to participation wherever possible.
- Activities will be adapted to individual abilities, including modifications to equipment, tasks, or physical environment.
- Staff will promote peer support and collaboration, encouraging participants to help and include each other.
- Participants will be supported to develop confidence, independence, and social skills within a safe, inclusive environment.

### **4. Privacy and Confidentiality Policy**

**Purpose:**

**To safeguard participant information and comply with data protection regulations.**

**Policy:**

- All personal information, including ISPs, medical records, and session notes, will be stored securely and shared only on a need-to-know basis.
- Participants' families will have access to their own records but no confidential information about other participants.
- Staff will always respect participants' privacy and will not discuss personal information outside of work.
- Any data breaches or confidentiality concerns will be reported immediately to management and handled according to legal requirements.

**Signed:** *Janka Penther*

**Role:** Co-Founder

**Name:** Janka Penther

**Date:** 8<sup>th</sup> January 2026