



SABAIN ACADEMY BOXING & EDUCATION CIC (SABE)

SEND Inclusion Policy

Special Educational Needs and Disabilities (SEND)

Version: 2026

Effective Date: August 2026

Review Date: August 2027

1. Policy Statement

Sabain Academy Boxing & Education CIC (SABE) believes every child, young person and young adult should have the opportunity to enjoy physical activity, develop new skills and feel part of their community, regardless of their abilities or additional needs.

We are committed to creating an inclusive environment where children and young people with Special Educational Needs and Disabilities (SEND) are welcomed, respected and supported to participate safely and confidently in all SABE activities.

We recognise that every participant is unique. Our approach is centred on understanding individual strengths, removing barriers to participation and adapting activities so everyone has the opportunity to succeed.

2. Purpose

This policy explains how SABE will:

- Promote equal access to all activities.
 - Remove barriers to participation.
 - Make reasonable adjustments where appropriate.
 - Support participants with SEND to achieve their potential.
 - Work collaboratively with parents, carers, schools and professionals.
 - Create a positive, respectful and inclusive environment.
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3. Scope

This policy applies to:

- Directors

- Coaches
 - Volunteers
 - Participants
 - Parents and carers
 - Partner organisations
 - Anyone delivering activities on behalf of SABE.
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4. Our Commitment

SABE will:

- Welcome participants with SEND.
 - Promote inclusion in every session.
 - Respect each participant's individual needs.
 - Focus on what participants can do rather than their limitations.
 - Encourage independence, confidence and enjoyment.
 - Create a safe and supportive learning environment.
 - Challenge discrimination and exclusion.
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5. Understanding SEND

SEND may include, but is not limited to:

- Autism Spectrum Condition (ASC)
- ADHD
- Dyslexia
- Dyspraxia
- Speech, language and communication needs
- Learning disabilities
- Physical disabilities
- Sensory impairments

- Social, emotional and mental health needs
- Medical conditions affecting participation

SABE recognises that many additional needs may not be immediately visible.

6. Inclusive Coaching

Our coaching approach is based on flexibility and individual support.

Where appropriate, coaches will:

- Adapt activities to suit individual ability.
- Break skills into manageable steps.
- Use simple, clear instructions.
- Demonstrate activities visually.
- Allow additional time where needed.
- Provide encouragement through positive reinforcement.
- Offer alternative ways to participate.
- Reduce unnecessary pressure or competition.
- Encourage personal progress rather than comparison with others.

Success is measured by individual development, participation and enjoyment.

7. Working with Families

Parents and carers are important partners in supporting participants.

Before participation, SABE will encourage families to share information about:

- Medical conditions
- Communication preferences
- Behaviour support strategies
- Sensory needs
- Mobility requirements
- Emergency information

- Any reasonable adjustments that may help participation

Information will be treated confidentially in accordance with SABE's Data Protection Policy.

8. Safe Participation

To support safe participation, SABE will:

- Complete appropriate risk assessments.
 - Ensure coaches understand individual support needs.
 - Monitor participant wellbeing during sessions.
 - Provide appropriate supervision.
 - Respond promptly to concerns or changes in need.
 - Maintain safeguarding procedures at all times.
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9. Training and Development

SABE is committed to continually improving its knowledge of inclusive practice.

Where possible we will:

- Provide SEND awareness training.
 - Share good practice among coaches.
 - Learn from participants and families.
 - Develop partnerships with specialist organisations.
 - Review coaching methods regularly.
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10. Accessibility

SABE will seek to deliver activities in venues that are accessible and welcoming.

Where reasonably practicable we will:

- Remove unnecessary barriers.
- Consider physical access.

- Adapt equipment where appropriate.
- Adjust activities to maximise participation.
- Create calm and supportive environments.

11. Preventing Discrimination

SABE has zero tolerance for:

- Bullying
- Harassment
- Discrimination
- Exclusion
- Offensive language
- Behaviour that makes participants feel unsafe or unwelcome.

Any concerns will be dealt with promptly and fairly.

12. Partnership Working

We recognise that the best outcomes are achieved by working together.

Where appropriate, SABE will work alongside:

- Parents and carers
- Schools and colleges
- Lewisham Youth Service
- Local Authority services
- Health professionals
- Social workers
- Foster carers
- Community organisations

This collaborative approach helps ensure participants receive consistent support across different settings.

13. Monitoring

SABE will regularly review:

- Participation levels.
- Attendance.
- Participant feedback.
- Parent and carer feedback.
- Accessibility of activities.
- Effectiveness of reasonable adjustments.

Learning will be used to improve future delivery.

14. Responsibilities

Directors

Responsible for:

- Promoting inclusion.
- Reviewing this policy.
- Ensuring appropriate resources.
- Supporting staff development.

Coaches and Volunteers

Responsible for:

- Delivering inclusive activities.
 - Treating every participant with respect.
 - Making reasonable adjustments.
 - Following safeguarding procedures.
 - Reporting concerns appropriately.
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15. Policy Review

This policy will be reviewed:

- Annually.
- Following changes in legislation or guidance.
- Following participant or parent feedback.
- Following organisational learning.

SEND Leads

Valissa Shay

Director of Community Strategy & Partnerships

Aaron Morris

Director of Boxing

Policy Approval

Approved by the Board of Directors of Sabain Academy Boxing & Education CIC (SABE).

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