



Policy Title: **English as an Additional Language**

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Ratified by: Nick Rose

The Elysium Group serves a culturally rich and diverse population. Therefore there is a need to:

- Recognise the influence of culture and religion on an individual's health
- Raise staff awareness and understanding about factors which may affect individuals from ethnic minority groups
- Identify issues which need considering when creating care plans and the service to meet the needs of minority ethnic communities allow them equal

It is important the service has a system in place to ensure that all persons in our care who do not speak English as a first language receive the necessary assistance to allow them equal access to our services.

Peers and anyone under 16 should not be used as an interpreter, ideally family members shouldn't be used either. This is to help to maintain the individual's rights.

Education EAL policy

As part of our curriculum here at Cotswold Spa Hospital School, we strive to support pupils with their Modern Foreign Languages (MFL) and we have specialist teachers able to support them in their studies. For those with English as a second language, difficulties can occur in our setting but incidents of this happening are rare. We are fortunate to recruit foreign nationals from all over the globe into our health care side of the hospital setting. This gives us a unique resource when having to communicate with those pupils with little or no English.

In cases where we would be unable to meet a pupil's needs we are able to use the services of interpreters. Translation using online dictionaries is also available.

We are flexible at Cotswold Spa if needs be to add EAL to the timetable and have it as a designated lesson.

Our MFL teacher at Cotswold Spa is a qualified MFL teacher with a TEFL certificate, and has many years' experience teaching English as a Foreign Language to people of various nationalities. She is able to offer advice and training on teaching EAL students.

Other languages spoken within the teaching team:

French, Spanish, Italian, Swedish, German, and Welsh

We are also able to call on staff throughout the group to help in a first instance if communication seems impossible. At present the hospital staff includes native speakers of:

Spanish, French, Polish, Malayalam, Cantonese, Kannada, and Hindi

Initially we would use a computer to hopefully gain some information prior to employing an interpreter. We may have to obtain learning materials from the student's home country to help the teaching of English.

As an education team we would structure first lessons on a 1:1 basis and, as with other students, an Individual Learning Plan and a structure of study would be put in place.

When the services of a translator or interpreter are required, Cotswold Spa Hospital uses *On Call Interpreters & Translators*: 020 3434 3460 Client ID 60763.