



Senior School Policy

English as an Additional Language (EAL) Policy

Action	Policy to be reviewed annually		
	Committee	Date	Completed
Reviewed	Deputy Head (Academic)	June 2025	✓
Reported	Education	November 2025	✓
Approved	Board of Governors	December 2025	✓
Next review	Deputy Head (Academic)	June 2026	

EAL refers to pupils for whom English is an additional language

The academic department in the School which teaches English as a second language is referred to as the ESL (English as a Second Language) Department.

Overview

Gresham's prides itself on the diverse backgrounds of pupils who attend the School, and the provision it offers for pupils whose first language is not English.

The School recognises the important role that all teachers play in developing the language acquisition of all pupils, and in particular pupils designated EAL pupils. The Curriculum Policy states that language acquisition remains central to the ethos of Gresham's, and therefore the curriculum is inclusive and fosters developments in speaking, listening and literacy.

The School has pupils with a variety of linguistic backgrounds and recognises that EAL pupils have different needs.

This curriculum provides pupils with the opportunities to acquire the skills and fluency necessary to access the curriculum and thrive in the School environment.

Support of EAL pupils

The School expects all members of staff to be aware and informed of the needs of all EAL pupils.

The principal aim of the support for EAL pupils is to develop their linguistic ability and confidence to deal with their studies, activities, and social interactions at school and beyond, through developing the skills to:

- communicate effectively in speech and writing in a language which is not their first language;
- develop pupils' appreciation and knowledge of British culture, etiquette and behaviour, while maintaining and respecting the centrality of their own culture(s) and language(s).

The responsibility for the delivery of EAL support rests with the Deputy Head (Academic) through the support offered by the Assistant Head (Pupil Progress), Assistant Head (Curriculum), departments, Tutors and the ESL Department and Learning Support Department in particular.

The Head of ESL provides information for all teachers regarding the support of EAL pupils in the classroom.

The Head of ESL, and the ESL Department:

- Advise on linguistic levels of international pupils applying to the School when necessary. Some pupils also undertake an entry interview. Pupils are/are not allocated additional teaching as a result of this testing and in light of recommendations from previous schools. The Deputy Head (Academic) and the Assistant Head (Pupil Progress) also interview EAL pupils at the application stage.
- Help identify EAL pupils who may need academic and pastoral support.
- Meet with the Assistant Head (Pupil Progress) to discuss EAL pupils in light of performance data.
- Offer one-to-one EAL lessons to address specific needs.
- Prepare pupils in Years 9 for the Cambridge First Certificate (FCE) where appropriate.
- Prepare pupils in Year 11 who have ESL lessons for EDEXCEL IGCSE in English as a Second Language examination, in addition to English as a First Language.
- Prepare those pupils who take English B as part of their IB Diploma.
- Prepare ESL classes for the IELTS qualification where it is required.

Additional support and integration of EAL pupils into the whole-school community is achieved through tutoring, the work of HSMs, and the diversity team. The International Pupils Coordinator supports this process through social and academic events, and the International Pupils Forum, which raises the profile of international pupils within the School community.