

Inclusion by Design

The Six Stages of Strategic Improvement

1. DEFINING THE VISION FOR INCLUSION

Create a clear vision for each element within the four layers of Inclusion by Design and how they combine to form a whole-child, whole-school approach. Define the standards, expectations and pupil drivers that will influence and measure success.

2. UNDERSTANDING CURRENT PRACTICE

Build a detailed understanding of strengths, barriers and opportunities through review activities, learning walks, discussions and analysis. Create a baseline against each of the 7 areas of the Mainstream Inclusion Fund and write an inclusion statement.

3. DESIGNING THE STRATEGY

Creating a strategy that genuinely delivers improvement is challenging because a) inclusion is highly complex and b) leaders need both broad and in-depth knowledge to make effective choices. Draw on my knowledge base to navigate this complexity, creating an integrated macro-level strategy where elements reinforce one another, whilst identifying the precise micro-level actions that harness research to strengthen practice. Whole-school actions not only improve outcomes for pupils but also reduce the challenges teachers face, creating the conditions for them to operate more effectively and maximise the impact of their inclusive practice.

4. PRACTICAL ACTIONS

Translate strategic intent into practical action so everyone understands how practice needs to change. Identify what needs to stop, start, strengthen, refine, adapt or become more consistent to create forward movement.

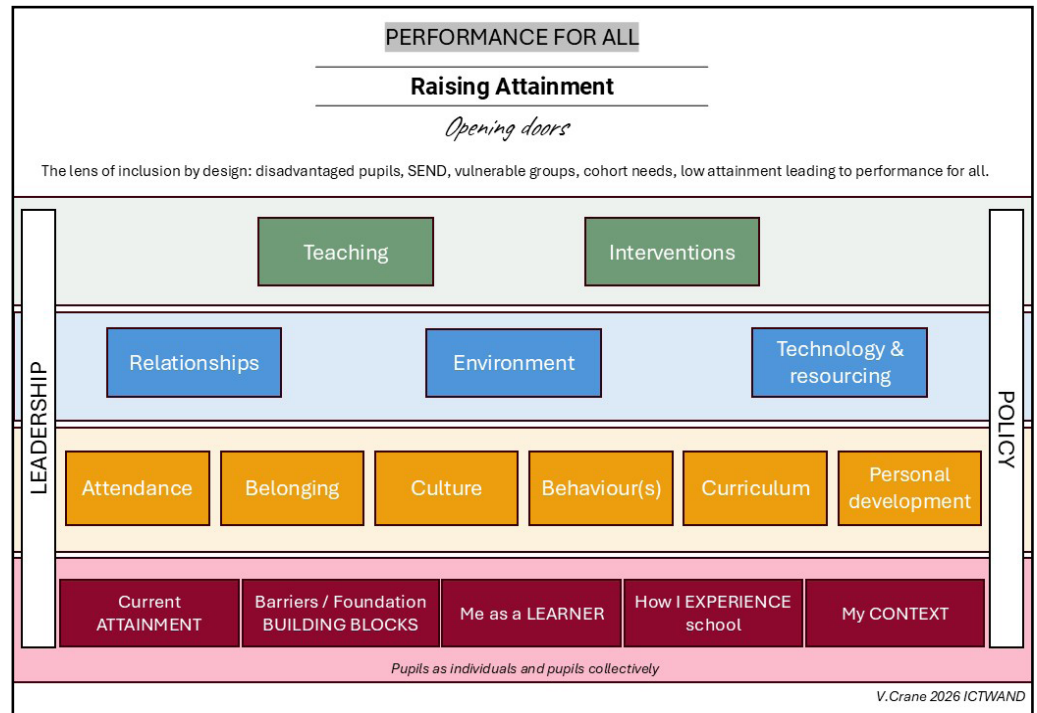
5. SHIFTING PRACTICE & MINDSET

Develop a bespoke professional development programme that delivers the strategy through training, coaching, guidance, resources and reflective practice. Build shared understanding and confidence so staff can respond effectively to common and predictable needs.

6. EQUIPPING THE SYSTEM FOR SUCCESS

Strengthen the systems, processes, policies and leadership capacity needed to sustain improvement over time. This may include culture change, leadership development and partnership working to implement plans.

"Schools will be expected to use their funding to understand the needs of their cohort and strategically plan to implement whole-school approaches to inclusion that will remove commonly occurring and predictable barriers to learning."



Deliverables: Visioning, baseline review, inclusion statement, strategic plan, professional development roadmap, training and professional growth, building expertise and adding leadership capacity.

Bespoke support across one or more of the six stages of inclusion by design

Full day £695+VAT with reductions for multi-day packages. Work as a single school or across a group of schools.