



INCLUSIVE RELATIONSHIPS INCLUSIVE PROVISION

STRATEGIC PLAN 2025–2030

The Inclusion Movement

When you're a bit nervous, school provides the support you need.

When you're feeling lonely, school is where new friends are found and memories are made.

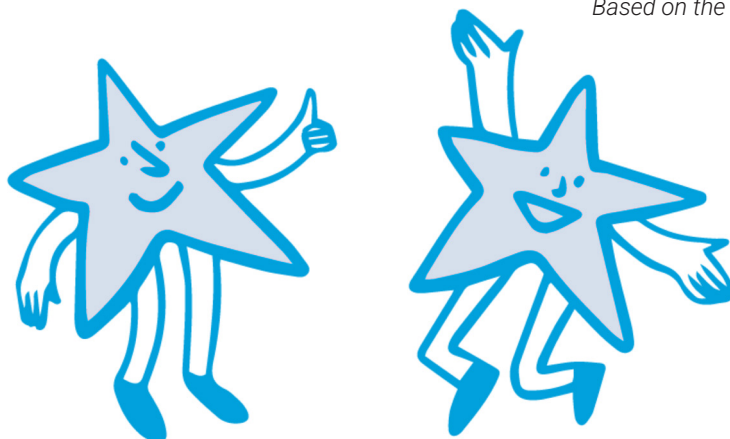
When you're stressed, school understands and reassures you.

And when the tiredness starts to creep in, it has the exciting activities, extraordinary experiences and endless laughs that never fail to make you feel better.

School has the power to amaze, involve, prepare and reassure – it can change everything!

Whether it's boosting your day or building skills that will stay with you forever – magic things happen when you pass through those school gates each morning.

Based on the words of Derby city children



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Our Purpose:

To ensure every child belongs, feels safe, welcomed and valued so they can thrive during their time at school.

Our Vision:

To build an inclusive culture through collaborative partnerships with schools, parents, carers and agencies. We are removing barriers through our Inclusion Charter and by providing impactful training, resources and guidance.

Our Belief:


Inclusion is everyone's responsibility. We believe that relationships and provision are the foundations of an inclusive school culture. Inclusive providers are at the heart of their communities and by working together we can create better outcomes for children.


Our Core Values:

- **Relational:** Unconditional Positive Regard
A relational approach fosters a safe, supportive and engaging school environment. With kindness at the core, it ensures every child feels accepted, valued and a true sense of belonging – essential foundations for their growth and success.
- **Collaborative:** Building Connections and Community
We know that the best way to support children is when schools, families, and outside professionals work together. By collaborating, we can give children the best possible support and care.
- **Practical:** 'keeping it real'
Focussing on solutions that are effective, actionable and ready for application in schools. Developed by schools for schools, our approaches are easy to implement and impactful—because small changes can make a big difference.

The Inclusion Charter

The Inclusion Charter acts as a common code of practice. We ask schools to commit to embed two key foundations:

	Belonging: children feel welcomed, accepted and safe
	Kindness: unconditional positive regard
	Child-centred: relationships built on empathy, trust and respect
	Collaboration: schools, families, communities and services working together
	Culture: inclusion is everyone's responsibility

	Curriculum: access to an ambitious curriculum for all
	Teaching: high quality teaching that supports diverse learners
	Support: embedding an inclusive culture through a graduated response
	Environment: safe, accessible and supportive
	Policies: flexible, yet clear with their expectations and boundaries

Our Commitment

Core Offer Accessible for all Charter Schools	Bespoke Offer Tailored support at an additional cost
<ul style="list-style-type: none"> • Inclusion Conference • High quality professional development • Network meetings for knowledge sharing • Resources and tools for inclusive practice • Sharing expertise, approaches and practice • Advocacy, advice and guidance • Signposting to services • Access to Inclusion Portal • Inclusion self-reflection toolkit 	<ul style="list-style-type: none"> • Whole school INSET sessions • School visits for tailored support • Inclusion Coaches providing expert guidance for specific needs • Inclusion recognition • Open-door school visits to observe and learn from inclusive practice • Early Intervention Programmes

Governance and Strategic Direction



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Strategic Plan: 2025–2030 The Inclusion Movement

This phased strategy outlines a collaborative approach for a network of schools working together to build and expand inclusive education practices. The strategy is divided into three phases: Consolidation and Development, Expansion and Integration, and Growth, Sustainability and Advocacy.

Phase 1: Consolidation and Development

KEY ACTIONS

1. Training & Resources:

- Provide ongoing high quality, impactful inclusion training that aligns with the needs of schools.
- Develop and pilot an inclusion whole school training day for schools to access (pilot for city-wide inclusion training day).
- Network Meetings: Support school staff to share and develop inclusive practice.
- Resources: Grow our bank of resources to support schools with inclusive practice.
- Webinars: Produce a range of digital training sessions in inclusion.
- Deliver training to support schools with the development of internal alternative provision.

2. Inclusion Reflection Toolkit:

- Develop and pilot a reflection toolkit to evaluate a school's inclusion journey.

3. Sharing Approaches & Expertise:

- School Visits: Facilitate school 'open door' events for visits to see inclusive practice in action.
- Share expertise in a range of inclusion areas, to provide bespoke support.
- Success Stories: Using existing and new platforms, share successful inclusive practices, initiatives, and case studies.

4. Engagement & Expansion:

- Encourage and support more schools to adopt the Inclusion Charter
- Explore a membership package to ensure sustainability and growth of Inclusion Partnership.

5. Research & Impact:

- Agree KPIs
- Engage with research partners to capture impact and showcase exemplary practice.
- Publish an annual report that demonstrates the impact of the Inclusion Partnership.

6. Outcomes:

- Stronger Inclusive Practices: Schools will have a clearer, more targeted approach to inclusion, with a focus on ongoing professional development and resource-sharing.
- Effective Self-Reflection: Schools will use the inclusion reflection toolkit to assess their current inclusion practices, identify gaps, and track progress over time.
- Network Collaboration: Schools will learn from each other and collectively strengthen their efforts, creating a culture of collaboration and continuous improvement.
- Demonstrated Impact: The partnership will be able to show measurable progress and positive outcomes related to inclusion, which will help sustain momentum and attract new schools to the initiative.
- Broader Engagement: A growing number of schools will engage in the Inclusion Charter, broadening the impact of the initiative and creating a larger, more diverse network of schools committed to inclusive practices.

Phase 2: Expansion and Integration

KEY ACTIONS

1. Training and Resources:

- City wide inclusion training and INSET day: A city-wide training day shaped around inclusion, accessible for all Derby school staff.
- Provide a range of digital inclusion training and resources to support a growing network of schools.
- Develop and pilot an early years inclusion training offer
- Provide training for schools to inclusively support children returning to formal education (e.g. EHE)
- Host regional events (virtual or in-person) where schools and stakeholders can come together to discuss inclusive education, share strategies, and learn from each other.

2. Inclusion Reflection Toolkit:

- Ensure it meets the evolving needs of schools and encourage schools to use the toolkit to track progress and identify areas for improvement.
- Explore accreditation for inclusion.

3. Sharing Approaches & Expertise:

- Support and grow a team of 'Inclusion Coaches' as a network of inclusion experts
- Implement a peer review system where schools conduct mutual evaluations of inclusion practices, offering constructive feedback and sharing suggestions for improvement.

4. Engagement & Expansion:

- Use success stories, impact reports, and peer recommendations to engage new schools.
- Expand our offer to include a menu of early intervention programmes
- Signpost to a range of external alternative provision
- Support schools to develop inclusive on-site alternative provision
- Help new schools to adopt the Inclusion Charter and begin engaging with the core offer.
- Schools have begun to buy into the expanded bespoke offer.
- Work with school leaders to ensure inclusion is embedded in school policies, school improvement plans and whole school goals.

5. Research & Impact:

- KPIs measured and evaluated to inform the partnership's next steps.
- Look at successful inclusive education practices from other places and see how we can adapt them to fit our schools.
- Publish research sharing impact and exemplary practice

6. Outcomes:

- Stronger, More Integrated Inclusive Practices: Inclusion becomes a cornerstone of school culture and policies, ensuring sustainability and ongoing support.
- Refined Tools and Practices: The Inclusion Reflection Tool becomes more tailored and data-driven, offering more meaningful insights and benchmarks for schools.
- Wider Network of Inclusive Schools: The Inclusion Charter will grow, with more schools fully committed to implementing inclusive practices.
- Enhanced Collaboration: Schools will be deeply engaged in shared learning, mentorship, and peer support, further developing the culture of inclusion and collaboration across the network.

Phase 3: Growth, Sustainability, and Advocacy

KEY ACTIONS

1. Training & Resources:

- To deliver peer reviews, led by Inclusion Coaches
- Provide a 'Train the Trainer' offer to grow our community of Inclusion Coaches.
- Provide city-wide inclusion training and INSET
- Develop an inclusion training programme for ECTs
- Embed an early years inclusion training offer

2. Inclusion Reflection Toolkit:

- Encourage schools to use the Inclusion Reflection Toolkit.
- Support schools in setting new goals based on their previous year's findings to ensure continuous improvement.
- Publish a school led accreditation framework for inclusion

3. Sharing Approaches & Expertise:

- Grow our network of Inclusion Coaches, sharing a range of inclusion expertise
- Recognise and celebrate schools that have made significant strides in inclusion through awards, public recognition, or opportunities to showcase their work.

4. Engagement & Expansion:

- Empower leaders in inclusion, to ensure the partnership's growth and sustainability.
- Ensure the sustainability of the Inclusion Charter by exploring funding opportunities, such as grants, donations, and partnerships with organisations.
- Offer 'bridging programmes' for children who wish to return to school after a long absence (e.g. EHE)
- Become a traded inclusion service/ provision.

5. Research & Impact:

- KPIs measured, evaluated and reviewed to inform the partnership's next steps.
- Publish a detailed research impact report that shares the success of the partnership.
- Use the findings from the research report to refine and adjust the Inclusion Charter, ensuring it remains relevant and responsive to schools' needs moving forward.
- Showcase the work of the Inclusion Partnership within and beyond its region and advocate for systemic changes that further support inclusion in education.

6. Outcomes:

- Sustained Inclusive Practices: Inclusive practices will be deeply embedded in school cultures, with ongoing support structures in place to ensure long-term sustainability.
- Stronger Local Networks: Partnerships with schools, families and professionals will support the long-term success of inclusive education within the network.
- Clear, Measurable Impact: The network will have a clear understanding of the impact of its work, with data to support future advocacy and improvements.
- Broader Recognition: The network will be recognised for its success in implementing inclusive practices, making it a model for other schools and areas to follow.
- Sustainable Growth: The network will have a strong foundation for future growth, with trained Inclusion Leaders, engaged schools, and diverse funding streams that will support continued work in inclusive education.

	Phase 1 Consolidation & Development	Phase 2 Expansion & Integration	Phase 3 Growth, Sustainability & Advocacy
Training & Resources	<ul style="list-style-type: none"> High quality, impactful inclusion training Pilot a whole school training day Network Meetings Resources Webinars Internal Alternative Provision training 	<ul style="list-style-type: none"> City wide inclusion training day Provide a range of digital inclusion training and resources Early Years training offer Training for EHE returning to school Host regional events where schools and stakeholders can come together 	<ul style="list-style-type: none"> To deliver peer reviews, led by inclusion coaches Provide a 'Train the Trainer' offer Embed city-wide training day ECT training offer developed Early Years training embedded
Inclusion Reflection Toolkit	<ul style="list-style-type: none"> Develop and pilot a reflection toolkit 	<ul style="list-style-type: none"> Ensure it meets the needs of schools and encourage schools to use the toolkit Explore accreditation 	<ul style="list-style-type: none"> Encourage schools to use the Inclusion Reflection Toolkit. Support schools in setting new goals Publish a school led accreditation framework
Sharing Approaches & Expertise	<ul style="list-style-type: none"> School Visits: Facilitate school 'open door' events Share expertise in a range of inclusion areas Success Stories 	<ul style="list-style-type: none"> Grow a team of Inclusion Coaches Implement a peer review system where schools conduct mutual evaluations of inclusion practices 	<ul style="list-style-type: none"> Grow a network of Inclusion Coaches Recognise and celebrate schools that have made significant strides in inclusion
Engagement & Expansion	<ul style="list-style-type: none"> More schools adopt the Inclusion Charter Explore a membership package 	<ul style="list-style-type: none"> Engage new schools Explore early intervention offer Develop internal and external AP offer Help new schools to adopt the Inclusion Charter Bespoke offer available Work with school leaders to ensure inclusion is embedded in policies 	<ul style="list-style-type: none"> Empower leaders in inclusion Ensure the sustainability of the Inclusion Charter Bridging programmes to support children returning to school Become a traded inclusion service/provision
Research & Impact	<ul style="list-style-type: none"> Agree KPIs Engage with research partners Publish an annual report 	<ul style="list-style-type: none"> KPIs measured and evaluated Look at successful inclusive education practices Publish research sharing impact and exemplary practice 	<ul style="list-style-type: none"> KPIs measured, evaluated and reviewed Publish research impact report Refine and adjust the Inclusion Charter Showcase the work of the Inclusion Partnership

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INCLUSION PARTNERSHIP



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