



THE ROSETTE

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HIGHLIGHTS 2025/26

INCLUSION CONFERENCE

Our annual Inclusion Conference welcomed over 300 attendees, shining a spotlight on the inspiring work of Derby schools.

PODCASTS!

We launched our podcast series Because School Means More, sharing powerful stories from inclusive schools across the city.

CPD & NETWORKING

We continued to deliver an extensive CPD and networking offer for schools, with Coaching Circles standing out as a key highlight with some great impact.

100% DERBY SCHOOLS SIGN INCLUSION CHARTER

Derby has reached a defining moment in its journey towards a more inclusive education system, with every school signing the Inclusion Charter, an important milestone reflecting a shared commitment to ensuring all children feel they belong, are valued, and are supported to succeed.

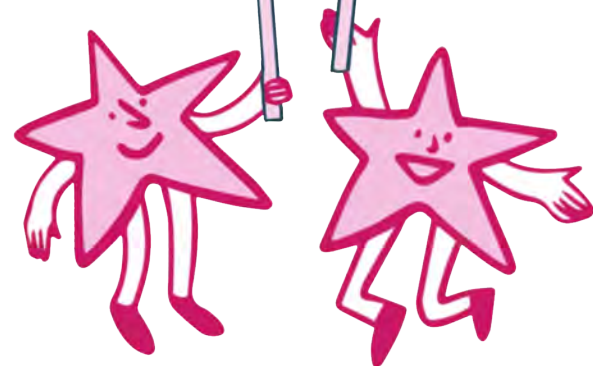
WE HAVE SO MUCH TO CELEBRATE

EXCITING TIMES FOR DERBY!

In this newspaper, we reflect on 2025/26 which has been another impactful year for The Inclusion Partnership. One year on from launching our ambitious five-year strategy, The Inclusion Movement, there is much to celebrate, with a clear sense of unity, shared purpose, and growing momentum across the city. So grab a cuppa, enjoy the read, and thank you for playing your part in building more inclusive schools.

"This year marks a significant step forward for inclusion in Derby. With every school now signed up to the Inclusion Charter, we are seeing a powerful, shared commitment to ensuring all children feel they belong and can thrive. This progress would not be possible without the dedication of our partners and the strength of collaboration across schools and the wider community, as we continue to turn our vision into meaningful action." – Phil Smith, Chair of the Inclusion Strategy Group

Because school means *more*



THANK YOU



**INCLUSION
PARTNERSHIP**

**STRATEGIC PLAN
2025-2030**

THE INCLUSION MOVEMENT





OUR PURPOSE

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

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.

DERBY CITY INCLUSION CHARTER

	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



INCLUSION STRATEGY GROUP

The Inclusion Strategy Group (ISG) champions inclusive practice across education settings in Derby City and beyond by providing strategic leadership, support, and guidance.

The ISG reports to and is governed by the Derby City Local Area Inclusion Partnership Board (LAIPB). The group operates as an education-focused, multi-agency advisory group, bringing together education settings, the local authority, Derby County Community Trust and wider partners. It provides oversight, challenge and assurance of the delivery of the Strategic Plan 'The Inclusion Movement' and ensures alignment with the Local Area Inclusion Plan.

Our Key Lines of Enquiry:

These help to shape and drive the work we do at school, locality and city level.

- Exclusions and Suspensions
- City-wide Attendance
- Persistent and Severe Absence
- Elective Home Education (EHE)
- Part-Time Timetables
- Alternative Provision (AP)

We are incredibly proud of the work being delivered through the Inclusion Strategy Group and would like to extend our sincere thanks to members for their time, dedication and unwavering passion in driving this work forward.

2025/26 ISG members:

- Phil Smith, ISG Chair/ Aldercar High School
- Jo Wilkinson, Inclusion Partnership Manager
- Paula Nightingale, Derby City Council
- Graeme Ferguson, Derby City Council
- Michelle Robinson, Derby City Council
- Kerry Hodges, Derby City Council
- Neil Wilkinson, The Bemrose School / PSG Chair
- Mike Pride, Respect Collaboration Trust
- Jonathan Gallimore, PSG Vice Chair / Hardwick Primary School
- Molly Peach, Alvaston Infant & Nursery School and Central & Ashgate Nursery School
- Professor Geraldine Codina, University of Derby
- Aaron Denton, Derby College Group



KEEPING THE MOVEMENT MOVING!

330 delegates join our Inclusion Conference

The annual Inclusion Conference is our flagship event, bringing together over 300 delegates from schools, services, and partner organisations across Derby. The conference is designed to reinforce our shared purpose and the importance of collaboration to develop a truly inclusive education system.

The 2025 conference focused on sharing effective inclusive practice from schools across Derby. A key highlight of the event was the first performance of the Inclusion Choir, which provided a powerful celebration of voice and belonging within our community.



Scan to watch our
2025 CONFERENCE
FILM



CONFERENCE 2026

Thursday 25th June 2026
08:30am until 3:30pm
Pride Park Stadium, Derby FREE for
Derby City Schools

OVERVIEW OF THE DAY

Keynote Speaker: Roger Mitchell
'Emotionally Available School'

Marketplace • Inclusion Partnership
Reflection • Inclusion Immersion •
Coaching Circles • School Spotlight

The 2026 Conference will celebrate the achievement of 100% of Derby schools signing the Inclusion Charter and will continue to place a spotlight on schools that are actively embedding an inclusive culture across their settings.

LISTEN UP!

Because School Means More podcasts launched

A new feature of our inclusion work has been the launch of the podcast series Because School Means More! The podcast shines a spotlight on inclusive practice, sharing real stories and experiences from schools across the city.

The series has captured several powerful and moving moments, with schools speaking openly about their journeys towards greater inclusion.

It's been so successful that we've recently completed recording series 2, capturing more inclusion stories from Derby schools. We are hugely grateful to the schools and colleagues who have been brave enough to join us and share their experiences.

Please do tune in and have a listen to hear how Derby schools are working to ensure every child feels seen, supported, and valued.

Thank you to the schools that have shared their inclusive stories on our podcast!

- Alvaston Infant & Nursery School
- Allestree Woodlands
- Bishop Lonsdale CofE Primary School & Nursery
- Chellaston Academy
- Derby Pride Academy
- Hardwick Primary
- Homefields Primary School
- Landau Forte Academy
- Landau Forte Academy Moorhead
- Littleover Community School
- Murray Park Community School
- Oakwood Infants
- Pear Tree Infants
- Shelton Junior School
- Springfield Primary
- St Andrew's Academy
- St Chad's Nursery & Infant School
- The Bemrose School



Listen on our
website



Listen on
Spotify

MAKING A DIFFERENCE:
OUR 2025/26 INCLUSION STORY

Launching our five-year strategy marked an important milestone for our work, and we are proud of the progress made over the past academic year. Through a strong collaborative approach, we have continued to build momentum across Derby's education

community, strengthening our collective commitment to inclusion. From new initiatives to the continued development of our core offer, this year has seen meaningful steps forward in ensuring every child feels welcome, supported, and able to thrive.

CITY OF EXPERTISE CONTINUES TO GROW

Attendance remained strong for the 2025/26 Continuing Professional Development (CPD) programme, which delivered high-quality, in-depth training aimed at helping schools embed inclusive practices across all areas of provision.

The programme was made possible thanks to the support of the Virtual School within Derby City Council, who enabled a significant portion of the CPD offer to be delivered.

Course	Date(s)	Uptake
Inclusive Attendance Bronze Kitemark	4 day course	24 delegates
Relational, Attachment and Trauma Informed Classrooms	7 day course	22 delegates
Bags of Character	1 day course	32 delegates
Carr Manor: Coaching Leads	3 day course	16 delegates
EBSNA	2 day course	31 delegates
Fetal Alcohol Spectrum Disorder	1 day course	37 delegates
Play Therapy	2 day course	24 delegates
Carr Manor: Immersion Day with a Derby Perspective	1 day course	23 delegates
Carr Manor Immersion Day (Leeds)	1 day course	18 delegates
Drawing and Talking	1 day course	54 delegates
Total		281 delegates
Total number of schools accessing training		70



“The training has been incredibly valuable in supporting whole-school improvements in attendance. By adopting an inclusive attendance approach, all staff now understand their role in supporting attendance and inclusion. As a result, we have seen increased attendance across all target groups, alongside reductions in persistent and severe absenteeism. Most importantly, it has helped create a positive cultural shift across the school, with strong staff buy-in, and we are already seeing the benefits.” – Theresa Lucas, Murray Park Community School Inclusive Attendance course.



Scan to see further details of our 2025/26 CPD offer



SEEING IS BELIEVING

THE POWER OF COACHING CIRCLES

Coaching Circles are gaining real traction across Derby schools, with settings embedding the approach to strengthen inclusive practice. The journey began in January 2025 through a training partnership with Carr Manor Community School in Leeds, and over the past 18 months has become a key part of the city's CPD offer. Now, schools across Derby are not only adopting the model but opening their doors so colleagues can see Coaching Circles in action.

Thank you to Springfield Primary School, Shelton Junior School and Chellaston Academy for allowing us to visit your Coaching Circles in action and hearing from staff and students about the benefits.



Scan to watch our films about Coaching Circles in Derby Schools



"I think it's the best thing we've ever done. I personally really enjoy it. The benefits are massive. All these children you see smiling and happy and getting to know each other. There's nothing negative." – Vicky Dunkley-Smith, Shelton Junior School

"I don't have the data yet to show this is working but I can feel it is working. We've only been doing it for half a year and already I can see the benefits." – Jane Joyce, Springfield Primary School

Scan to listen to our Coaching Circles podcast!



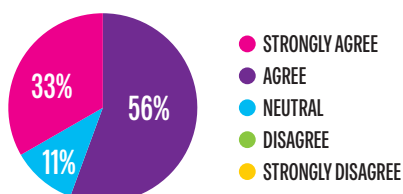
Listen on our website



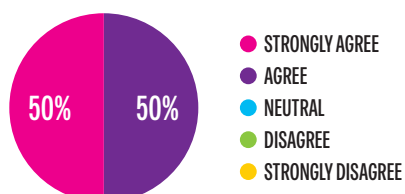
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EBSNA CPD SURVEY FINDINGS

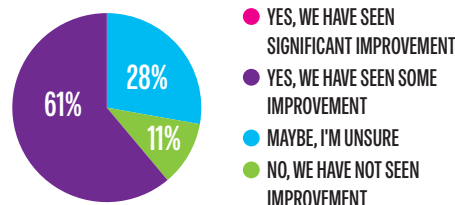
SINCE EBSNA TRAINING, I FEEL MORE CONFIDENT SUPPORTING PUPILS EXPERIENCING EMOTIONALLY BASED SCHOOL NON-ATTENDANCE



SINCE THE EBSNA TRAINING, I HAVE FOUND THAT I CAN ENGAGE MORE EFFECTIVELY WITH THE PARENT/FAMILIES OF PUPILS EXPERIENCING BASED SCHOOL NON-ATTENDANCE



HAVE YOU SEEN ANY CHANGES IN PUPIL ATTENDANCE SINCE THE TRAINING



SHARING SOLUTIONS THROUGH NETWORKING



Our Inclusion Network Meetings are a key part of our offer, providing opportunities to explore inclusive practice in schools through connection, reflection, and shared professional growth. This year, we adapted the format to use Coaching Circles, which has proven highly successful. The approach has ensured that all participants have a voice, enabling them to share challenges, insights, and practical solutions in a structured and supportive environment.

2025/26 YEAR IN NUMBERS



100% SCHOOLS SIGNED OUR INCLUSION CHARTER



161 HOURS OF CPD DELIVERED WITH 281 DELEGATES ATTENDING



330 DELEGATES ATTENDED THE INCLUSION CONFERENCE



PODCAST SERIES LAUNCHED WITH OVER 755 LISTENERS



90 SCHOOL COLLEAGUES NETWORKING ACROSS 3 MEETINGS



9 SCHOOLS DEVELOPING COACHING CIRCLES



184 FOLLOWERS ON LINKEDIN CREATING OVER 4,300 IMPRESSIONS



7814 WEBSITE VIEWS



65 YOUNG VOICES HEARD INCLUSIVE SCHOOLS YOUTH VOICE EVENTS



YEAR 1 OF 5-YEAR STRATEGY DELIVERED

PUTTING DERBY ON THE MAP FOR INCLUSION 2026/27

AN EXCITING YEAR AHEAD!

As we look ahead to 2026/27, there is much to be excited about across our city-wide education community.

A defining moment of the year will be a powerful City-wide Inclusion INSET Day, bringing colleagues together in an innovative, city-wide collaboration that will place Derby firmly on the map for inclusion. Building on the success of our first series, Series 2 of our podcasts Because School Means More will be shared, offering fresh insights, lived experiences, and practical ideas to support inclusive practice in schools.

We will also introduce the Inclusion Reflection Toolkit, designed to help practitioners deepen reflection and embed inclusive approaches in everyday practice. Alongside this, we are delighted to welcome new training opportunities led by Mark Finnis, exploring 'Knowing, Doing, Being' to support the shift from understanding to action and ultimately to embedding a truly lived and breathed culture of inclusion through relational and restorative approaches.

2026/27 promises to be a year of growth, connection, and continued progress for inclusion across our city.

INCLUSION: EVERYONE. EVERYDAY. EVERYWHERE

City-wide Inclusion INSET Day, 27th November 2026

Derby is set to host a landmark event this November, as 2,600 education professionals come together for an ambitious city-wide training day focused on inclusion. Taking place on 27th November 2026, the event will bring together staff from over 65 schools and settings, representing every role across the education workforce.

The day will focus on how inclusion can be put into practice by everyone, every day, and in every classroom. From teachers and teaching assistants to leaders and support staff, delegates will explore practical ways to ensure every child in Derby feels welcome, safe, and valued in their school community. With its scale, ambition, and clear focus on impact, the event is expected to be a defining moment for Derby, bringing the city together and firmly putting it on the map for inclusion.

"I am so proud to be involved in this incredible event in my home city in November! Huge congratulations to the Inclusion Strategy Group for putting together what is going to be a spectacular day of learning and of celebrating Derby's commitment that EVERY young person, in EVERY community deserves the very best chance!" Richard Gerver, Keynote Speaker.

"I can't wait to be part of the City-wide INSET Day and am delighted to be working with the Inclusion Partnership! Inclusion, connection and belonging for our children is crucial." Mark Finnis, Keynote Speaker.



Scan to find out more about our City-wide INSET day



INCLUSION²⁰²⁶

EVERYONE. EVERYDAY. EVERYWHERE.

DERBY CITY
INSET DAY

FRIDAY 27TH
NOVEMBER 2026
08:30 - 15:00

VAILLANT LIVE
DERBY, DE1 1LA

This day celebrates our shared commitment to inclusion. Together, we'll explore how everyone, every day, everywhere can make a difference to help every child in our city belong and thrive at school.

OUR SPEAKERS | 09:30 - 12:45

 Richard Gerver Author and Speaker	 Stephanie Davies Laughology	 Mark Finnis L30 Relational Systems	 Phil Smith & Jo Wilkinson Inclusion Partnership	 Sir Kevan Collins Department for Education
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3 AFTERNOON OPTIONS

Option 1: Presentations at Vaillant Live	Option 2: Inclusion Webinars & Inclusion Reflection Toolkit	Option 3: School-led content/ plans
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BECAUSE SCHOOL MEANS MORE!

PODCAST RETURNS FOR SERIES 2



Following the success of the first series, we are pleased to launch Series 2 of Because School Means More, continuing our commitment to sharing inclusive practice across Derby. The new series features a range of fresh stories, experiences, and approaches from even more schools across the city, highlighting the ongoing journey towards greater inclusion.

The podcasts provide a platform for staff to speak openly about their work, offering honest reflections and practical ideas that support inclusive practice in schools.



By amplifying these voices, Series 2 continues to showcase the creativity, commitment, and collaboration that exists within Derby's education community.

We encourage you to tune in and hear how schools across the city are working in different ways to ensure every child feels seen, supported, and valued.



TIME TO REFLECT ON INCLUSION

NEW TOOLKIT TO SUPPORT SCHOOLS

A new Inclusion Reflection Toolkit is set to support school leaders across Derby in both celebrating progress and identifying next steps in their journey towards greater inclusion. Designed as a practical and reflective resource, the toolkit works alongside the Derby Way graduated approach, enabling schools to recognise the impact of their work while also evaluating current provision and practice.

Structured around the principles of the Inclusion Charter, the framework is organised into ten sections, each focusing on a key aspect of inclusive practice. Within each section, leaders are guided through a clear description of the principle, alongside suggested examples of evidence to help assess effectiveness. While not exhaustive, these prompts provide a useful starting point, allowing schools the flexibility to draw on their own context-specific evidence.

The toolkit also provides dedicated space for schools to record their findings and reflect on their current position. Crucially, it supports forward planning, enabling leaders to identify priorities, set clear next steps, and outline commitments to further strengthen inclusive practice and improve outcomes for all pupils.

By combining reflection with action, the Inclusion Reflection Toolkit aims to empower schools to take a structured, evidence-informed approach to inclusion. Built into each school's Inclusion Strategy, it offers a clear link to supporting continuous improvement and helps embed inclusive practice as an ongoing, strategic priority.

The toolkit will launch in the autumn term and will be added to the Inclusion Partnership website Charter School Dashboard.



CPD & NETWORKING OFFER SET TO STRENGTHEN

INCLUSIVE PRACTICE ACROSS DERBY

Derby's commitment to inclusion will continue to be supported through an extensive professional development offer in 2026/27, alongside ongoing termly network meetings designed to bring schools together to share practice and strengthen collaboration.

In partnership with the Virtual School, a wide-ranging programme of training will continue to be delivered, including Relational, Attachment and Trauma-informed Classrooms, Drawing and Talking, Play Therapy, Fetal Alcohol Spectrum Disorder (FASD), EBSNA, Inclusive Attendance, Coaching Circles, along with STePs and DSAL courses. These opportunities are designed to equip staff with the knowledge, skills, and confidence to meet the diverse needs of learners across the city.

A key development for the year ahead is a new partnership with education consultant Mark Finnis, who will work with schools following the City-wide INSET Day to deliver a programme in 2027 focused on relational and restorative approaches. The training will be structured around three stages of development: Knowing (understanding relational and restorative principles), Doing (applying them consistently in practice), and Being (embedding them into leadership, culture, policies, and systems).

Together, this offer aims to strengthen inclusive practice across Derby by supporting schools to build shared understanding, develop consistent approaches, and embed lasting cultural change.



Scan to see further details on our website



STAY IN THE LOOP



**INCLUSION
PARTNERSHIP**

VISIT OUR WEBSITE FOR:

- CPD & Networking
- Resources Library
- Webinars
- Information



LINKEDIN

CONNECT WITH US!



Because school means **more**

PODCAST

Listen on our website



Listen on Spotify



**INCLUSION
PARTNERSHIP**

**STRATEGIC PLAN
2025-2030**

THE INCLUSION MOVEMENT





As we reflect on 2025/26, the Inclusion Partnership is proud of the continued collaboration and commitment shown by schools and professionals across Derby to strengthen inclusive practice. This year has highlighted the importance of partnership working, early intervention, and shared approaches to improving outcomes for children and young people.

Looking ahead to 2026/27, we remain committed to expanding the reach and impact of our inclusion work through stronger collaboration, enhanced training and support, and the continued development of consistent inclusive practice across all settings.

We are grateful to all schools, professionals, and partners whose support makes this work possible, and to our funders: Derby City Council, Derby County Community Trust, Primary Strategy Group, and Secondary Strategy Group, for their continued investment and commitment to this work.

Together, we are making a difference to children and young people in Derby.

Phil Smith & Jo Wilkinson

Inclusion Strategy Group Chair / Inclusion Partnership Manager



Sharon Buckby

**Director of Learning, Inclusion and Skills
Derby City Council**

"Together, we are building an Inclusive and Ambitious City where every child and young person feels valued, supported, and that they truly belong. As One City, united in purpose, we are creating lasting impact and brighter futures for every child and young person."



Paul Newman

**Chief Executive Officer
Derby County Community Trust**

"Derby County Community Trust is proud to have been part of the Inclusion Partnership since its inception and can see its growing impact across the city. With all schools signed up to the Inclusion Charter and the upcoming City-wide Inclusion INSET Day, we are excited to see this important work continue to grow and evolve and are delighted to play our part in supporting its ongoing success."



David Blackwell

**Chair
Primary Strategy Group**

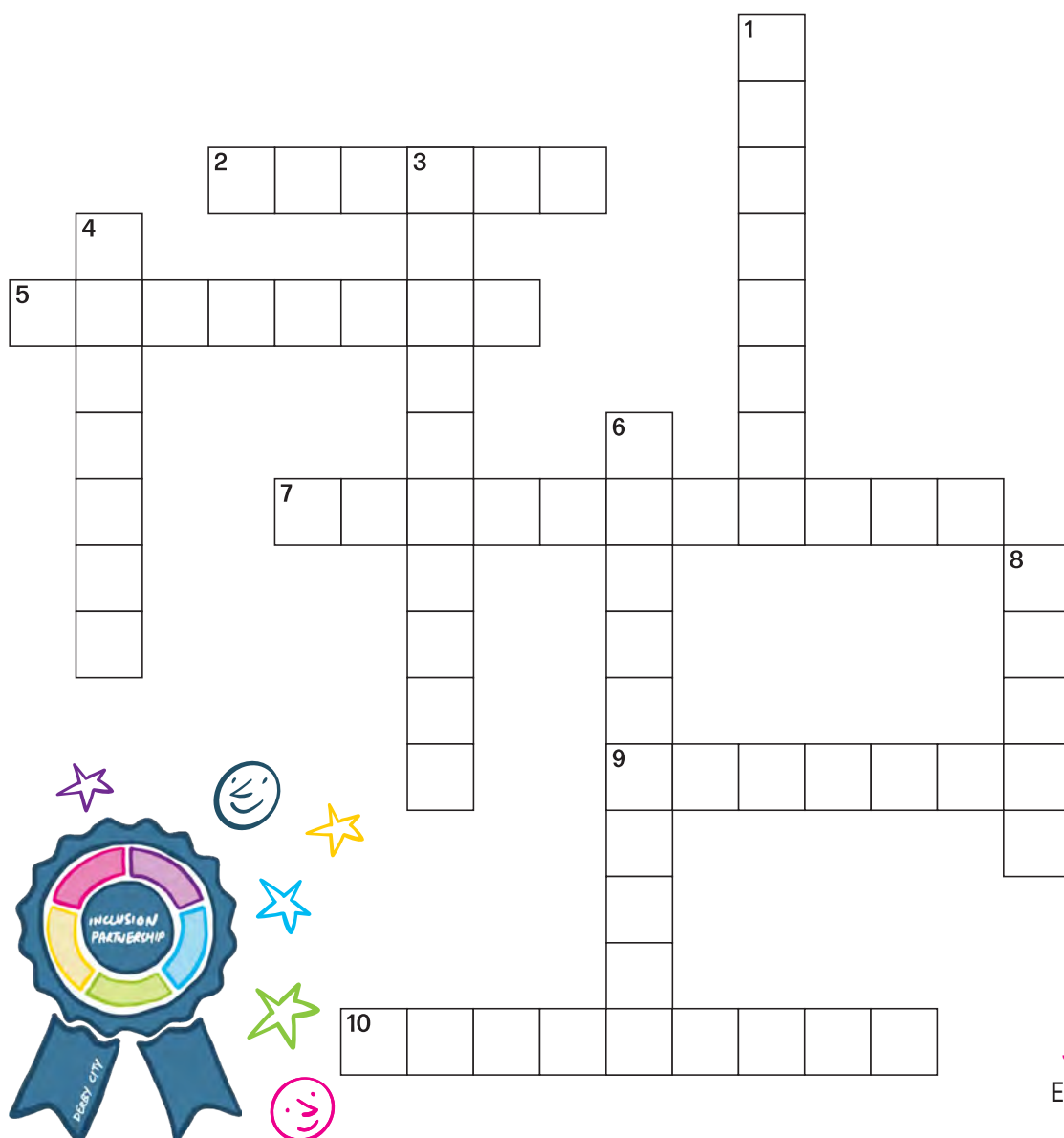
"The Primary Strategy Group is proud to help fund and support the Inclusion Partnership and its impact across our school community. The achievement of 100% of schools signing the Inclusion Charter reflects a strong shared commitment to inclusion, alongside valuable opportunities for collaboration and professional learning. We are delighted to support and champion work that continues to make a positive difference for children and young people."



Neil Wilkinson

**Chair
Secondary Strategy Group**

"The work of the ISG and the Inclusion Conference has helped bring all Derby schools together to support inclusion being a lived experience for all pupils and staff. Inclusion is foundational to our work; it is not just a word, but the everyday experience we create and the shared commitment of colleagues to keep seeking opportunities that help every child be the best version of themselves, today and in the future. The ISG has taken vision into reality by 'walking the talk'."



CROSSWORD TIME

ACROSS

- 2. The shape some schools are using to build inclusion
- 5. Our Inclusion Strategy, the 'Inclusion _____'
- 7. United and working together to develop inclusion
- 9. What every school has signed to support inclusion
- 10. We want every child to feel this at school

DOWN

- 1. Our Because School Means More recordings
- 3. Our annual flagship event
- 4. Our logo and newspaper name
- 6. Our new inclusion _____ toolkit coming next year
- 8. Inclusion: _____ ONE, _____ DAY, _____ WHERE

For further information, please contact:
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