

Inclusion and Equity: A Whole-School Approach

Inequality in education is complex. That's why a whole-school approach is needed so that everyone is playing their part in creating change over time. If you haven't seen it already, watch the Limit Less animation at iop.org/WholeSchool, where you will also find posters, reports and flyers.

Ensuring that all schools foster an environment where young people feel safe and included and able to make informed choices about their futures is everyone's responsibility. Too often young people are negatively impacted by the preconceived prejudices and biases of others, and schools must be a place where these are challenged.

England

Gender Action: An award programme which supports a whole-school approach to challenging stereotypes: genderaction.co.uk

Equaliteach: Providing high quality, interactive training and support on issues of equality, diversity and inclusion: equaliteach.co.uk

Diverse Educators: Educators committed to furthering the EDI agenda in schools. Offering training, EDI strategy and development. Their DEI Directory also links to specialist organisations working with educators to tackle barriers and discrimination related to all areas of identity including race, gender identity and sexuality: diverseeducators.co.uk

Inclusion in Schools: Working in secondary schools to make them safer, more welcoming and more representative of all students: ase.org.uk/inclusion-in-schools-programme

Wales

Whole School Equity and Inclusion Network: Supports primary and secondary schools with inclusion and equity: iop.org/physics-community/iop-membership-where-you-are/iop-wales

DARPL: a professional learning and resource hub with a Welsh perspective in raising multi-disciplinary racial consciousness: darpl.org

Welsh Government: A whole-school approach to emotional and mental wellbeing: gov.wales/framework-embedding-whole-school-approach-emotional-and-mental-wellbeing

Children in Wales, Tackling the Impact of Poverty on Education Programme: Practical steps and solutions: childreninwales.org.uk/professionals/our-work/tackling-impact-poverty-education-programme

Limit Less is the campaign to support young people to change the world. We want to ensure educators are supported and equipped to give every young person the opportunities they deserve.

Getting Started

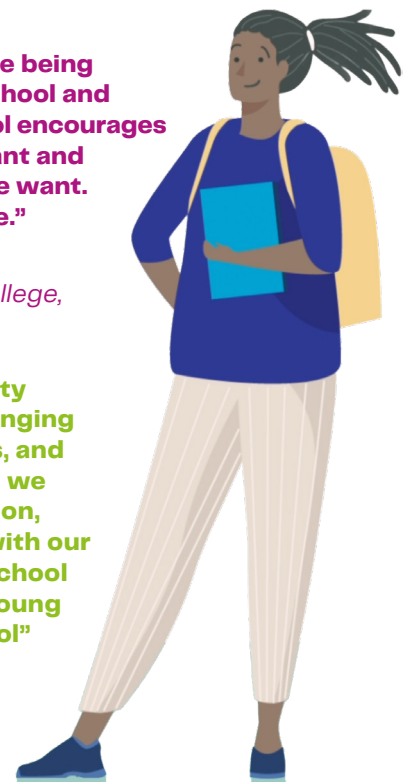
Here are some organisations working in schools who may be able to support thinking, planning, and tracking impact. These lists are by no means exhaustive, but offer some possible ways in to exploring the best programme of change for your setting. These organisations have different funding models, and several charge for their services.

"Inclusion means people being represented through school and feeling equal. The school encourages us to be anything we want and help us achieve what we want. Everyone feels welcome."

*Year 7 Student,
Mortimer Community College,
South Shields*

"Our whole school equity approach has been changing over the past few years, and we're very mindful that we cannot do this in isolation, that we need to work with our school community or school stakeholders and the young people within the school"

*Depute Headteacher,
Shawlands Academy,
Glasgow*



Scotland

Improving Gender Balance and Equalities 3-18: Team and resources at Education Scotland: education.gov.scot/resources/improving-gender-balance-3-18

Breaking the mould: Principles for an anti-racist curriculum, Education Scotland: education.gov.scot/resources/breaking-the-mould-principles-for-an-anti-racist-curriculum

Equate Scotland: Partners with employers and educators to create inclusive working and learning environments for women in the STEM subjects: equatescotland.org.uk

Time for Inclusive Education (TIE) campaign: Scotland's LGBT Inclusive Education charity, working with schools across the country to embed LGBT themes: tie.scot

Northern Ireland

Ways of Seeing and Inclusive Practices: Resources from the Education Authority, particularly relating to newcomer students: eani.org.uk/newcomers/ways-of-seeing-inclusive-practices

Schools of Sanctuary: An award scheme to support schools in becoming safe, welcoming environments: eani.org.uk/school-management/intercultural-education-service-ies/schools-of-sanctuary

Inclusion – What Can I Do?: An activity pack encouraging students to think about the ways they can promote equality within their school: equalityni.org/ECNI/media/ECNI/Teaching%20resources/Inclusion-What-I-can-do.pdf

Inclusion policy: Developed by the Council for Curriculum, Examinations and Assessment, these policies outline what inclusion means within an educational setting: ccea.org.uk/sen-inclusion/inclusion-general-strategies/inclusion

LGBTQ+ Matters: Developed by the Council for Curriculum, Examinations and Assessment for primary and post-primary schools on celebrating LGBTQ+ students and families: ccea.org.uk/learning-resources/relationships-and-sexuality-education-rse/lgbtq-matters

Republic of Ireland

The Yellow Flag Programme: Developed by the Irish Traveller Movement, supporting schools to be more inclusive and challenge discrimination: yellowflag.ie

Together Towards Inclusion: A toolkit for primary schools developed by the National Council for Curriculum and Assessment: ncca.ie/media/2030/assessment_toolkit.pdf

Leadership for Inclusion in the Early Years: Inclusion-based CPD for those working in Early Years and Care settings: lincprogramme.ie

The National Council for Special Education: A council set up to improve the delivery of education to people with special educational needs: ncse.ie

Inclusive Education Framework: A framework developed by the National Council for Special Education: ncse.ie/wp-content/uploads/2014/10/InclusiveEducationFramework_InteractiveVersion.pdf

BelongTo: The national organisation supporting LGBTI+ young people: belongto.org/online-training-for-youth-services-and-schools/

Transgender Equality Network Ireland: Workshops and training sessions to increase awareness in schools: teni.ie/wp-content/uploads/2019/07/Transforming-the-Classroom.pdf

“Inclusion plays a pivotal role in our developing Whole School Approach to Emotional Health and Wellbeing Plan, ensuring that every learner can thrive and actively participate in our school community.”

Governing Body, Eastern High School, Cardiff

“Support to achieve our high expectations, face challenges and be a good person is a gift every student deserves. One of the best ways for us to share that gift is for everyone in the school to model inclusivity, risk-taking, enthusiasm and passion.”

Teacher and guidance counsellor, Newbridge College, Kildare



The Research

How do we know a whole-school approach works?

At the Institute of Physics, it is only when we have worked with schools using a whole-school approach that we have seen a breakthrough – in one group of schools working in this way, numbers of girls choosing post-16 physics trebled over two years.

You can find our reports, research, and more resources at iop.org/InclusiveEducation