

BELONG. MATTER. THRIVE.

INCLUSION FOR EVERYONE, EVERY DAY



BIRMINGHAM INCLUSION CHARTER FRAMEWORK CO-CREATED BY

Children, young people, head teachers, leaders, and Birmingham City Council - reflecting our shared commitment to building truly inclusive learning communities.

YOUR ROLE AS A LEADER IS VITAL

- ✓ **Actively** champion the Charter's values in your school or setting.
- ✓ **Embed** its four principles of inclusion in your daily practice, adapting them to fit your unique context.
- ✓ **Lead** the way in making inclusion a lived reality for every child and young person.



PURPOSE

It provides a framework to guide our actions, hold ourselves accountable, and foster a sense of belonging for all.



VISION

Every school, setting and service is a place where all children, young people and adults feel safe, belong and are supported to thrive.

OUR FOUR PRINCIPLES OF INCLUSION



EVERY LEARNER IS AT THE HEART OF OUR WORK

All are welcomed, valued, and supported - regardless of background or ability. Their voices shape our culture, curriculum, and support systems.



WE ARE AMBITIOUS FOR EVERY LEARNER

We nurture each child and young person's unique potential, challenge stereotypes, and remove barriers. Every learner is empowered to access opportunities, build independence, and develop resilience.



WE SUPPORT THROUGH STRONG PARTNERSHIPS

Wellbeing, early intervention, and connected support are central. We set high expectations and work collaboratively with families, professionals, and the wider community to create inclusive environments.



WE ARE RELATIONSHIP-BASED & RESTORATIVE

We foster positive relationships, promote emotional safety, and respond to behaviour with equity and compassion. Restorative practices help build respectful connections and a sense of belonging for all.

BE A CHAMPION FOR INCLUSION IN BIRMINGHAM SCHOOLS & SETTINGS

IMPLEMENTING THE INCLUSION CHARTER



TOGETHER, LET'S ENSURE THAT INCLUSION IS NOT AN ASPIRATION, BUT A DAILY REALITY FOR EVERY CHILD & YOUNG PERSON IN OUR CITY

IMPLEMENTING

THE INCLUSION CHARTER - IN DETAIL



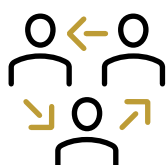
PRIORITISE PROFESSIONAL DEVELOPMENT

- ✓ Invest in ongoing training for all staff on inclusive pedagogy, restorative practice, and cultural competence.
- ✓ Encourage reflective practice and peer learning to continuously improve inclusive approaches.



EMBED INCLUSION IN EVERYDAY PRACTICE

- ✓ Integrate the Charter's four guiding principles into school culture, curriculum, and support systems.
- ✓ Ensure that every child's voice is heard and that their needs shape decision-making.
- ✓ Regularly review and adapt policies and practices to remove barriers to participation and achievement



COLLABORATE FOR IMPACT

- ✓ Build strong partnerships with staff, families, external agencies, and the wider community.
- ✓ Share responsibility for inclusion and work together to create supportive, connected environments.
- ✓ Engage in co-production with children, young people, and families to ensure lived experiences inform practice.



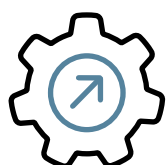
LEAD BY EXAMPLE

- ✓ Actively champion the Charter's values within your school or setting.
- ✓ Model inclusive attitudes and behaviours in all interactions with staff, pupils, and families.



MONITOR, EVALUATE & SHARE PROGRESS

- ✓ Use data and feedback from pupils, families, and staff to monitor the impact of inclusion strategies.
- ✓ Celebrate successes and share promising practices across schools and settings.
- ✓ Be transparent about challenges and use them as opportunities for learning and improvement.



SECURE & ALLOCATE RESOURCES

- ✓ Advocate for and make effective use of funding (e.g., Inclusion Fund) to support inclusive initiatives and remove barriers.
- ✓ Ensure resources are targeted to areas of greatest need and that all staff understand how to access support.



FOSTER A CULTURE OF BELONGING & HIGH EXPECTATIONS

- ✓ Set high expectations for all learners, regardless of background or ability.
- ✓ Promote a sense of belonging, safety, and respect in every classroom and across the school/setting.
- ✓ Address discriminatory attitudes and practices swiftly and compassionately.

JOIN US - CHAMPION INCLUSION IN BIRMINGHAM