

Inclusion Operational Plan (For Approval)

Introduction In May 2022, the BDAT Board agreed the Trust three-year strategic direction: “One Trust, One Child, Where Every Child Belongs” . This planning document sets out the Inclusion priorities and plan for 2022-23 by area of intent. It includes intent, implementation, including actions and Impacts.			
Intent – what is the area of focus or the activity/issue?	Implementation – what are we going to do this year?	Actions	Target Impact – what will the end outcome be?
Promoting a curriculum (including our programmes of enrichment and extra-curricular) that is inclusive and calls upon a wide range of diverse role models and resources.	Schools will continue to review and improve the curriculum, in its widest sense, to ensure there is diversity in its content and inclusion is recognised and celebrated. The inclusion PLCs will report on the curriculum termly (criteria to be identified)	Review of curriculum, to show inclusive nature of what is taught. To collect student voice on the inclusive nature of their curriculum and complete ‘inclusion walks’ with students. Schools can suggest area of focus for student voice work. CL/ JK and KW to work on criteria and reporting mechanisms for reporting to PLCs.	Curriculum resources evidence a wide range of cultural stimuli used to promote learning and pupils are able to articulate an understanding of a wide range of cultures, societies, faiths and differences.
Secure a Trust Diversity Mark: To gain external recognition for our schools’ and the Trust’s work in inclusion and diversity.	Ensure all our schools are working with the diversity mark framework to improve practice. Schools share good practice.	KW to work with schools and Diversity Mark to secure timetable of reviews. KW to device mechanisms to share good practice. JT to lead on collation of materials for MAT Diversity Mark.	Trustees are aware of the progress toward successful completion of the awards.
All Policies reflect the inclusive BDAT values.	Review our Trust policies and processes to ensure they are cutting edge, fair and equitable for all.	KW and CB to review BDAT policies to check their inclusive nature. KW and CB to device timetable to do this. Good examples from to be shared so they can inform when policies are reviewed. Review to be shared at BDAT people Committee.	Trustees are confident to approve all policies as they will reflect inclusive practice.

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Monitoring trends and impact on human behaviour (staff and students)	Formalise our monitoring systems to ensure they flag non- inclusive behaviour and highlight examples of good practice.	<p>Analysis of Inclusion section of 2023 staff survey, looking for trends against 2022 survey.</p> <p>Review SIAMs inspection reports, for examples of good practice around inclusion.</p> <p>Sharing of good practice, such as expectations documentation.</p> <p>Review of grievances and complaints for where non inclusive practice is cited.</p> <p>Include questions on exit interviews to look for trends about inclusion.</p> <p>Review exclusion data for trends around inclusion.</p>	Evidence gained from monitoring data demonstrates to Trustees that there is a reduction in incidents and in formal grievances and complaints, and a growing number of examples of good practice.
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