

Intersectional Approaches to Inclusion

Network for Church of England Schools

September 2023



THE CHURCH
OF ENGLAND
EDUCATION OFFICE

FOUNDATION FOR
EDUCATIONAL
LEADERSHIP



What is Intersectional Approaches to Inclusion? How can we create a Multi-Perspective Ethos?

- Intersectional Approaches to Inclusion is a network that focuses on promoting inclusive practices within educational settings by considering the intersectionality of identities and experiences. It recognises that individuals hold multiple social identities, such as race, gender, sexuality, disability, and more, which interact and influence their experiences of privilege and marginalisation.
- The network aims to create a Multi-Perspective Ethos where multiple viewpoints and experiences are acknowledged and valued. By embracing diverse perspectives, educators can foster inclusive learning environments that reflect the lived realities of their students. This ethos requires a commitment to understanding and addressing the unique challenges faced by individuals with intersecting identities.
- The network provides a platform for educators to explore and exchange ideas, best practices, and research on intersectional approaches to inclusion. It encourages discussions on curriculum development, teaching strategies, and classroom practices that promote inclusivity and address the needs of diverse learners. By sharing knowledge and experiences, the network empowers educators to create learning environments that validate and celebrate the experiences and identities of all students.

What will the network involve?

National Network

The Intersectional Approaches to Inclusion network, focusing on promoting inclusive practices and addressing intersectional challenges within education, will be offered as a national network. Due to the sensitive nature of the content and the need for the safety and well-being of all stakeholders involved, the network will be facilitated by the Church of England's central racial justice team and consultants. Their expertise will contribute to creating a supportive and inclusive environment for discussions on intersectionality, racial justice concerns, and effective strategies for fostering inclusion within educational settings.

Structure

The national network will feature expert sessions where education professionals will discuss their experiences and efforts in developing a curriculum that embraces diversity and presents a wide range of stories and perspectives to children and young people.

These sessions will provide valuable insights into the work being done to foster inclusive education and will explore relevant research and literature on this important topic. By sharing best practices and engaging in meaningful discussions, the network aims to promote inclusive approaches to education and empower educators to create inclusive learning environments.

It is important to remember that this is not a course and will not replace a person developing their own subject knowledge. Rather, it is an opportunity to engage in discussion, raise awareness and explore best practices as it relates to the creation of and implementation of a multi-perspective.

We want to see the children and young people in our schools more able to access the learning, support and nurture they need to be able to fully thrive and live hope-filled lives.

In our networks, we have the following principles which research has shown to contribute to the inclusion and flourishing of children with additional needs:

- A willingness to learn and admit any gaps in knowledge
- The courage to seek help and make difficult decisions
- Empathetic listening which seeks to understand
- Open-mindedness to different approaches and ideas
- Non-judgemental engagement with others
- Commitment to action in service of children/ young people

Each network session will build on the learning from the expert instruction. There will be an expectation that participants will engage with that learning, considering how to apply it to their own context. Key questions will encourage participants to try out/ explore a particular activity or strategy in their own school and report back at the next network session.

What will we explore?

Session	Date	Topic
Open Webinar	28 th Sept 2023 4:00-5:00 pm	Psychological safety What is Psychological Safety? How does it impact well-being, performance and collaboration in schools? How do we create psychologically safe spaces?
Facilitated session	4 Oct 2023 4:00-5:00 pm	Is our curriculum psychologically safe? Evaluating our current curriculum and exploring it against the topics raised in the previous webinar. What might a psychologically safe curriculum look like for different people?
Expert network session	6 th Nov 2023 4:00-5:00 pm	What is intersectionality? And different approaches to EDI. Explore different models, policies, and practices that organisations and communities employ to create inclusive environments.
Expert network session	8 th Jan 2024	Protected characteristics and their challenges. Delve into the unique challenges and barriers faced by individuals within each of these categories. By understanding these challenges, participants can develop a greater appreciation for diversity and work towards creating environments that are inclusive and supportive for all.
Expert network session	7 th March 2024 4:00-5:00 pm	Ensuring the voices of pupils are heard, and their needs are fully met Explore strategies and best practices for actively involving pupils in decision-making processes and creating inclusive environments where their voices are valued. The session will address the unique challenges faced by students with intersecting identities and discuss ways to address these challenges effectively.
Expert network session	18 th April 2024 4:00-5:00 pm	Different perspectives on core material Exploring the curriculum content, which has been a staple for teachers and learners. How do we present a range of perspectives on that content, and why is it important for us to?
Expert network session	21 st May 2024 4:00-5:00 pm	Exploring the challenges of embedding a multi-perspective curriculum. We will explore the challenges we have faced so far and anticipate what they might be following the previous two expert sessions.
Expert network session	17 th June 4:00- 5:00 pm	Creating measurable strategies for inclusion. Explore the importance of collaboration and stakeholder engagement in the development and implementation of measurable strategies. Participants will explore best practices for involving students, educators, parents, and community members in the planning and evaluation processes, ensuring that diverse perspectives are considered and valued.

What needs to be provided by the Diocese/ MAT?

ROLE OF DIOCESE/ MAT/ DELIVERY PARTNER:

Each host diocese/ MAT/ DP will need to provide a *facilitator* for the network who will engage with the taught sessions, CEFEL training and lead discussions locally on the materials. The time commitment for this is around 1 hour per month, plus preparation time.

CEFEL will provide:

- All taught sessions by experts (on Zoom)
- Training and ongoing support for facilitators
- Materials for facilitators to use in their network groups, including suggested reading and key questions to reflect on practice
- An online resource area with access to taught sessions, additional reading and signposting further training and expertise

Cost of the Network for 2023-24

The cost of the Network for 2023-24 is:

Price:	Price per school (If 10 schools in Network)	Price per school (If 20 schools in Network)
All this for £750 per local network for DDEs or MATs (Includes training and resources)	£75	£37.50
	£25	£12.50
	£95	£47.50

Or £250 to join the national network for individual schools.

Please note that all prices are exclusive of VAT.

CEFEL will also host and lead a national secondary network group, with up to 20 secondary schools.

Contact lorraine.prince@churchofengland.org for more details or to sign up.

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