

Inclusive practice in schools

This scenario was developed to support learners to consider what a children's human rights approach might look like in practice.

A secondary school leadership team is looking to train all school staff to consider children's rights and how to empower children and young people whose rights are at risk. They also wanted to use one of the training sessions to assess the school's policies and practices.

The leadership team:

- Undertook training and support for school staff on their knowledge and understanding of the UNCRC and how to embed a children's human rights approach in school.
- Worked with pupils to design staff training that focused on respecting each child or young person and how to treat them with dignity.
- Used scenarios to support staff discussion around respecting children and young people's dignity, where staff were encouraged to think about how they themselves would like to be treated in those scenarios.
- Ensured one training session was focused on how to get support to tackle discrimination and support children, young people and their families who are affected by it.
- Reworked their school values and policies with all staff, children, and young people to include a clear commitment to promoting equality, dignity, and tackling direct and indirect discrimination against children and young people, or specific groups of children and young people.
- Worked with all staff and their pupil council to consider the communication needs of the children, young people, and families interacting with the school, and if any improvements could be made to their communication practices including their website, emails and school information posters.
- Ensured that they worked with children and young people to develop a reporting system to use if the children or young people were experiencing discrimination or bullying.

Reflection questions

Has your organisation specifically trained staff to consider how to empower and support children and young people whose rights are at risk?

Do your policies, procedures and practices support equitable access to your services?

Do you have a feedback system for children and young people to tell you if they have experienced discrimination using your services?



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