

Creating a Sense of Belonging Through an Inclusive School Games

The more we learn, the closer we get



Purpose of this session



- Recap on Inclusion by Design and how we can ensure that everyone has a sense of belonging in the School Games
- Share practice
- Consider what the School Games means xxxxx

This is a safe space!

Task

Reflect on

Reflect on a song that makes you feel like home/belonging

Share

Share your name/
pronouns/

Share

Share your story around why you picked your song

Psychological Safety

- Threats – stimulate fight or flight
- Shuts down cognitive functioning
- Psychological safety:
 - safe to take risks without fear of reprisal
 - safe to admit mistakes, ask questions, suggest ideas



belonging

[biˈlɒŋɪŋ] 

NOUN

an affinity for a place or situation:
"we feel a real sense of belonging"

SIMILAR:

affiliation

acceptance


association

attachment

connection




in·clu·sion

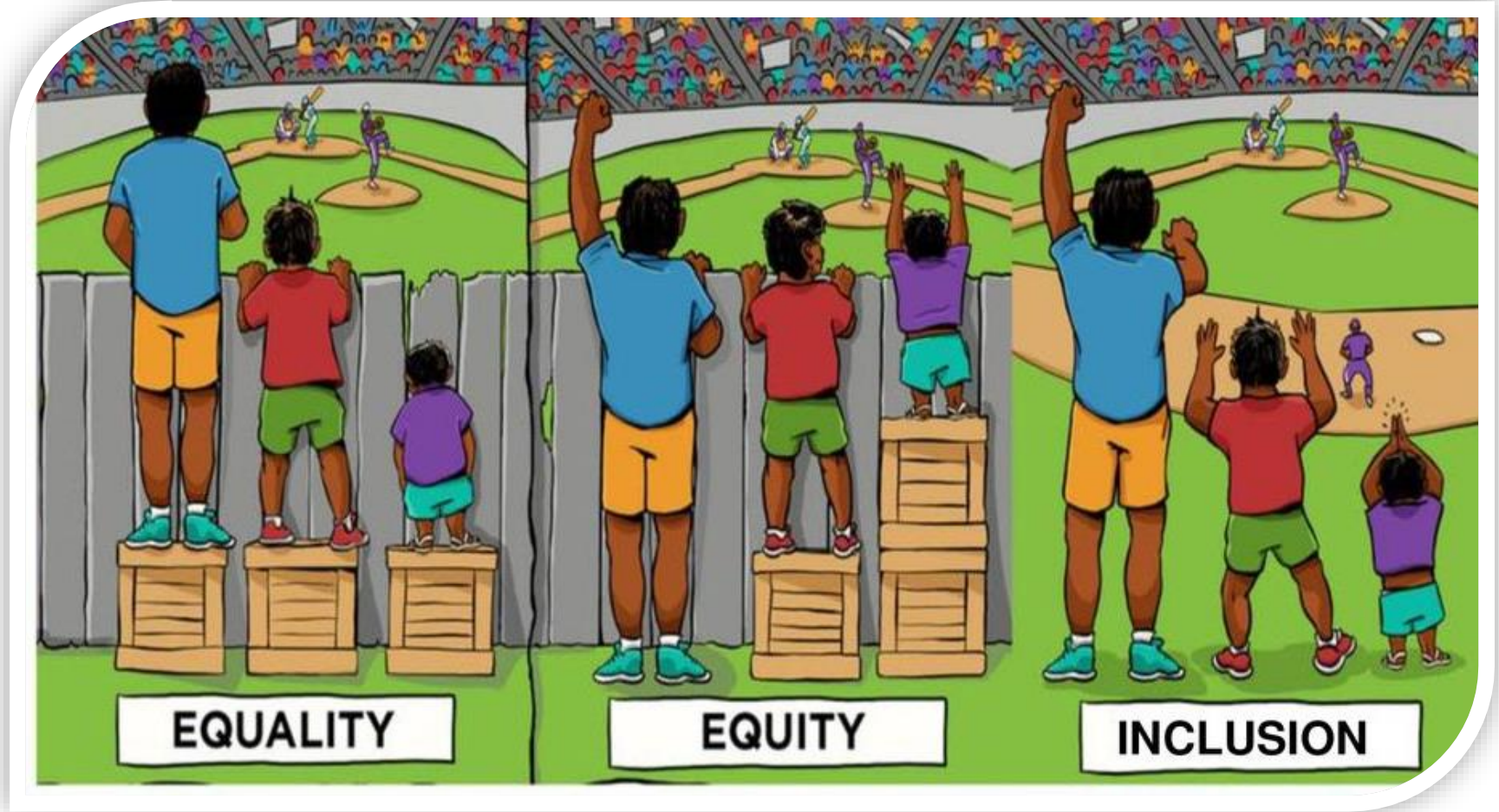
[ɪnˈkluːʒ(ə)n] 

NOUN

1. the action or state of including or of being included within a group or structure:
"they have been selected for inclusion in the scheme"

SIMILAR: incorporation addition insertion introduction involvement 

- a person or thing that is included within a whole:
"the exhibition features such inclusions as the study of the little girl"
2. the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups:
"we value and promote diversity and inclusion in every aspect of our business"
 3. GEOLOGY
a body or particle of distinct composition embedded in a rock or other material.



Inclusive Design Principles

- **Responsive** – place young people at the heart of the process
 - Accommodating - ensuring the solution is accessible regardless of age, gender, mobility, ethnicity or other circumstance
 - Welcoming – ensuring any barriers that might exclude are removed
- **Flexible** – ensuring different young people can use it in different ways
- **Convenient** – ensuring everyone can use it without much effort or separation
- **Realistic** – offering more than one solution if needed

It's not what we did before rehashed but a chance for us to start with a blank piece of paper

Embedding inclusion
to create a sense of
belonging into all
stages of the
development
process



Considerations

Planning

- Are we co-creating?
- Factor inclusion in at the outset
- What is the purpose and intended outcomes, are they valid, what assumptions are we making, have we tested these?
- What does our internal (qual/quant) data tell us?
- Do we have any data gaps?
- What does the research say about what works?

Resource

- Consider costs broadly – people, equipment, consultation, communications, support etc
- Consider the return on investment
- Can we select funded projects that support our inclusion aspirations?



Considerations

Partners

- Selecting the most appropriate, not the easiest
- Mutually beneficial
- Clarifying expectations and responsibilities
- Honesty and authenticity
- On-going feedback

Workforce Dev

- Recognise the importance of soft skills
- Where are our skills gaps?
- What have we done we can learn from?
- Who already has the skills/expertise – can this be shared?



Considerations

Marketing and communications

- A continuous thread
- Values and language
- Imagery and formats
- Non-traditional routes / connections

Measure & Evaluate

- Consider at outset
- Test concepts quickly and learn from them, then iterate
- Think beyond traditional KPI's - Social Impact or most significant change
- Case studies to further promote / provide a rationale for work
- Only collect what you need
- Embed if replicable or propagate





Equality is everyone getting a pair of shoes.



Diversity is everyone getting a different type of shoe.



Equity is everyone getting a pair of shoes that fits.



Acceptance is understanding we all wear different kinds of shoes.



Belonging is wearing the shoes you want without fear of judgment.

This is where we want to get to, what do we need to do as a County...