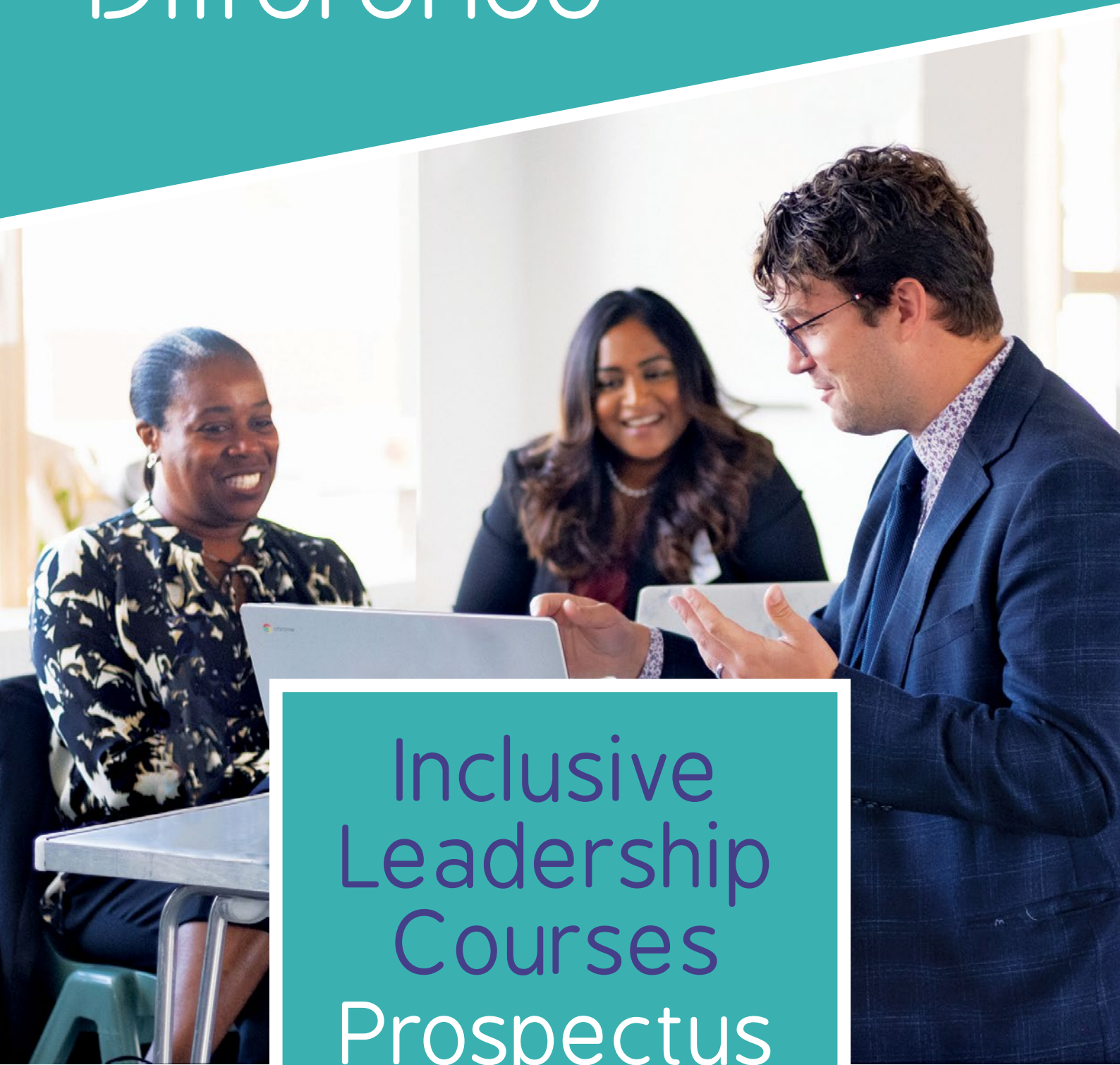


# The Difference



## Inclusive Leadership Courses Prospectus 2022

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# The Growing Challenge We Face

England's education system has seen an evidence-led revolution in recent decades, heavily focused on teaching and learning. Many of our schools – particularly those serving disadvantaged cohorts – have taken huge strides forward in achieving academic progress with learners. However, challenges which pupils face from beyond the school gates continue to be a significant barrier, not just to learning, but also to thriving and succeeding in school. Rising exclusions continue to remain a focus, and the challenges driving this have increased for many during the pandemic.

The Difference understands that schools are grappling with curriculum engagement, attendance challenges, persistent absenteeism, challenging behaviour and repeat exclusion, all topics increasingly of focus for Ofsted, but moreover all impacting on day-to-day school life.

There is also increased demand on schools to evolve to meet the complexities of mental wellbeing and safeguarding needs. Meanwhile, it is harder to predict the children at risk of harm, against the context of the ever-growing risks of Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE).

It can be overwhelming for leaders to tackle new and emerging problems alone. The Difference's Inclusive Leadership Courses overcome this by drawing on best practice in trauma-informed approaches, as developed in collaboration with the University of Glasgow; contextual safeguarding, as developed by University of Bedfordshire and Ofsted alongside Difference Programme Director, Shaun Brown; and in taking an Asset-Based Approach to leadership within a local community, through the pioneering work of Head of Inclusive Leadership Courses, Mohamed Abdallah.





# How The Difference Helps

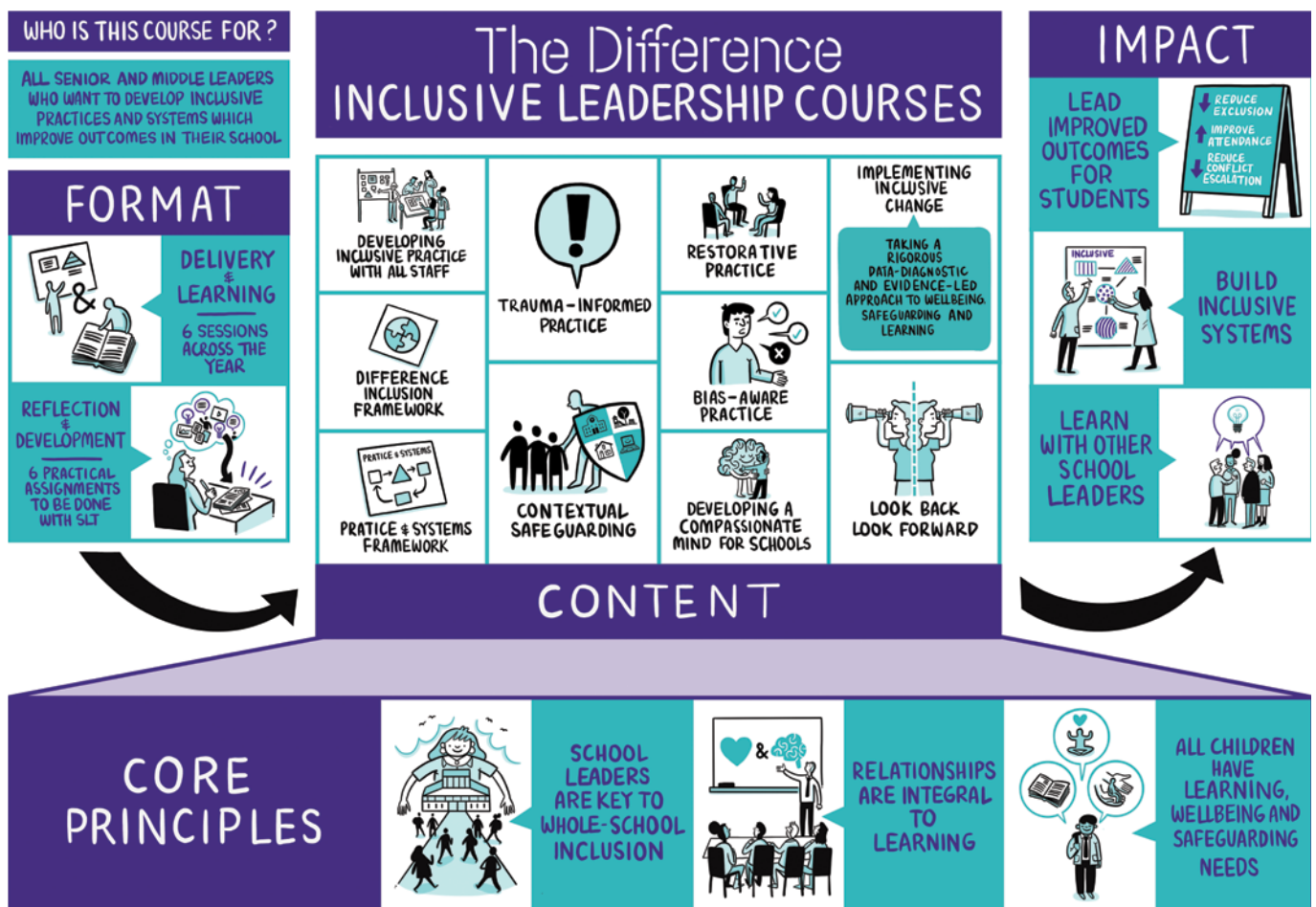
## Senior Leaders

The Difference's **Inclusive Leadership Course for Senior Leaders** is the most in-depth, up-to-date, and impactful professional development programme designed for senior school leaders, pastoral leaders, and leaders of behaviour and inclusion. Participants receive tailor-made, in-depth training that provides a blend of theory, reflection, and practical application – leading to certification as a Fellow of the Difference Centre for Whole-School Inclusion.

## New for 2022

### Middle Leaders

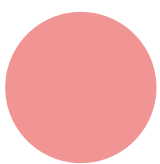
The Inclusive Leadership Course for Senior Leaders is supplemented by the **Inclusive Leadership Course for Middle and Phase Leaders**. This course is designed to support middle leaders to amplify the impact of the Senior Leaders course, and deepen whole-school application of inclusive practice. It consists of 6 twilight sessions for up to 5 middle/Phase Leaders and teachers per participant school.



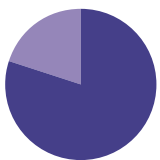


# What can the Inclusive Leadership Courses do for your School?

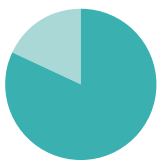
## After 12 months of the Inclusive Leadership Course:



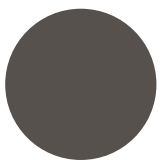
**100%** of schools report new developments and impact related to ILC learning



**80%** reduced internal and external exclusion



**82%** report improved de-escalation of incidents



**100%** of participants led CPD to cascade ILC content to school and MAT staff

## Programme benefits:

- **High-quality, evidence-led training** designed by experienced school leaders, drawing on sector-leading research
- **In-depth study** of Trauma-informed practice, Asset-based and Bias-aware practice, Restorative practice, Contextual safeguarding, and The Difference's Inclusion Framework
- **Assignments and reflection activities** which ensure the theory is directly relevant to your setting and context
- **Join a passionate network and community striving for excellence in school Inclusion**





## SENIOR Leaders: Inclusive Leadership Course

For	Course Format	Certification	Application deadline
<ul style="list-style-type: none"> <li>• Headteachers</li> <li>• Deputy and Assistant Headteachers</li> <li>• Central MAT or LA leaders of Behaviour, Pastoral or Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• 6 whole-day training sessions, one per half term</li> <li>• Delivered in person</li> </ul>	Successful completion of all course assignments	<b>Friday 1st July 2022</b> Limited places available
			<b>Programme start</b>
			<b>September 2022</b>
			<b>Location</b>
			Manchester, York, Bristol and London

## MIDDLE and PHASE Leaders: Inclusive Leadership Course

For	Course Format	Certification	Application deadline
<ul style="list-style-type: none"> <li>• Subject Leaders</li> <li>• Pastoral Leaders</li> <li>• Phase Leaders and SENCos in Primary and Secondary settings</li> </ul>	<ul style="list-style-type: none"> <li>• 6 two-hour training sessions across the year, one per half term</li> <li>• Delivered online</li> </ul>	Successful completion of all course assignments	<b>Friday 1st July 2022*</b>
			<b>Programme start</b>
			<b>September 2022</b>

\* Access to Inclusive Middle Leadership Course is restricted to schools on the Senior Leaders Course



“Working with The Difference in the past two years has had, and will have, the single biggest impact on the way we work with young people and how we shape ourselves as a truly inclusive school community.”

**Jemima Reilly**

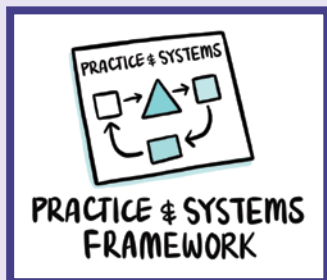
Headteacher, Morpeth School



“Inspiration Trust were keen to see exclusions fall, attendance rise, and stronger support for our learners with SEMH. We sent senior leaders across 4 schools on the course last year. We are so pleased with the results that we’re planning for all schools within the trust to have a leader who has completed the course in the next two years. One of our Heads described it as the best CPD she’s ever had in her career!”

**Claire Heald** Director of Education,  
Academies Enterprise Trust

# Course Content



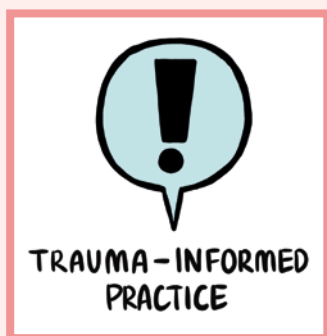
## Session 1: **Difference Inclusion Framework**

### **The Difference Inclusion Framework**

- What principles underpin the Inclusion Framework?
- Recognising and responding to student needs through the Inclusion Framework
- Evaluating operational responsibilities and strategic roles in your school

### **Practice and Systems Framework**

- How can we evaluate our current inclusive practice and systems?
- Developing all staff practice and building systems which improve student outcomes



## Session 2: **Trauma-Informed Practice**

- Neurobiology of trauma
- Student experience of Developmental Trauma Disorder in school
- Responding to students with Developmental Trauma Disorder
- Evaluating personal practice
- Developing whole-school practice



## Session 3: **Asset-Based and Bias-Aware Practice**

### **Asset-Based Practice for students, staff and families**

- Identifying strengths as a foundation for growth
- Establishing an inclusive community: Connect, Communicate, Collaborate

### **Bias-Aware Practice**

- Understanding and acknowledging bias
- Recognising the intersection of identity and inequality
- Developing Bias-aware practice in school





## Session 4: **Contextual Safeguarding and Student Voice**

### **Contextual Safeguarding**

- The universal challenge of adolescence
- Traditional and Contextual approaches to safeguarding
- Building Contextual Safeguarding practice and systems in your school

### **Student Voice**

- Understanding how student experience can inform the development of staff practice and school systems
- Developing Practice and Systems to capture and respond to whole-school student voice

### **Harmful and Abusive Behaviour**

- Recognising and Responding to Harmful and Abusive Behaviour
- A data-informed approach to evaluating practice and systems



## Session 5: **Restorative Practice**

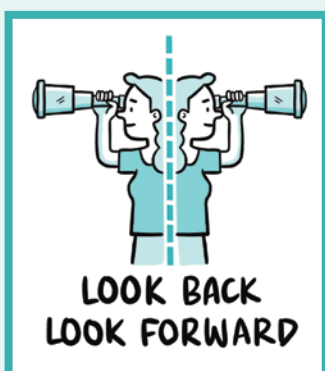
### **Restorative Practice**

- What is Restorative Practice and what is it not?
- How can Restorative Practice shape school culture?
- Responding to Harmful and Abusive Behaviour with Restorative Practice



### **Developing Compassionate Minds for Schools**

- What is a Compassionate Minds approach?
- How can it support staff, students and parents facing challenging behaviour?



## Session 6: **Looking back, Looking forward**

- Identifying and evaluating impacts of the course in your school
- Leading and Implementing Inclusive Change
- Recognising and measuring the impact of inclusive practice
- Sharing School Improvement Priorities
- Presenting and reflecting on your plan to lead and implement inclusive change

# Course Format

## Senior Leaders

### 6 full days of high-quality professional development

Use The Difference's Practice and Systems framework to develop your school's strategy on whole-school inclusion.

### Structured work-based assignments

Use The Difference's Inclusion Framework to assess your setting and plan next steps in meeting all pupils' wellbeing, safety and learning needs. Complete assignments to strengthen your practice and the systems which improve staff practice within your school.

### A network of like-minded peers

Learn alongside other school leaders focusing on inclusion; compare practice and systems in your school with colleagues across a range of mainstream primaries and secondaries, and develop a network of colleagues to collaborate with whilst enabling and creating change in your school.

## Middle and Phase Leaders

### 6 x 2 hour online twilight sessions across the year

- Explore and evaluate key outcomes in pastoral, curriculum or phase areas
- Develop understanding of practices which deepen relationships and improve learning outcomes
- Plan, implement and evidence impactful change

### Structured school-based assignments

- Structured assignments supporting Middle and Senior Leaders to share their learning and collaborate on school development priorities



# FORMAT



**DELIVERY  
&  
LEARNING**

**6 FULL DAYS  
ACROSS THE  
YEAR**

**REFLECTION  
&  
DEVELOPMENT**

**6 PRACTICAL  
ASSIGNMENTS  
TO BE DONE  
WITH SLT**



"I have become more curious and knowledgeable regarding trauma – this is having an impact on my conversations with colleagues. I am much better equipped to challenge perceptions that a student is simply 'naughty'. I have begun to get the Pastoral and Safeguarding Teams together on a fortnightly basis (happened twice pre-lockdown!) to discuss key students and match them up with appropriate support. Through the ILC I have learnt about (free!) support available which we didn't know about before. Some of our students with trauma will now be able to access this support."

**Despina Giannarou**

Vice Principal, Ark Academy ILC



# Course Impact

LEAD  
IMPROVED  
INCLUSION



“From the first session I knew this training would change everything. The simple, seemingly obvious, point that having an inclusive culture relates to every pupil at the school, not just those who require targeted support or specific interventions, became a cornerstone of our new ethos. We have seen an 80% reduction in Fixed Term Exclusions and the highest recorded attendance in the school’s history. I am now delivering a National Professional Qualification on Behaviour to other staff across the Trust, and our new CEO has committed that every school will train a leader through the Inclusive Leadership Course by 2025.”

**Tom Burt** Vice Principal Great Yarmouth Primary Academy, Inspiration Trust ILC

“We have integrated the Inclusion Framework into our Emotional Health, Wellbeing and Behaviour policy, and a key part of the School Improvement Plan is to develop this further. We had a very constructive training session working on the Inclusion Framework. This prompted closer working relationships between departments, and new systems have been put in place to improve assessment, which will identify the additional needs of learners higher up the school.”

**Matt Rutter** AHT, Upton-by-Chester High School ILC



BUILD  
INCLUSIVE  
SYSTEMS

LEARN  
WITH OTHER  
SCHOOL  
LEADERS



“As well as new theory, I have picked up practical advice from my ILC colleagues about how they have developed this learning in their settings. This was so useful when taking it back to my school. The ILC has enabled me to not only explain the rationale but also shape how we put it into practice.”

**Hannah Boyd** Assistant Vice Principal, Dixons Unity ILC

# How to Apply

To apply, visit [www.the-difference.com/mainstream-schools](http://www.the-difference.com/mainstream-schools)

For more information or a conversation about the programme, contact Jamie Rogers, Head of Recruitment & Community, [jamie@the-difference.com](mailto:jamie@the-difference.com)

## Cost

### SENIOR Leaders

#### Inclusive Leadership Course

- **£3,450** per leader
- **£2,650** per leader when 3 or more places are purchased across a school, local authority or academy group

### MIDDLE and PHASE Leaders

#### Inclusive Leadership Course

- **£625** for up to 5 leaders in a school to access all 6 sessions across the year

## Further Information

### LISTEN



#### Key Voices Podcast

An in depth conversation exploring the course content with The Key for School Leaders

### WATCH



Past participants of the programme **share their experiences** of the Inclusive Leadership Course

### READ



Course facilitators **Shaun Brown** and **Mohamed Abdallah** share insight into their personal journeys with the TES

### READ



Case studies of previous leaders **Aidan McQuaid** and **Andrea MacDonald** from the course and the impact it has had in their schools



### STAY INFORMED

Sign up to our simple fortnightly **'4 Bullet Friday'** newsletter informing you of key developments, issues and information on the need-to-knows of school inclusion.

# The Difference School Partners

## Multi-Academy Trust Partners

Academies Enterprise Trust  
AIM Academies Trust  
Ark  
Astrea Academy Trust  
Co-op Academies Trust  
Dixons Academies Trust  
Dunraven Education Trust  
The Education Alliance  
The Gypsy Hill Federation  
GLF Schools

Gosport and Fareham MAT  
Harris Federation  
Haberdashers' Academies Trust  
Hope Sentamu Learning Trust  
Inspiration Trust  
Impact Multi Academy Trust  
Marches Academy Trust  
Mulberry Schools Trust  
Oasis Community Learning  
Ormiston Academies Trust

Pathfinder MAT  
Passmores Cooperative Learning  
Community  
Sheffield South East Trust  
St Cuthbert's Roman Catholic MAT  
The Sir John Brunner Foundation  
South Pennine Academies  
Together Learning Trust  
United Learning Trust

## Inclusive Leadership Course Schools

AIM North London  
Archbishop Holgate's School  
Archbishop Sentamu Academy  
Ark Academy  
Ark Acton Academy  
Ark Alexandra  
Ark Alexandra Academy  
Ark All Saints Academy  
Ark Blacklands Primary Academy  
Ark Blake Academy  
Ark Burlington Danes Academy  
Ark Globe Academy  
ARK John Keats Academy  
Ark Kings Academy  
Ark Network  
Ark Victoria Academy  
Aspire Academy  
Barlby High School  
Barnsley Academy  
Bay House School and Brune  
Park School  
Baysgarth School  
Beachcroft Academy  
Beacon High  
Bishop Challoner Catholic  
Federation of Schools  
Bishop Heber High School  
Bolingbroke Academy  
Bradford AP Academy  
Bridgelea Primary School  
Brune Park Community School  
Buile Hill Academy  
Camden Centre For Learning  
(CCFL)  
Camrose Primary  
Cardinal Pole RC School  
Clacton Coastal Academy  
Clapton Girls' Academy  
Co-op Academy Manchester  
Co-op Academy Walkden  
Cottenham Village College  
Coves Enterprise College  
Crawford Primary School

Cromer Academy  
Dixons Broadgreen Academy  
Dixons Cottingley Academy  
Dixons Fazakerley Academy  
Dixons McMillan Academy  
Dixons Unity Academy  
Dunraven School  
East Point Academy  
Educational Diversity Blackpool  
EKO Pathways  
Ellesmere Port Catholic High  
School  
Ernulf Academy  
Evelyn Grace Academy  
Everton Free School  
Firth Park Academy  
Five Rivers Spires School  
Francis Barber PRU  
George Green's School  
Great Yarmouth Charter Academy  
Great Yarmouth Primary Academy  
Haberdashers' Aske's Hatcham  
College  
Haringey Learning Partnership  
Harris Academy Riverside  
Harris Aspire Academy  
Haberdashers' Hatcham College  
Haverstock School  
Hethersett Academy  
Hethersett Academy  
Highlands Primary School  
Hoggate Meadows School  
Holme Valley Primary School  
Horizons Academy  
Joseph Norton Academy  
Kensington Aldridge Academy  
King Edward VI School Lichfield  
King Edward VI School Lichfield  
Leigh Academy Blackheath  
Leyton Sixth Form College  
London Academy  
London East Alternative  
Provision (LEAP)  
London Enterprise Academy

Longsands Academy  
Malet Lambert School  
Marches Academy Trust  
Mayesbrook Park School  
Meadowhead School  
Meadowhead School  
Meridan High School  
Merstham Park School  
Montpelier High School  
Morpeth School  
Mulberry School for Girls  
New Bewerley Community  
Primary School  
New River College  
Newman RC College  
North Leamington School  
Oakmeadow Church of England  
Primary and Nursery School  
Oasis Academy Brightstowe  
Oasis Academy Don Valley  
Oasis Academy Isle of Sheppey  
Oasis Academy Leesbrook  
Oasis Academy Silvertown  
Oasis Academy South Bank  
Oasis Academy Warndon  
Olive AP Academy Thurrock  
Orchardside  
Ormiston Denes Academy  
Ormiston Horizon Academy  
Ormiston Six Villages  
Our Lady's Catholic High School  
Passmores Academy  
Pendlebury Centre  
Poppleton Road Primary School  
Randal Cremer Primary School  
Reach Academy  
Riverside School  
Rowner Junior School  
Ryburn Valley High School  
Sarah Bonnell School  
Sir Isaac Newton Sixth Form  
Sir John Deane's Sixth Form  
College

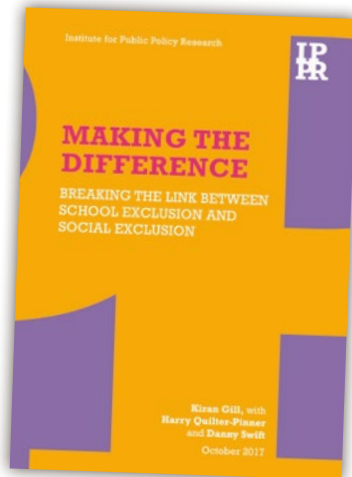
Solihull Academy  
South Quay College  
Southwark Inclusive Learning  
Service  
Springwell Alternative Academy  
Grantham  
Springwell Leeds Academy  
Springwell Mablethorpe Lincoln  
St Mary's College  
St Nicholas Catholic High School  
Stoke High School  
Stoke Newington School  
Stormont House School  
Tendring Technology College  
The Appleton School  
The Catholic High School Chester  
The County High School Leftwich  
The Gypsy Hill Federation  
The Hewett Academy  
The Kassia Academy and  
Support Services  
The Key Education Centre  
The Limes  
The Marvell College  
The Thomas Aveling School  
The Totteridge Academy  
The Whitby High School  
The Whitley AP Academy  
Thomas Tallis School  
Towers School and Sixth Form  
Centre  
Tunmarsh Centre  
Tutor Trust  
Upton-by-Chester High School  
Walthamstow School For Girls  
Waterhead Academy  
Wayland Academy  
Weaverham High School  
Westbridge Academy  
Wey Valley College  
Woodside High School  
Wybourn Community Primary  
and Nursery School



# Who We Are

## Where have we come from?

The Difference has grown from an idea to one of the leading providers of inclusive leadership training in the past five years. In 2017, CEO and founder Kiran Gill, and Managing Director Danny Swift, published a groundbreaking report with think-tank IPPR, shedding light on the growing rate of school exclusion and its disproportionate impact on children with vulnerabilities.



This report was the catalyst to launch a Viability Pilot of the Difference Leadership Programme – an intensive career development course for aspiring school leaders. Starting in 2019, the Pilot has had surprising success, re-branding a previously low-status and under-recognised area of teaching into a sought-after career path and producing school leaders who are now experts in inclusion. In the academic year 2021/2022 over 750 middle and senior school leaders applied to participate in the September 2023 cohort of the programme, for the second year running. The Difference currently has more than 40 Difference Leaders in senior leadership across the Alternative Provision sector.

Since its inception, The Difference has also developed the Inclusive Leadership Courses to upskill current mainstream leaders; run the IncludEd conference series to spark conversations on inclusion; and begun an active online community to share best practice to a wider audience. The Difference's policy work – press and sector influencing – saw the issue of exclusions, and inclusion more broadly, move from marginalised topics to national concerns, in partnership with a growing coalition.

## The Inclusive Leadership Course Aims

Throughout the 2021/2022 academic year, the Inclusive Leadership Courses have supported increasing numbers of mainstream school leaders and Multi-Academy Trusts towards more inclusive practice.

The programme's growing reach coincided with a growing need for inclusion in schools. With the impact of lockdowns and Covid-19, rising numbers of children have experienced trauma, mental health problems, and isolation. Meanwhile, national conversations were sparked by the murder of George Floyd and the Black Lives Matter movement; the Everyone's Invited campaign; and increasing awareness of discrimination faced by LGBTQ+ children. More schools are recognising that promoting inclusion and tackling injustice are essential and interconnected projects.

Against this backdrop, The Difference is committed to the continuous improvement, impact and reach of the Inclusive Leadership Courses to deliver improved inclusive leadership and outcomes for children with vulnerabilities across England.




# The Difference

 [www.the-difference.com](http://www.the-difference.com)

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 [the-differenceuk](https://www.linkedin.com/company/the-differenceuk)

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