

# Inclusion - Staff Induction

## St John Paul II Multi-Academy Trust

### What is this showcase about?

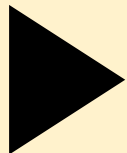
Fahema Hussain (Inclusion School Improvement Lead) shares how the Trust builds inclusion into induction for all staff, not just teachers, from day one.

This includes a Universal Provision document, setting out what inclusive practice looks like in everyday teaching, aligned with Birmingham's Ordinarily Available Guidance.

### Expect to see...

- How SEND and inclusion are embedded into induction for all staff roles
- The role of the Universal Provision document in setting clear expectations
- Practical ways new staff are supported to understand and apply inclusive strategies from the start

#### Watch



Video

#### Download



**Universal Provision Document  
(Primary)**

#### Download



**Universal Provision Document  
(Secondary)**