



[inclusion]
Education

Join Our Team



www.inclusioneducation.org.uk

Winner

INSPIRE
Business Awards

Wellbeing Champion 2024

Winner



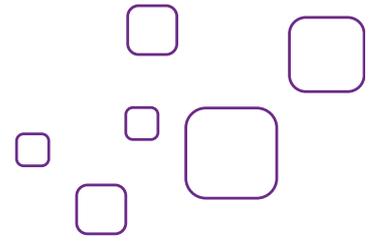
The Inclusion Way

Inclusion Education is a working name of Inclusion Hampshire
Charity Registration Number: 1162711



Join our Team

Letter from the CEO



Dear Applicant

I am delighted you have shown an interest in joining the Inclusion Education Community.

Inclusion Education is a rapidly growing Charity supporting young people with SEN & Mental Health needs.

Our vision is of a society where disadvantaged young people are supported within the local community and empowered to reach their full potential.



We are proud of the diversity of our learners, students and staff community. We are committed to the Inclusion Way, which encompasses both our culture and our philosophy & practice of supporting young people with their diverse mental health and educational development needs.

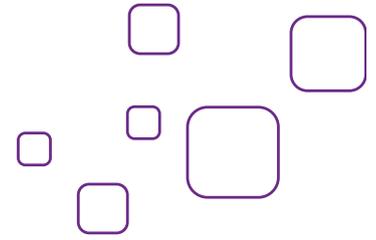
We offer the opportunity to work in amazing settings within a supportive community and alongside a passionate and committed team. The wellbeing of our staff is our priority, and we encourage a healthy work-life balance, an accessible and open leadership culture, and provide opportunities for continual learning and personal & professional development.

We welcome visits and questions at any time so you can see and feel for yourself how you can be a part of our continued journey at Inclusion Education.

Thank you very much for your interest in us, and we very much look forward to hearing from you.

Kindest regards

Cheryl Edwards
CEO and Founder



Our Vision, Values and Mission

Vision

One of the founding principles of Inclusion Education is to provide consistent mental health and well-being support to the young people in our care, ensuring that equal importance and value is placed on social, emotional and academic needs.

It is our belief that through supportive and understanding relationships between staff and learners we can better encourage and develop engagement with education – developing the tools and resilience to garner a positive approach to lifelong learning.

Values

- Valuing and engaging vulnerable and disadvantaged young people in our community
- Promoting inclusion and education
- Delivery that is open, honest and on learner strengths
- Working in partnership with all sectors of society

Mission

To provide an inclusive education provision which delivers nationally recognised accredited courses and holistically meet the needs of vulnerable and/or disadvantaged young people.

To raise motivation and aspirations with the young people we work with. and to support them into employment.

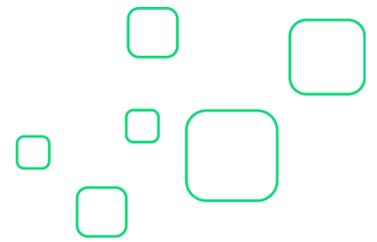
As well as supporting our learners, we feel it is our responsibility as an organisation to increase the engagement and visibility of mental health and well-being to the wider community, combating stigma and prejudice and offering greater understanding of the issues faced by many young people.

Our Project Iris programme is designed to support young people in the community who are experiencing loneliness and isolation, feelings of hopelessness, suicidal ideation, thoughts and self-harm.



Join our Team

Inclusion School



***'Staff go out of their way to unlock pupils' talent'.
Ofsted, November 2023***

Inclusion School is a mixed, independent special school for children aged 11 - 16, who have social, emotional and mental health needs (SEMH). All our learners have an EHCP. We enable young people with complex needs to access an enriching curriculum with bespoke learning pathways and qualifications in a safe, calm and nurturing environment.

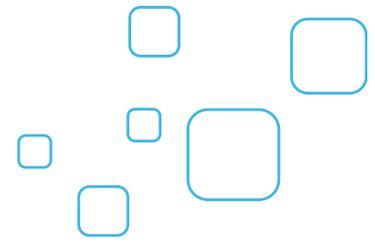
We know that many of our young people have found mainstream, or larger specialist schools, challenging or overwhelming and this has impacted their educational journey. We have created a school to support these children and young people.

At the heart of our curriculum is the promotion of positive mental health and emotional wellbeing. Our learners are supported to develop strategies that work for them in order to build their self-esteem and confidence to enable them to overcome their barriers to learning and empower them to succeed.

Our teaching and learning ethos builds on this focus and places learners at its centre and evolves as they change and grow. Our curriculum is designed to develop resilience, a growth mindset and foster their future aspirations beyond school.

At Inclusion School we embed a fully holistic approach. We know our learners and we know how capable they are with the right support in place. We are ambitious on behalf of our learners at all times, until they feel ambitious for themselves. As a school, we are deeply committed to ensuring our learners receive a broad and enriching experience that prepares them for a fulfilling and successful life.

Join our Team



Inclusion College



Inclusion College is an independent college which specialises in providing education and support for students who are not able to access mainstream college. We enable young people to access an enriching curriculum around Preparation for Adulthood and Functional Skills qualifications in a safe, calm and nurturing environment.

The objective of the programme is to equip students with the skills and strategies to step into a larger environment in the future, such as college or the workplace.

All our students have an EHCP, and our specialist staff work with the students to help them develop resilience and good mental health and aspiration for the future.

The curriculum and timetables offer a range of subjects and skills designed to develop confidence, identify interests, skills and personal qualities – supporting them to find their own pathway.

Depending on the individual student's need, the package can include social skills and communication, Employability & Work Skills, Functional Skills Maths and English, Life skills & Wellbeing, Art, Music, practical activities, vocational course, work experience, volunteering and community projects, counselling, enrichment activities, and a range of ongoing support.

We provide careers advice and vocational options for students to start the process of moving towards employment and arrange work experience opportunities in line with their interests.

As a college community, kindness, inclusivity and respect for each other is paramount and we work with students to develop their social and emotional skills.

Join our Team

Inclusion EB8

*When diversity is embraced,
opportunity expands for
everyone*

Inclusion EB8 is a service from Inclusion Education which offers the next steps towards employment for young people aged 18 and over, with a tailored programme designed to support them into the workplace.

The programme offers employability qualifications, work skills, in-house work experience and supported work placement. It also offers access to job coaches and mental health support to create the best possible stepping stones into work for our young people.

Inclusion EB8 is based in the heart of the Basingstoke business community and housed in an office building, sharing communal space with other companies and workers. The setting is key to creating the right environment which supports our students to enter 'work mode' as soon as they arrive.

The office space is also be designed to support and showcase neurodiversity in the workplace – highlighting the small changes that can be made to ensure an inclusive and diverse workforce we want our students to become.

Inclusion EB8 is also designed to champion neurodiversity in the workplace, working with businesses to develop their own working practices to ensure they are able to access the potential of a more diverse and inclusive workforce.

[inclusion]
EB8



Employability

Each student receives access to our Employability Skills programme with a tutor on site to teach and develop this programme with our young people.

In-house Work Experience

Inclusion have developed a partnership with the Hygiene Bank – a charity which supplies hygiene and cleaning products, toiletries and sanitary supplies to families and individuals in need.

Inclusion EB8 has a dedicated space where The Hygiene Bank can be run as a functioning business, giving our students hands on experience of real life tasks such as stock taking, customer relations and communications, meeting order demands, marketing and promotion, as well as core skills such as time-keeping, reliability, teamwork and leadership.

Supported work placements

An integral part of the Inclusion EB8 programme is access to suitable supported work placements where young people will gain vital knowledge and experience of the world of work.

“the student has...” already made lots of progress and there’s so much hope for more with your support.
Parent Feedback

Join our Team

Inclusion Social Impact

Inclusion Education have always had ambitious aims, driven by the shared values and goals of creating better situations and outcomes for young people, removing the stigma and barriers around mental health and forging a holistic system of education that supports and nurtures the individual.

Our Social Impact Team form part of the charity arm of the organisation, growing our reach and influence through partnership development and networking, new opportunities for growth and development of our services, and challenging stigma and raising awareness of mental health and well-being.

We know our young people are facing a growing mental health crisis, with higher numbers than ever experiencing anxiety, isolation, suicidal thoughts and ideation, at a time when support and health services are facing high demands and cuts.

One of our core aims is to raise awareness of suicide prevention and bring the debate surrounding support and measures for young people to a national level.

As well as being active members of the Hampshire Suicide Prevention Forum, we are also part of the UK wide organisations, National Suicide Prevention Alliance and part of the working party for BSI Suicide Prevention Standard, all of which ensure our expertise and voice are part of the debate.



This year we will be the Lead hosts of the Baton of Hope for Basingstoke. The Baton of Hope is an annual nationwide event that raises awareness about suicide prevention and challenges the stigma around talking about suicide.

It is a journey of remembrance for all those lost to suicide and families affected as well as a coming together for all the services and organisations working in support. The Baton is taken from and journeys across the country, stopping at towns and cities along the route.

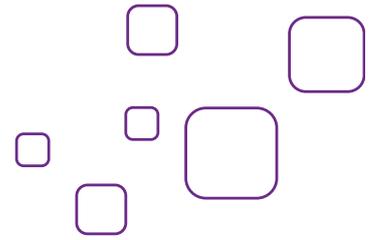
The Baton will be in Basingstoke on 25th September, and this will be a day of community collaboration, working together to raise awareness of suicide and what we can do to support mental health and well-being, really highlighting to people that they are not alone.

The social impact team have also developed Project Iris – Growing Hope, our suicide prevention programme for young people from 11–25 experiencing loneliness, isolation, suicidal thoughts and ideation. This six week project combines mental health support, scaffolding and signposting with access to green therapies and equine.

Social Impact also work with Inclusion EB8 and partner organisations to support businesses to become more inclusive and embrace neurodivergence in the workplace.

Join our Team

The Inclusion Way



Relationships
are
everything

DanielleLaPorte.com | #Truthbomb

The Inclusion Way is how we work together with our learners, students and each other. It's also how we engage with and work with our parent/carer community. The Inclusion Way is a culture and way of life for us. It has evolved through a decade of experience supporting the mental health and education of young people, and continues to evolve. It encompasses what we learn and what we have learnt, through collective experience, and the evidenced based programmes we have implemented.

The Inclusion Way is our in-house training programme. It is designed to support staff in the approach and pedagogy of our trauma informed, PACE inspired methodology for all teaching, learning and interaction with our young people. It promotes positive mental health and a holistic approach to education that centres the young person and promotes relationship building and authenticity to re-engage with learning.

Our teaching training pathway was further developed with accredited bodies to provide bespoke professional development.

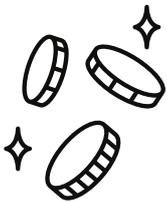
We are accredited Gold Status from The Carnegie Centre of Excellence for Mental Health in Schools.

Benefits



Your Health

We offer an opportunity for you to join our Medicash health plan that offers you and your dependents (up to age 24) a range of health benefits and cashback on routine treatments i.e. Dental & Optical, alongside alternative therapy treatments and more. In addition, 24/7 online GP access, and general discounts i.e. cinema tickets



Your Financial Wellbeing

Our Group Life Assurance plan offers peace of mind by ensuring financial security for your family in the event of unforeseen circumstances. You will be eligible for our Group Life Assurance Scheme which would pay 3 x your basic salary to your nominated beneficiary.

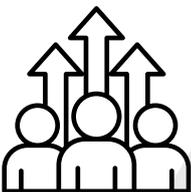
We also offer a competitive workplace pension scheme.



Your General Wellbeing

Our Employee Assistance Programme (EAP) is here to support our staff through life's challenges, offering confidential counselling, legal advice, and financial guidance. Whether you're dealing with personal issues or work-related stress, our EAP provides the resources and support you need to navigate difficult times.

Your time is valuable, and so is your well-being. We offer paid time off, including compassionate leave and paid emergency leave, to ensure you have the support you need during life's unexpected moments.



Your Personal and Professional Development

Our commitment to your development empowers you to expand your skills and achieve your career goals. Through workshops, online courses, and mentorship programs, we provide the tools and opportunities for you to grow and excel.

We encourage regular best practice sharing, team meetings, and 1-1's, alongside dedicated time for personal CPD.

As an organisation, we use DISC as a tool, to help with understanding ourselves, our own communication styles and how to work effectively with others, supporting our open and collaborative working practice and culture.

Our goal is to help you build self-awareness, develop your strengths, and reach your full potential in a supportive, open and dynamic work environment.

Emotional Support Pets at Inclusion



Animals are so important to regulating and supporting our mental health and well-being. Across Inclusion our sites have a number of emotional support animals that help learners, students and staff.

These pets are an amazing way to connect and support learners. They offer a comfort, friendship and connection without pressure or need to make conversation.

The unconditional love they provide allows our young people to connect on a different level and find reassurance.

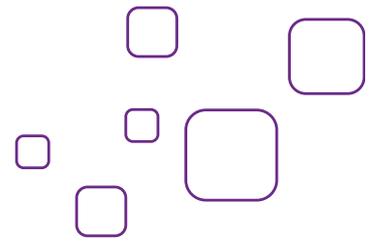
If times feel overwhelming then our learners might take the dogs for a walk with our mental health support staff – allowing them space off site to explore and regulate emotions.

They also help our students as they learn how to care for them – thinking of the different needs they might have.

Pets are invaluable to help support our young people's physical, emotional and cognitive needs. Although this can be focused in a variety of areas, it can include a number of areas are learners find challenging such as: self-esteem, anxiety, social understanding and interaction, regulation strategies, fine or gross motor-skills, and re-integration to education.

These benefits are closely aligned to the work we do at Inclusion.

How to Apply



Thank you for your interest in joining the team. We hope this brochure gives you a flavour of what a wonderful place Inclusion Education is to work!

Visits and / or questions from potential applicants are warmly welcomed by contacting HR@inclusioneducation.org.uk

To view current opportunities and submit an application form please visit our vacancies website: <https://inclusioneducation.face-ed.co.uk/vacancies>

Site Addresses:

Inclusion Education HQ

Inclusion School
Jays Close
Viabes Business Park,
Basingstoke
RG22 4BS

Inclusion College

Unit 5, Meridian Office Park
Osborn Way
Hook
Hampshire
RG27 9HY

Inclusion School

Inclusion School
Jays Close
Viabes Business Park,
Basingstoke
RG22 4BS

Inclusion EB8

Belvedere House
Basing View
Hook
Basingstoke
Hampshire
RG21 4HG

Inclusion Wa