

## Skilled staff and inclusive cultures

Young people shared when skilled staff work with them, and schools have inclusive cultures and can-do attitudes, they feel they are able to achieve their potential.

This station focused on ‘what good looks like’ and young people had clear ideas around the things that helped them and should be available for other young people in all settings across the country:

### **A Culture That Says “We Can”**

- Flexible, problem solving mindset
- Compassion over compliance
- Staff who try, adapt and learn

### **Simple, Low-Cost Adjustments**

- Communication cards
- Early exits to avoid sensory overload
- Queue skip passes
- Clear, consistent de-escalation

### **A Safe, Welcoming Space**

The Hub should include:

- Calming sensory resources
- Quiet rooms
- Beanbags, sofas, crafts, games
- Staff who understand

### **Staff Who Understand (and Want to Learn)**

- Lived experience of neurodiversity
- Warm, patient, understanding
- Willing to learn and adapt

### **Flexible Support That Enables Attendance**

- Adjustments during burnout
- Gradual reintegration
- No punishment for struggling

### **Leadership That Prioritises People**

- Staff time
- Training
- Accountability
- Positive culture

“ **My school is a CAN DO school, they always try** ”

“ **These took minutes to make but save 20–30 minutes of crisis** ”



“ **Their attitude is what matters** ”

“ **Forcing children into school isn't the answer** ”

“ **It's attitude, not money, that makes the difference** ”

## **The Mission: Turning 'Can't Do' Into 'Can Do'**

- Start with simple changes
- Model good practice
- Share tools and resources
- Support staff
- Recognise effort

### **Things that will help:**

- Training shaped by experience, co-produced and co-delivered
- to be real and relatable
- Practical tools like fidgets
- A whole school approach - Everyone plays a role and all get trained.
- Listening
- Being given time

True inclusion is consistent not dependant on luck or individual staff.

### **A good school is one that:**

- ✓ **Listens**
- ✓ **Adapts**
- ✓ **Creates safety**
- ✓ **Works with young people**
- ✓ **Tries, even if imperfectly**

Young people shared practical examples of communication cards that they used in their settings. An activity offered people a chance to create their own communication support card.

