



Inclusive Pathways Framework

- Birmingham City Council
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 **RESET**

 **RESHAPE**

 **RESTART**

Exclusion Context

Rising Exclusion Rates

Permanent exclusions have increased nationally by 16% in recent education statistics, indicating a growing concern and increased locally by 30% since 2022/23

Disproportionate Impact on Vulnerable Groups

Students on Free School Meals, SEN or EHCP, and ethnic minorities face higher exclusion rates, highlighting inequality.

Local Challenges in Birmingham

Birmingham experiences particularly high suspensions and permanent exclusions in primary and special schools, underscoring local challenges.

Need for Systemic Change

Inclusive practices and systemic reforms are crucial to reduce exclusions and support all learners effectively.





The Impact of Exclusion

What does the research tell us

Only 7% of Permanently Excluded children achieve grade 4 or above in GCSE Maths and English

Exclusion increases the **risk of criminal involvement** – with 23% of young offenders experiencing permanent exclusion, which can push CYP closer to risky peer groups.

Economic and Societal Costs - Estimated at £170,000, including lost earnings, welfare dependency, and criminal justice costs, putting strain on public services.

Cycle of disadvantage: Exclusion often marks the start of a trajectory involving poor mental health, unemployment, and social marginalisation.

Reduced life chances: Many excluded pupils struggle to reintegrate into education or society, limiting their ability to thrive.

Vision and Principles

Inclusive Vision

The Inclusion Strategy, charter and framework envisions a city where all children and young people thrive regardless of background or circumstances.

Core Principles

Relationship-based, strengths-based, restorative, and trauma-responsive practices for inclusion.

Collaborative Approach

Focuses on collaboration, shared responsibility, for early intervention across services and partners.



Support for Vulnerable Groups



Children in Care Support

Birmingham's Virtual School ensures educational stability and wellbeing for children in care through targeted support.



Support for CYP with EHCPs

Early identification and multi-agency collaboration help prevent exclusion for CYP with Education, Health and Care Plans.



Reintegration for Returning from Custody

Tailored reintegration planning and stakeholder coordination support youth returning from custody.

The vision for the future of Inclusion in Birmingham

Inclusive Pathways is all about making sure every child feels welcome, supported, and able to thrive—no matter their background, needs, or challenges.

Here's the exciting heart of it:

☀️ It's about inclusion, not exclusion. Instead of removing children from school when things get tough, Inclusive Pathways helps schools find better ways to support them.

💡 It builds understanding. Teachers and staff and stakeholders learn how to spot early signs of struggle and respond with care, not punitive measures.

🔧 It creates better systems. Schools get tools, training, and strategies to build environments where every child can succeed, and they are supported by their partners to do that.

❤️ It puts people first. Whether it's a child with special needs, emotional challenges, or just having a hard time—this initiative says: **“you belong here”**.

👤 It's a shared mission. Birmingham City Council, schools, and community stakeholders all work together, taking collective responsibility to make inclusion real—not just an ideal.

In short, Inclusive Pathways is changing the game. It's turning schools into places where differences are embraced, support is strong, and every child gets a fair shot at success.

Tiered Support Model



Level 1: Universal Access

Focuses on inclusive ethos, continuous professional development, and the development of digital resource platform accessible to all stakeholders operating from districts.



Level 2: Targeted Support

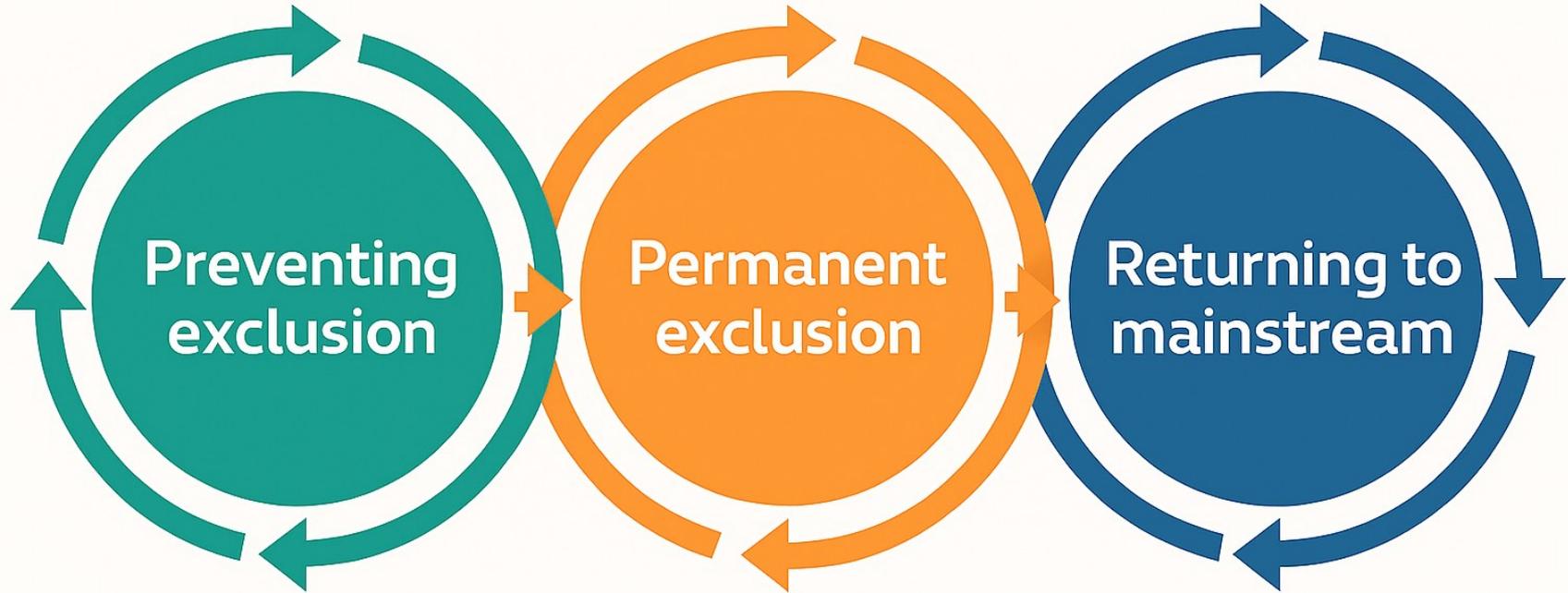
Uses data-led school profiles, social care leads, and partnership meetings to address emerging challenges effectively.



Level 3: Intensive Intervention

Provides rapid response for acute needs such as persistent absenteeism or gang-related incidents with timely interventions.

Inclusive Pathways partnership working at all levels



Inclusive Pathways Documents and Tools

Pre-reading

The Inclusive Pathways Framework - overarching framework

The Practitioners Guide – How to guide

The Risk and Need Screening Tool - a key component of the Inclusive Pathways framework, designed to help schools identify early signs of vulnerability and intervene before challenges escalate.

- Support the timely recognition of risk and need.
- Enable proactive responses to meeting need - Multi-Agency (MA) plans.

Used as a preventative measure, the tool provides:

- a holistic overview of each child's circumstances
- capturing behavioural, emotional, social, and environmental factors that may contribute to exclusion risk.
- Proactive planning process

Notification of suspension and Notification of Permanent Exclusion – Digital Forms aligned with the Pathway

