

A-Z of Inclusion

A – Accessibility

Design environments, resources, and activities so everyone can participate fully.

B – Belonging

Foster a sense of safety and connection where all individuals feel they matter.

C – Collaboration

Work together—with students, families, and colleagues to meet diverse needs.

D – Diversity

Celebrate the differences that make each learner unique—culturally, neurologically, and socially.

E – Empathy

Understand and honour the experiences and perspectives of others.

F – Flexibility

Adjust plans, strategies, and expectations to respond to learners as they are.

G – Growth Mindset

Believe in the ability of all students to grow, learn, and succeed.

H – High Expectations

Set ambitious but achievable goals, ensuring equity—not sameness.

I – Identity

Affirm students' identities and create space for them to express who they are.

A-Z of Inclusion

J – Journey

Inclusion is a continual process of growth, reflection, and improvement.

K – Kindness

Model and encourage kindness as a powerful inclusion tool.

L – Language

Use inclusive, respectful, and strength-based language at all times.

M – Modifications

Adapt content and delivery so all students can access learning meaningfully.

N – Neurodiversity

Value and support different ways of thinking, learning, and being.

O – Opportunity

Give all learners access to enrichment, leadership, and success.

P – Participation

Design experiences so everyone can contribute, not just observe.

Q – Questioning

Be curious about barriers and open to rethinking “the way it’s always been.”

R – Relationships

Prioritise trust, connection, and rapport as foundations of inclusive learning.

A-Z of Inclusion

S – Scaffolding

Provide supports that help students reach independence and confidence.

T – Trauma-Informed

Understand how past experiences affect learning and behaviour, and respond with care.

U – Universal Design for Learning (UDL)

Plan proactively to meet the needs of all learners from the start.

V – Voice

Amplify student voice and choice in meaningful, respectful ways.

W – Wellbeing

Recognise that mental, emotional, and physical health are essential for learning.

X – eXplore Perspectives

Encourage curiosity, cultural awareness, and openness to how others see the world.

Y – You Matter

Remind each learner (and educator) that they are seen, heard, and valued.

Z – Zero Exclusion

Inclusion means everyone. No exceptions.



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