

Handouts – Inclusion in Action: Notice, Invite, Check

These handouts form part of the method package. Schools may translate and adapt names, routines and examples while preserving the principles of dignity, choice, accessibility and safeguarding.

Handout 1 – Inclusion Scenario Cards

Instructions:

Cut out the cards or distribute them digitally.

Use fictional situations only.

For each card, discuss:

- (1) What can we observe?
- (2) What might be a barrier?
- (3) What must we not assume?
- (4) How could Notice–Invite–Check be used?
- (5) When is adult support needed?

CARD 1: A role is missing During a group science task, three students immediately choose the presentation, experiment and design roles. A fourth student receives no role and begins checking their phone. Apply N–I–C: Notice → Invite → Check	CARD 2: Inside jokes at lunch A new student sits with a group at lunch. The conversation moves quickly, includes local slang and repeated inside jokes, and nobody pauses to explain or ask a question. Apply N–I–C: Notice → Invite → Check
CARD 3: The decision happened online A class activity is planned in a private group chat. One student is not in the chat and another cannot use the app. The next day, classmates assume everyone knows the plan. Apply N–I–C: Notice → Invite → Check	CARD 4: Always chosen last In a team activity, the same students are regularly selected last. One student begins finding reasons to avoid the activity before teams are formed. Apply N–I–C: Notice → Invite → Check
CARD 5: One voice dominates During a class discussion, two confident speakers answer most questions. Another student raises a hand twice, is interrupted, and does not try again. Apply N–I–C: Notice → Invite → Check	CARD 6: The noisy workspace A student contributes well in quiet pair work but withdraws during a loud, fast-moving group task. Others describe the student as uninterested and stop offering roles. Apply N–I–C: Notice → Invite → Check
CARD 7: The event has hidden costs A class social event requires money, transport after school and food chosen by the organising group. Several students do not register, and the group concludes that they do not want to participate. Apply N–I–C: Notice → Invite → Check	CARD 8: Help without asking A student uses an accessibility aid. A classmate moves the student’s belongings and begins completing part of the task “to help”, without asking what support is wanted. Apply N–I–C: Notice → Invite → Check

Safeguarding note: If a scenario resembles an active case, do not invite public discussion about the students involved. Follow the school’s established procedure privately.