



This recruitment framework is designed to support schools in selecting teachers who are equipped to deliver inclusive, high quality classroom practice. It moves beyond subject expertise to explore mindset, adaptive teaching, data literacy and collaborative responsibility. The questions are intended to prompt specific, practical responses that reveal how candidates think, plan and respond in diverse and inclusive learning environments.

Mindset and Belief

1. Describe a time you adapted your teaching for a pupil who was not accessing the curriculum. What changed and why?
2. How do you ensure high expectations for pupils with different starting points?
3. What does inclusive education mean in practical terms in your classroom?

Differentiation in Practice

4. Talk us through how you would plan a lesson for a class with wide ability and language variation.
5. How do you decide when to adapt content and when to scaffold access?
6. What strategies do you use to support pupils who struggle with academic language?

Data and Responsiveness

7. How do you use assessment data to inform planning?
8. What would you do if a pupil repeatedly underperformed despite whole-class teaching?
9. How do you respond when a strategy you have tried does not work?

Collaboration

10. How do you work with learning support or language specialists?
11. How do you communicate concerns to parents in a supportive way?
12. How do you ensure inclusion remains a shared responsibility in your department?

Scenario Task

Provide a short case study during interview:

A Year 8 pupil has strong verbal reasoning but weak reading comprehension and English as an additional language. They are disengaged and their attainment is dropping.

13. What questions would you ask?
14. What would your first two actions be?
15. Who would you involve?