

**Designing, promoting, applying, and evaluating inclusive
teaching and learning practices**

**Task 1: Written Report: Understanding factors that influence an inclusive
learning environment at OLC Europe Ltd**

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Executive Summary

In task 1 of the report there has been mention of the significance of inclusive learning along with the mention of its key features and strategies that can be undertaken by the professionals to implementation inclusive learning environment. There has also been mention of the social, cultural, cognitive and sensory factors that can influence inclusive learning environment. In addition the section has also mentioned a SMART action plan to promote equality, diversity and inclusion in an educational organisation.



Introduction

In this assignment, there will be mention of the key features and significance of the development of an inclusive learning environment in an organisation. The assignment will also mention the effective strategies that HE practitioners can adopt to promote an inclusive teaching and learning process. The task will shed light on the impact of different factors on learning and will analyse the effective ways to promote, diversity and values in a learning environment.

4.1 Key features and benefits of developing an inclusive learning environment

Inclusive learning and teaching enable students to improve their learning environment through inclusion, active participation, engage meaningfully with the curriculum to achieve learning excellence (Imperial College, 2024). The benefits of the inclusive environment include -

- Inclusive education provides students belonging to different castes, creeds, languages, and disabilities to participate in mainstream classrooms and develop social skills (LinkedIn, 2023). It helps students to increase their confidence and self-esteem. In addition, exposure to peers helps them to cultivate empathy and grow emotional intelligence.
- An inclusive learning environment provides the scope for all the students to gain access to the same curriculum and teaching methodologies. It helps students to develop creative thinking, and problem-solving and encourage a more comprehensive range of perspectives (Drexel University, 2024).
- The inclusive teaching and learning environment helps students to improve their communication and establish a deeper relationship with their peers leading to creating a positive attitude among them thereby improving their academic performance.
- Inclusive learning and teaching also help in preparing students for a more diverse world which helps them to better collaborate with others leading to achieving any goal in their career and also promoting personal development. As per the research of Brotzman et al. (2020), an inclusive learning environment can help enhance self-reflection and build cultural competencies among individuals.

4.4 Strategies that support an effective liaison between HE practitioners in promoting inclusive teaching and learning practices

In this aspect, Bloom's Taxonomy can be regarded as an effective strategy that is comprised of three learning domains - cognitive, affective and psychomotor to help increase knowledge, develop skills and develop emotional aptitude (University of Central Florida, 2024). As per the views of Pujawan *et al.* (2022), Bloom's Taxonomy-oriented learning helps teachers to develop scientific literacy among the students and also helps in increasing their creative thinking skills. Thus, this can be an effective strategy that can be undertaken by HE practitioners in promoting inclusive teaching and learning environments for students.

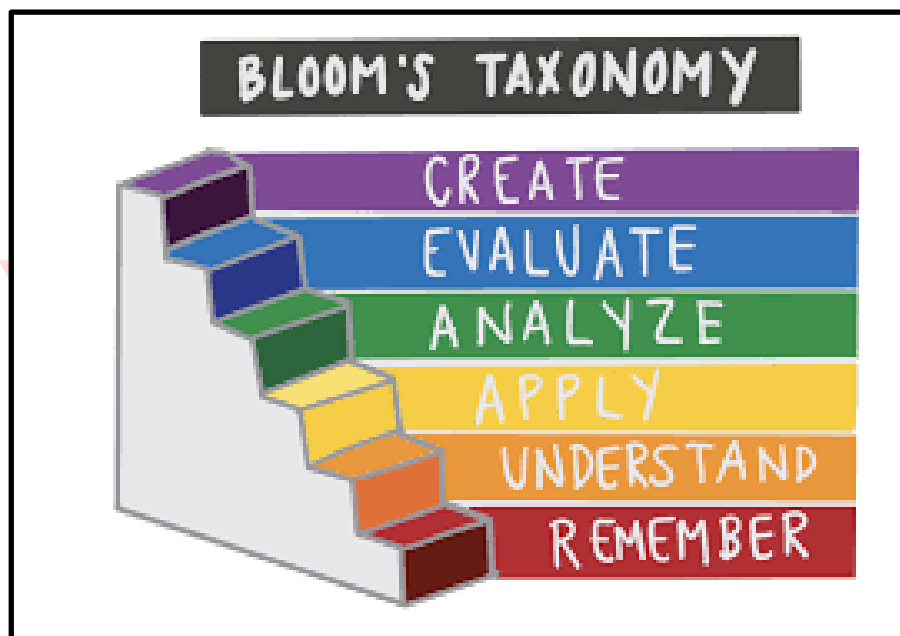


Figure 1: Bloom's Taxonomy

(Source: Skills Hub, 2024)

On the other hand motivation and increased engagement are other effective strategies that teachers can implement to promote inclusive teaching and learning environments in educational organisations. In this aspect, Maslow's Hierarchy of needs is an effective motivation theory that helps in meeting the psychological, safety, social and esteem needs of an individual and motivates them to improve their performance (Ihensekien, and Joel, 2023). These strategies can

be effectively implemented to create an inclusive learning environment and can help HE professionals to effectively promote and create an inclusive environment for learners.

1.2 Impact of different cognitive, physical and sensory abilities on the current teaching and learning strategies (or approaches)

The cognitive abilities of an individual refer to the ability of the person to retain information, analyse and extract it through logical thinking and apply it to improve academic achievement (Shi, and Qu, 2022). The current teaching and learning approaches promote greater engagement of the students in studies to ensure triggering their cognitive abilities and help to improve their academic performance. Technological inclusion in modern learning and teaching approaches and the inclusion of sports have helped to improve the motor skills of students and also reduce the risks of obesity, diabetes and other diseases caused by sedentary lifestyles (Cojocar *et al.* 2022). Modern teaching and learning approaches thus promote healthy physical development of the children and also encourage them to undertake sports and physical activities. However, technology inclusion in modern teaching approaches often becomes a cause of distraction and anxiety among the students leading to affecting their sensory abilities. As per the research of Jones *et al.* (2020), knowledge and training of the teachers and improved teaching strategies can help students suffering from autism or other similar diseases to control their sensory abilities such as distraction, and distress, and also establish diversity. Thus, modern teaching and learning approaches and strategies can effectively help impact the cognitive, physical and sensory abilities of the students and help in impacting their overall academic performance.

1.1 Impact of personal, social, and cultural factors on learning

Personal, social and cultural actors also have a large impact on the classroom environment and thus help in defining the teaching and learning process in a new light and perspectives. As per the views of Ayyildiz, and Yilmaz, (2021), the personality traits of the teachers play an important role in enhancing creative thinking among the students and also help in motivating them to foster creativity as well. This personality and approach of the students also play an important role in building a successful and inclusive learning environment in educational organisations. Other factors such as culture, and beliefs also have a direct effect on learning and teaching since the

norms and values are instilled within the children from their very first teachers that is their parents. Culture instils values, norms and principles within the students and also impacts their verbal and non-verbal communication as well (LCPS, 2022). Similarly, social factors enhance social interaction, and social presence and influence collaborative learning thereby helping to improve the learning performance of students Qureshi *et al.* (2023). Cultural, personal and social factors thus play an important role in building the environment of effective itching and learning and it can help in the successful initiation of inclusive learning in the society.

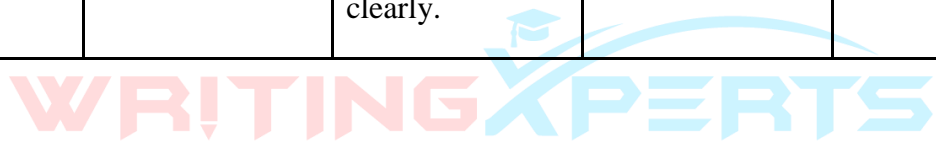
4.2 & 4.3 Finally, analyse ways to promote equality, value diversity and promote inclusion

Specific	Measurable	Achievable	Relevant	Time-bound
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<p>To remove any kind of discrimination and bias.</p>	<p>In order to measure the effectiveness, yearly performance reports and complaints of discrimination can be maintained.</p>	<p>This goal can be achieved by promoting diversity and inclusion awareness among the teachers, students and their parents.</p> <p>In addition, inclusion of the government policies regarding the Equality Act needs to be included in the educational organisation's policies.</p>	<p>This goal is relevant since it can be achieved by following the mentioned steps and can be measured as well to assess the progress.</p>	<p>6 months</p>
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<p>To create a Safe Classroom Culture</p>	<p>In order to measure the achievement of this goal, feedback from the students and teachers should be collected at certain intervals to understand the perspectives of both.</p>	<p>Providing group activities and tasks among the students to help them bond well.</p> <p>Providing one-to-one and group discussion sessions to help students to express themselves clearly.</p>	<p>This goal is relevant since following this can be achieved in educational organisation</p>	<p>6-8 months</p>
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To include technology in education	Access the investments in technological resources and also measure the overall performance of the organisation.	To achieve this workshops and training programs need to be organised to increase digital literacy among them.	This goal can be achieved since with the help of technology, inclusive education and learning environment can be provided effectively among the students. It will also provide in-house and distant students to pursue the courses of their choice without any barriers.	4-5 months
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Table 1: SMART Action Plan

(Source: Self-Created)

Conclusion

Thus the assignment helped in understanding the key features of an inclusive learning environment and also helped to understand the impacts of factors such as physical, social, cognitive, cultural and sensory factors on learning and teaching. The assignment also discussed strategies and frameworks that can help HE professionals to effectively promote inclusive teaching and learning practices in educational organisations.

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