

# Preparing teacher trainees for inclusive practice: A randomised controlled trial of grouping strategies in Initial Teacher Education

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<b>Registration date</b> 10/06/2025	<b>Overall study status</b> Ongoing	<input type="checkbox"/> Statistical analysis plan <input type="checkbox"/> Results
<b>Last Edited</b> 16/05/2025	<b>Condition category</b> Other	<input type="checkbox"/> Individual participant data <input checked="" type="checkbox"/> Record updated in last year

## Plain English summary of protocol

### Background and study aims

Inclusive education is a central priority in Initial Teacher Education (ITE) in England, yet teachers often face challenges implementing inclusive teaching effectively. A key aspect of inclusive practice involves how teachers group pupils in their classrooms to meet diverse pupil needs. There is pressing need to examine how ITE can best prepare trainees to make dynamic, context-specific grouping decisions. Whilst policies promote inclusion, little is known about the best ways to develop teachers' decision-making skills for effective grouping within the classroom. This study aims to identify the relative strengths and weaknesses of two training approaches: a systems-thinking approach ('Beyond the Classroom') that considers broader systemic factors influencing grouping decisions, and a skills-based approach ('Within the Classroom') focused solely on flexible grouping strategies.

### Who can participate?

Teacher trainees specialising in secondary education enrolled in NIOT's ITE programmes, based at campuses in the North and West, South and West, East, South and London, or North and East regions of England.

### What does the study involve?

Trainee teachers within each campus will be randomly assigned as a cohort to one of two training approaches. The intervention will take a 'Beyond the Classroom' approach, supporting trainees to consider broader systemic factors—such as policy, stakeholder expectations, and structural tensions—when making these decisions. The comparison condition will reflect business-as-usual training, aiming to deepen trainees' understanding of 'Within the Classroom' flexible grouping strategies without engaging with broader contextual factors. The two approaches will run over two sessions—one session on key concepts, the other on hands-on practice through scenario work, deliberate practice, and reflection.

Scenario-based assessments will be used to measure the trainees' ability to prepare for, make and communicate inclusive grouping strategies in diverse classroom settings. Trainees will complete a scenario-based assessment at baseline, and then will be given the opportunity to

justify what (if any) changes they would make to their initial response at endline testing. This approach is expected to stimulate reflection from the trainees and give them an opportunity to grow. Surveys will also be used to capture trainees' self-reported perceptions regarding their confidence, motivation and preparedness in making inclusive grouping decisions.

What are the possible benefits and risks of participating?

Participating trainees will be offered the opportunity to be named in the acknowledgements of the outputs associated with the research. They will also be invited to express interest in joining the Research Advisory Group and provide input on aspects related to dissemination and impact. In terms of risks, while attention and care will be taken by the research team to reduce the risk that participants may be identifiable, qualitative data carries the risk that some may be identifiable through in-depth description being used. In addition, while we will change wording of staff titles to reduce risk of re-identification (e.g. Head of ITE Faculty will be written as 'Senior ITE staff'), a small staff team includes risks to confidentiality for individual staff participants. These risks of re-identification will be made clear to staff member participants in the consent process, and they will be given the option to review any direct data or described scenarios from their transcripts used in the final report, and to remove if they feel uncomfortable.

Where is the study run from?

National Institute of Teaching (UK)

When is the study starting and how long is it expected to run for?

December 2024 to December 2025

Who is funding the study?

Department for Education (UK)

Who is the main contact?

Dr Lydia Lymperis; l.lymperis@niot.org.uk

### **Study website**

<https://niot.org.uk/research-projects/preparing-teacher-trainees-for-inclusive-practice>

## **Contact information**

### **Type(s)**

Principal Investigator

### **Contact name**

Dr Ellen Turner

### **ORCID ID**

<https://orcid.org/0000-0002-5058-3764>

### **Contact details**

National Institute of Teaching

Potovens Lane

Wakefield

United Kingdom

WF1 2PF

-

e.turner@niot.org.uk

### **Type(s)**

Public, Scientific

### **Contact name**

Dr Lydia Lymperis

### **ORCID ID**

<https://orcid.org/0009-0004-0778-9806>

### **Contact details**

National Institute of Teaching

Potovens Lane

Wakefield

United Kingdom

WF1 2PF

-

l.lymperis@niot.org.uk

## **Additional identifiers**

### **EudraCT/CTIS number**

Nil known

### **IRAS number**

### **ClinicalTrials.gov number**

Nil known

### **Secondary identifying numbers**

Nil known

## **Study information**

### **Scientific Title**

Preparing teacher trainees for inclusive practice: A randomised controlled trial of grouping strategies in Initial Teacher Education

### **Acronym**

ITE Inclusive Practice Trial

### **Study objectives**

This study aims to identify the relative strengths and weaknesses of training that incorporates systems thinking compared to training focused solely on specific flexible grouping strategies in preparing teachers for inclusive practice within the complex English educational system. The null hypothesis is that there is no significant difference between the two approaches in terms of key trainee outcomes identified.

**Ethics approval required**

Ethics approval required

**Ethics approval(s)**

Approved 01/05/2025, National Institute of Teaching (Potovens Lane, Wakefield, WF1 2PF, United Kingdom; -; research.ethics@niot.org.uk), ref: NIOT-25-3

**Study design**

Dual-strand design integrating a randomized controlled trial and a mixed-methods implementation and process evaluation

**Primary study design**

Interventional

**Secondary study design**

Randomised parallel trial

**Study setting(s)**

Training facility/simulation

**Study type(s)**

Treatment

**Participant information sheet**

Not available in web format, please use contact details to request a participant information sheet

**Health condition(s) or problem(s) studied**

Teacher trainees' ability to make principled grouping decisions, and to prepare for implementation of these, as well as self-efficacy, motivation, communication skills and reflexivity around inclusive practice

**Interventions**

The study employs a dual-strand design, integrating a randomised controlled trial (RCT) and a mixed-methods implementation and process evaluation (IPE).

**RCT:**

The intervention will take a 'Beyond the Classroom' approach, supporting trainees to consider broader systemic factors—such as policy, stakeholder expectations, and structural tensions—when making these decisions. The comparison condition will reflect business-as-usual training, aiming to deepen trainees' understanding of 'Within the Classroom' flexible grouping strategies without engaging with broader contextual factors.

The two approaches will run over two sessions—one session on key concepts, the other on hands-on practice through scenario work, deliberate practice, and reflection.

The key concepts regarding the 'Beyond the Classroom' approach will be focused on understanding system structures and taking action within the system. Specficially:

- 1) Historical and policy developments shaping SEND in England
- 2) Evolving attitudes towards SEND: Implications for teachers today
- 3) Special vs mainstream schools: Purposes, benefits, and challenges for students with SEND

- 4) Historical and philosophical drivers of grouping practices (e.g., special schools, inclusion, and ability-based grouping)
- 5) Research on mixed-ability teaching vs setting and streaming for SEND
- 6) How systems thinking can help teachers navigate complexity in grouping students
- 7) Bronfenbrenner's ecological systems theory: Understanding student experiences in different groupings
- 8) Identifying key stakeholders and their influence on grouping decisions
- 9) Recognising potential tensions between perspectives and accountability measures

The key concepts regarding the 'Within the Classroom' approach are focused on scaffolding through grouping, and the importance of oracy in groupwork. Specifically:

- 1) Setting stretch tasks within a challenging curriculum: Balancing rigour with achievable outcomes
- 2) Scaffolding techniques: Providing structured support to build independent learning
- 3) The importance of grouping strategies: Considering familiarity, prior knowledge, and ability levels
- 4) Intentional and consistent language: The role of language in promoting challenge and aspiration
- 5) The importance of oracy: Developing high-quality classroom talk to support learning
- 6) Teaching, modelling, and requiring high-quality oral language: Structuring discussions and dialogues effectively
- 7) Developing pupil responses into full sentences: How oracy supports literacy and broader learning outcomes
- 8) The relationship between spoken language, reading, and writing development

Session facilitators will be offered training by NlOT ITE Faculty and NlOT Content Design senior staff prior to the delivery of the two sessions, as per normal ITE delivery. Participants will be current trainees specialising in secondary education enrolled in NlOT's ITE programmes across multiple training sites in England, randomised within each campus to one of the two training conditions.

#### Mixed-Methods IPE:

The implementation and process evaluation uses surveys, focus group discussions, individual interviews with trainees and ITE staff, and observations to explore the mechanisms and contextual factors influencing decision-making about student grouping.

Respondents for the feedback survey will be secondary trainees and tutors/facilitators who have consented to take part in the research. Participants for the qualitative research will be trainees (estimated  $n = 23$  overall) and NlOT staff (estimated  $n = 10$  overall) participating in and delivering the inclusive practice training.

Across a minimum of 2 NlOT regional campuses, an estimated 8-15 trainees will participate in focus group discussions and an estimated 6-8 trainees will participate in individual semi-structured interviews. Trainees for the focus group discussions and individual interviews will be sampled purposively, where possible, with the support of regional NlOT ITE programme leads, aiming for a diverse representation, considering various characteristics such as age, gender, engagement levels in the ITE programme, fee-paying vs salaried routes, and SEND status.

An estimated 6-10 individual interviews will be held with NlOT staff designing and delivering the inclusive practice training, including tutors/facilitators ( $n = 4$ ) and other relevant NlOT ITE Faculty staff ( $n = 6$ ), including those designing the training materials. NlOT ITE Faculty staff (including facilitators and design staff) will be recruited and selected by NlOT study team members and reached out to directly through verbal or written communication. All staff that meet the eligibility criteria will be invited to participate.

Trainees for individual interviews will be recruited by the study team and NlOT regional ITE

Faculty teams collaboratively. One or two study team members will attend 2-3 campus days in person and request volunteers, guided by regional teams.

## **Intervention Type**

Other

### **Primary outcome measure**

1. The ability to make principled, contextually responsive grouping decisions for diverse pupil needs will be measured using scenario-based assessments generated by the study team. Trainees will complete a scenario-based assessment at baseline, and then will be given the opportunity to justify what (if any) changes they would make to their initial response at endline testing.
2. Trainees' self-efficacy in implementing and sustaining inclusive grouping practices will be measured with surveys at baseline and endline.
3. Trainees' motivation to implement and sustain inclusive grouping practices will be measured with surveys at baseline and endline.
4. The ability to effectively prepare for inclusive grouping strategies in diverse classroom settings will be measured using scenario-based assessments generated by the study team. Trainees will complete a scenario-based assessment at baseline, and then will be given the opportunity to justify what (if any) changes they would make to their initial response at endline testing.
5. The ability to effectively communicate grouping decisions and rationale to colleagues, administrators and parents will be measured using scenario-based assessments generated by the study team. Trainees will complete a scenario-based assessment at baseline, and then will be given the opportunity to justify what (if any) changes they would make to their initial response at endline testing.
6. The ability to reflect on and adapt grouping practices based on evolving pupil needs and classroom dynamics will be measured using scenario-based assessments generated by the study team. Trainees will complete a scenario-based assessment at baseline, and then will be given the opportunity to justify what (if any) changes they would make to their initial response at endline testing.

### **Secondary outcome measures**

1. Trainee perceptions of the training day measured using a survey at endline.
2. Tutor/facilitator perceptions of the training day measured using a survey at endline.

### **Overall study start date**

01/12/2024

### **Completion date**

31/12/2025

## **Eligibility**

### **Key inclusion criteria**

To be included in the study, campuses must meet the following criteria:

1. The ability to host and facilitate two parallel in-person training sessions on the designated intervention delivery day (15th May 2025).
2. A sufficient number of secondary trainees enrolled in their ITE programme to allow for meaningful participation (min n = 6)

### Randomised Controlled Trial:

1. Eligible participants will be current trainees specialising in secondary education enrolled in NIoT's ITE programmes, based at campuses in the North and West; South and West; East, South and London; or North and East regions of England.

### Process Evaluation:

1. Eligible participants will be NIoT ITE trainees and NIoT tutors/facilitators participating in and delivering the inclusive practice training across the four NIoT regions as well as ITE tutors and ITE Faculty members.
2. Trainees eligible for individual interviews and Focus Group Discussions (FGDs) will need to be enrolled in the NIoT ITE programme at one of the participating campuses across England.
3. Eligibility criteria for NIoT staff participating in individual interviews will include role(s) in designing or facilitating the inclusive practice ITE training sessions, ITE tutors or other facilitators leading the training, and ITE Faculty members who oversee NIoT training.

### Participant type(s)

Employee, Learner/student

### Age group

Adult

### Lower age limit

18 Years

### Sex

Both

### Target number of participants

315

### Total final enrolment

276

### Key exclusion criteria

Trainees pursuing specialisms in primary education; trainees who participated in pilot study

### Date of first enrolment

15/05/2025

### Date of final enrolment

22/05/2025

## Locations

### Countries of recruitment

England

United Kingdom

**Study participating centre**

**National Institute of Teaching - South & West Campus Birmingham**

Woodview Drive  
Birmingham  
United Kingdom  
B15 2HU

**Study participating centre**

**National Institute of Teaching- North & West Campus**

Shadsworth Road  
Blackburn  
United Kingdom  
BB1 2HT

**Study participating centre**

**National Institute of Teaching - South & West Campus Bristol**

The Greenway Centre, Doncaster Road  
Bristol  
United Kingdom  
BS10 5PY

**Study participating centre**

**National Institute of Teaching - North & East Campus Doncaster**

Tenter Balk Ln, Adwick le Street  
Doncaster  
United Kingdom  
DN6 7EQ

**Study participating centre**

**National Institute of Teaching - Harris Institute Peckham**

112 Peckham Road, Peckham  
London  
United Kingdom  
SE15 5DZ

**Study participating centre**

**Windsor Academy Trust**

Trinity Point, High Street  
Halesowen  
United Kingdom  
B63 3HY



# Sponsor information

## Organisation

Department for Education

## Sponsor details

20 Great Smith St  
London  
England  
United Kingdom  
SW1P 3BT  
+44 (0)370 000 2288  
c.davey@niot.org.uk

## Sponsor type

Government

## Website

<https://www.gov.uk/government/organisations/department-for-education>

## ROR

<https://ror.org/0320bge18>

# Funder(s)

## Funder type

Government

## Funder Name

Department for Education, UK Government

## Alternative Name(s)

Department for Education, educationgovuk, DfE

## Funding Body Type

Government organisation

## Funding Body Subtype

National government

## Location

United Kingdom

# Results and Publications

## Publication and dissemination plan

The NIoT conducts research that aims to directly inform the teacher training and development programmes offered by NIoT; to inform the design and delivery of programmes led by other providers; and to be school-led in its focus and implications. Ensuring this study's findings have real impact within NIoT and across the sector is therefore a key priority.

This study aims to shape policy and practice by evaluating whether expanding trainee understanding of systemic influences on grouping decisions leads to more effective inclusion strategies within the classroom. Findings will guide ITE providers in refining training on inclusive grouping, ensuring scalability and practical relevance.

An impact strategy has been developed with input from the steering group, Research Advisory Group, study team, and the NIoT Impact team to ensure findings are communicated effectively, in a timely manner, and in formats suited to different stakeholder groups. Early insights will be shared in Q3-4 2025, followed by a formal report and outputs in Q1 2026, designed for accessibility and usability. Findings will also be shared through academic publications, conference presentations, professional networks, accessible summaries, and thematic webinars for stakeholders.

## Intention to publish date

01/02/2026

## Individual participant data (IPD) sharing plan

The anonymised datasets generated and/or analysed during the current study will be stored in a publicly available repository (Harvard Dataverse).

## IPD sharing plan summary

Stored in publicly available repository