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21 January 2026

Mr Chris Bloore MP  
Member of Parliament for Redditch  
House of Commons  
London  
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**Sir Martyn Oliver**  
His Majesty's Chief Inspector

Sent by email to: [chris.bloore.mp@parliament.uk](mailto:chris.bloore.mp@parliament.uk)

Dear Mr Bloore

## **PARLIAMENTARY QUESTION NUMBER 104322**

*To ask the Secretary of State for Education, how does the new Ofsted inspection framework measure and assess workforce inclusion, particularly for neurodivergent and disabled teachers.*

Your recent Parliamentary Question has been passed to me for response as His Majesty's Chief Inspector for Standards in Education, Children's Services and Skills.

Our renewed education inspection framework considers and assesses workforce inclusion through the evaluation area 'leadership and governance'.

Whilst inspectors do not evaluate a school's recruitment policies, they do evaluate the extent to which leaders have effective systems in place to protect staff from bullying, unlawful discrimination, harassment and victimisation. This is a legal requirement under the Equality Act 2010. Inspectors also evaluate the extent to which staff feel valued and that their wellbeing and workload is taken into account.

Inspectors gather this evidence by meeting with a range of staff members and leaders throughout the inspection and by reflecting on views submitted by staff through the staff survey.

I hope you find this information helpful.

Yours sincerely

**Sir Martyn Oliver**  
His Majesty's Chief Inspector