

# **Otter Valley Federation Equality Objectives 2024 – 2027**



Objective	Implementation	Person Responsible	Monitoring & Impact
To continue to promote understanding and respect for diversity and equality	Raise awareness of aims and objectives of policy by sharing with staff and the wider community	A Fulford	Jan InSeT 2025
	Staff to complete National College training on Equality Duty to support staff understanding and awareness	All staff January 2025 InSeT	Ongoing and linked with fortnightly Safeguarding emails as appropriate.
	Continue to develop and embed all aspects of statutory RSE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home	S Evans / P Button	2025-2026 CAT
	Implement the new Locally Agreed Syllabus for RE	P Button / R Totten	2024 -2025 CAT
	Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc	S Evans / P Button	Ongoing and reviewed termly with Lead Governor for Safeguarding
	Collective worship opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups.	PSHRE CAT / CW planning	Termly plan for CW
	Respond to world news/current affairs issues (related to any individuals/protected characteristics) through collective worship (Picture News) or PSHRE sessions.	SMT SENDCo Bulletins	Termly
	Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values		ongoing

<p>Ensure that the federation promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability</p>	<p>Ensure any selection panels are aware of, and take account, of the school's aims regarding equality and diversity</p> <p>Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures, choice of quality reading books etc</p> <p>Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity (Solomon Island Visitors / Developing visits linked to RE learning and wider Federation vision)</p> <p>Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity (Olympic role models / Solomon Island visitors / European Day of Languages)</p>	<p>SMT</p> <p>SMT and CATs</p> <p>SMT and CATs</p> <p>S Evans / P Button CATs</p>	<p>Ongoing</p> <p>2025-2026 CAT focus</p> <p>2024-2025 CAT</p> <p>Ongoing</p>
<p>Ensure the needs of SEND pupils and those with SEMH needs are met to enable all children to flourish and have equal opportunities</p>	<p>Ensure high quality CPD is provided across the federation to further improve our understanding of equality and diversity and strengthen our provision.</p> <p>Afu to complete Mental Health Lead Training and devise an action plan to support the Federation with next steps in 2025/26</p> <p>SE and PB to complete NVQ SENDCo</p> <p>Rhan to complete Masters</p> <p>National College</p> <p>Continue to grow capacity within the Federation for staff to enable all children to flourish: L Costa EY SENDCo / TJ Sp &amp; Lang / capacity to continue forest school</p>	<p>SMT</p> <p>A Fulford</p> <p>P Button / S Evans</p> <p>R Hanna</p> <p>All staff</p> <p>All staff</p> <p>RHan / LC</p>	<p>By March 2025</p> <p>July 2025</p> <p>2025</p> <p>Ongoing</p> <p>Ongoing</p>

	<p>Embed assessment principles for children working on individualised timetables.</p> <p>Ensure attendance trends for our more vulnerable groups remain above Devon and National.</p> <p>Induction for new teachers and Tas and MTAs to be robust and include appropriate training to prepare them for supporting individual needs.</p>	<p>S Evans / P Button</p> <p>S Evans / P Button / R Han</p>	<p>2024-2025</p> <p>Ongoing and reviewed fortnightly and termly with Inclusion lead governor</p> <p>Ongoing</p>
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