



The CARE Federation – Woodland View Junior School

Equality Objectives – Action Plans

2024-25

Identified Concern	A large majority of our children do not have a broad experience of the world around them including the cultures or traditions of those within and outside of their own race or religion and consideration of their place and possibilities.
Objective	To promote cultural and personal development through a rich range of experiences .
Strategy	<ul style="list-style-type: none"> • Every opportunity taken to enrich every child’s language and vocabulary development • An enhanced curriculum offer including a full range of visits and visitors instated to enable children to access unfamiliar cultures, traditions and wider experiences first hand • All classrooms to actively promote diversity through visual images and resources • Every opportunity to be taken across the curriculum to demonstrate the positive contribution made by people from all backgrounds • Assemblies to further develop knowledge of the experiences of children from around the world • Federation House groups to be fully embedded, through termly events, increasing peer awareness • Embed UN Rights Silver Award and begin working towards the Gold Award. • Pupils to continue to collect and share child voice through School Council and support charitable fund raising • Buddy system to be embedded for children joining the school from the motel (emergency housing) • Access to our enhanced offer for children within vulnerable groups, including those within more than one group, to be actively tracked • Introduce Career Related Learning which enables children to understand the links between skills taught in school and the world of work.

	<ul style="list-style-type: none"> • Introduce and implement Bystander Training to educate against prejudice and inequality.
Lead Person/ Responsibility	KH/HoS
Success Criteria	<p>Silver RRSA embedded and evidence collated towards Gold.</p> <p>A full complement from the enhanced curriculum will be experienced.</p> <p>Children will be able to recall and discuss experiences and learning making links to the wider world.</p> <p>The federation culture, including what is seen and heard, implementation of our policies and agreed practices, will be inclusive and uphold all federation values.</p>
Time Scale	Summer 2025
Evaluation	

Identified Concern	Due to the wide range of pupil abilities and life experiences, not all staff use the tools they have to respond rapidly to each pupil's needs and not all children are making as much progress as possible.
Objective	For every staff member to have high expectations and to make full use of available information for every child, regardless of their protected characteristics or needs, to best support them in meeting at least age-expected outcomes.
Strategy	<ul style="list-style-type: none"> • Every opportunity taken to enrich every child's language and vocabulary development • Staff CPD to further develop understanding of subject specific knowledge and support for pupils with dyslexia • Staff to fully embed the assessment cycle and respond to information gained • Pupil Progress meetings will continue to monitor, challenge and signpost provision and parent/teacher meetings will continue to ensure home and school work together to support children to meet their targets • All staff will implement the Norwich Writing Project resources and use these to support children to achieve at least expected progress

	<ul style="list-style-type: none"> Pastoral support for the children will be timely. Additional hours with trained staff will be accessed fully including an increased family offer provided by the Family Support Advisor through the Community Hub facility
Lead Person/ Responsibility	HP/NO to lead in collaboration with JK
Success Criteria	<p>Outcomes for children will be at least in line with national.</p> <p>Pupil, parent and staff surveys all demonstrate positive feedback on the curriculum and progress.</p> <p>All staff will make full use of Mastering Number, Fluency Project, Little Wandle Rapid Catch-up/SEND.</p> <p>Full attendance at professional communities and NPQ events for relevant staff.</p> <p>Engagement with other agencies is high.</p>
Time Scale	Summer 2025
Evaluation	

Identified Concern	Some physical access arrangements around the school are low quality.
Objective	To establish a physical environment where all current and future members of the community can equally access our school.
Strategy	<ul style="list-style-type: none"> Improve directional signage – tactile and visual A temporary ramp will be available as and when needed Install hearing loop hardware Develop the learning environment to ensure the positive impact of disabled persons on the wider world is represented and text and images used are accessible to all
Lead Person/ Responsibility	<p>HJ/DB to lead on premises</p> <p>HP/NO to lead on environment</p> <p>Financial implications to be planned</p>

	All staff to be aware of their responsibilities with regard to equality and accessibility
Success Criteria	Physical barriers to access will be removed The physical environment will reflect all members of the school community and beyond All staff model and scaffold learning appropriately
Time Scale	Summer 25
Evaluation	