

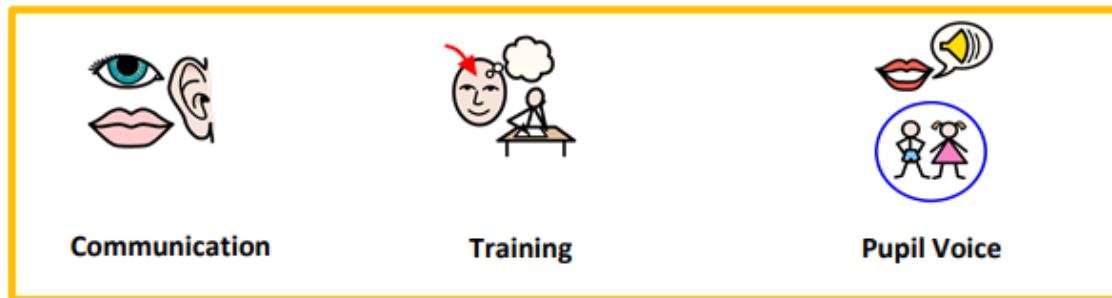


# The Vale Federation

## Equalities Report - December 2023

### Our Equalities objectives themes are:

- Communication
- Training
- Pupil Voice



#### *Communication (selected from speech therapy development plans)*

Over the past year:

- SALT (Speech and Language Therapy) has attended Intensive Interaction for PMLD (Profound and Multiple Learning Difficulties) training and delivered training on this to class staff at Stocklake. Team member of SALT also attended the staff training for his own development. Evidence on impact – teachers identifying need for the approach in their classes and requesting further SALT support to embed.
- Colourful Semantics training delivered by SALT team leader at Booker Park for teachers. Positive feedback received via conversations with SALTS and teachers. Some teachers have created resources and lesson plans including this approach following the training.
- Communication passports have been prioritised to support transitions by most members of the SALT team in Summer Term.
- SALT team meeting, including Booker Park AAC (Augmentative and Alternative Communication) and ASC (Autism Spectrum Condition) lead practitioner took place in early July to review AAC practice for Autistic pupils e.g. review of evidence for PECS (Picture Exchange Communication System) compared to other approaches, role of aided language stimulation, and when / why we use symbol exchange. Agreement within team reached, new communication book created. Guidelines drafted and to be finalised when AAC lead returns in September.
- Communication Friendly Classrooms delivered as part of Induction for all new teachers and some targeted teachers already in post
- Federation-wide Core Vocabulary (Part 1) training delivered in September 2023, including initial explanation about changing evidence base around pre-existing idea of symbol hierarchies. Class Teams devised action plans to focus on areas of their practice, with the support of SALTs in class.
- SALTs attended Level 4, Part 1 Makaton training in October 2023.



SALT CPD session in November 2023 included time for feedback from recent AAC SIG (Special Interest Group) and discussion regarding updated guidance for AAC for bilingual/multilingual pupils, including consideration of core boards for these pupils.

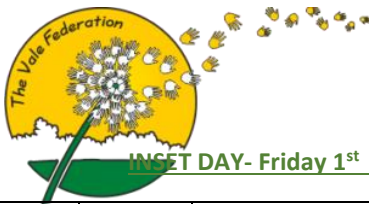
*Training (in addition to what is already listed)*

- Both schools provide comprehensive training packages to staff to support the wide diversity of children’s needs that are met by our provision
- Training plans are produced on a termly basis to fit in the training required. This is highly challenging within the 5 INSET days available
- Additional training by way of overtime once per month is extended to all class-based staff. There is variability as far as the extent to which this is taken up.
- Training requests via appraisal are collated, and supported dependent on the capacity of staffing and the benefit to the school.

An example of the teachers’ meeting schedule for Booker Park (summer term) is as below:

<b>Date</b>	<b>Content</b>
<b>Wednesday 19th April</b>	<b>Update individual plans</b>
<b>Wednesday 26th April</b>	<b>Curriculum</b>
<b>Wednesday 3rd May</b>	<b>Whole staff training- Purple Mash</b>
<b>Wednesday 10th May</b>	<b>Report writing</b>
<b>Wednesday 17th May</b>	<b>See and Learn training</b>
<b>Wednesday 24th May</b>	<b>TPP preparation</b>
<b>Half term</b>	<b>Half term</b>
<b>Wednesday 7th June</b>	<b>Whole staff training- Team meetings</b>
<b>Wednesday 14th June</b>	<b>Pupil Voice &amp; Peer observations</b>
<b>Wednesday 21st June</b>	<b>Colourful semantics training</b>
<b>Friday 23rd June</b>	<b>End of year reports due</b>
<b>Wednesday 28th June</b>	<b>Transition</b>
<b>Wednesday 5th July</b>	<b>Transition</b>
<b>Wednesday 12th July</b>	<b>Meet the teacher (parents' evening)/EYFS week)</b>
<b>Wednesday 19th July</b>	<b>End of year celebration</b>

INSET days cover a range of subjects – below is a sample of the INSET plan for Stocklake Park for the first 3 school days of September 2023:



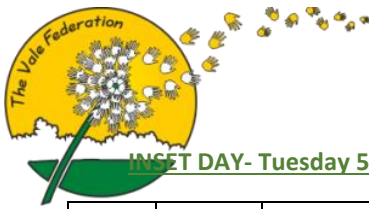
**INSET DAY- Friday 1<sup>st</sup> September 2023**

Day	Time	Activity planned	Who	Where
	All day	Finance/ Admin/ Facilities/ Kitchen meeting		Small training room Steve
	9am – 10	Asthma, epilepsy and admin of meds training (community nurse)	<b>All staff</b>	Main Hall STOCKLAKE PARK
	10- 10.30	Med for specific students (community nurse )	<b>Oxygen – anyone who has a child that requires oxygen</b>	Main Hall STOCKLAKE PARK
	10.30- 11-30	New academic year welcome – Principal and Head of School	ALL staff	Main Hall STOCKLAKE PARK
	11.30 - 1pm	Gastrostomy refresher AND NEW staff	7 staff	PMLD class Booker Park
	TBC	Led by Abbots care (external)		
	1.15	New staff Induction	New staff	Life skills room STOCKLAKE PARK
	2pm	New staff safeguarding Head of School	New staff	Life skills room STOCKLAKE PARK
	3-4	Curriculum and EFL Curriculum lead	New staff	Life skills room STOCKLAKE PARK
	1-2	CPOMs drop in Family Support Officer	New staff and anyone who feels they need it	Cedar Class room
		GDPR- 3 modules all on Smart Log- GDPR Health & Safety Fire awareness	ALL staff – MUST BE COMPLETED	iPads/laptops/ class computers Computers in the computer room and upstairs personal devices (if you wish)
	As and when	EduCare modules- Administration of medication in school Understanding asthma Understanding anaphylaxis Understanding epilepsy The Prevent Duty Food Hygiene and Safety	All staff to complete at some point during the INSET days.  If you have completed this training prior to April 2021 (e.g. 6 months) you will need to complete it again to remain up to date.  CERTIFICATES TO BE SENT TO admin	Anywhere!



**INSET DAY- Monday 4<sup>th</sup> September 2023**

Day	Time	Activity planned	Who	Where
	8:45-3:15	Team Teach Day 1 Team Teach tutors	24 staff	Main Hall Stocklake Park  Tables and chairs and projector to be set up
	10:00-11:30	Feeding introduction	New staff and those that have not yet completed the training	Training room BOOKER PARK
	11:45-1:15	Feeding advanced SaLT to lead	New staff, those that have not yet completed the training and those that may now be in classes where children have feeding mats	Training room BOOKER PARK
	9-3	Interim Intervenor training - External MSI lead	10 staff	Class room  Smartboard and laptop  STOCKLAKE
	1-2pm	CPOMS drop in Family Support Officer	Drop in – new staff and anyone who wants it	Class room
		GDPR- 3 modules all on Smart Log- GDPR Health & Safety Fire awareness	ALL staff – MUST BE COMPLETED	iPads/laptops/ class computers Computers in the computer room and upstairs personal devices (if you wish)
	As and when	EduCare modules- Administration of medication in school Understanding asthma Understanding anaphylaxis Understanding epilepsy The Prevent Duty Food Hygiene and Safety	All staff to complete at some point during the INSET days.  If you have completed this training prior to April 2021 (e.g. 6 months) you will need to complete it again to remain up to date.  CERTIFICATES TO BE SENT TO admin	Anywhere!



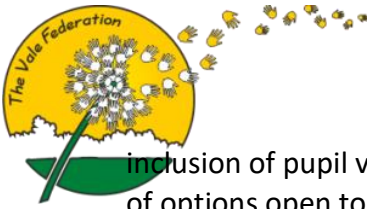
INSET DAY- Tuesday 5<sup>th</sup> September 2023

Day	Time	Activity planned	Who	Where
		<b>Team Teach day 2</b>	<b>24 staff</b>	<b>SLP Hall</b>
	8.45-3.15	Manual handling	4 staff from SLP	BOOKER PARK
	8.45-11.45	Manual Handling refresher Hertz Handling	8 staff	Stocklake Park Cherry
	12.15-3.15	Manual handling refresher	9 staff	Stocklake Park Cherry
	9am – 9.45	Cloud training	Teachers and STAs	Stocklake park – Classroom
	8.45-3.15	Day 2 induction  Module 1 Behaviour (8:45- 9:45)- Jo  Module 2 OT (10:00-11:15)- OT  Module 3 ASD (introduction to) (11:30- 12:30) - AHT  Module 4 SaLT (1:00-2:30)- SaLT	New staff  Module 3 All TA's are welcome to attend if not in other training – please let me know if you plan to attend	Booker Park Main hall
	As and when	EduCare modules- Administration of medication in school Understanding asthma Understanding anaphylaxis Understanding epilepsy The Prevent Duty Food Hygiene and Safety	All staff to complete at some point during the INSET days.  If you have completed this training prior to April 2021 (e.g. 6 months) you will need to complete it again to remain up to date.  CERTIFICATES TO BE SENT TO admin	Anywhere!

### *Pupil Voice*

All classes have identified their class representative. Images of school council to be shared with parents and on display board in school by the end of term. Meeting to discuss improvement of Outdoor Learning area to take place before the end of term with all school council representatives.

All teaching staff are ensuring that the voice of the pupil is a part of the Annual Review meeting process. The staff have responded positively to the flexible approach to the



inclusion of pupil voice. Depending on the learning pathway of the child there are a variety of options open to the staff members: a video with key points outlined at the end of the Teacher report, as we are not able to forward the video file itself to SEND Team at County, pupil answers to key questions scribed by an adult, questions put to the child verbally for them to answer or the same questions presented via symbols for the pupils to independently show their views by using cut and paste or hand written options. Parents are responding positively to the active inclusion of pupil voice within the annual review process. Review of this process with teachers, parents and children to take place in the Spring Term.

Bradley Taylor, December 2023