**Diverse Futures Strategy 2026-2029**

**Our Ambition**

The Open University ITE Partnership's *Diverse Futures Strategy 2026-2029* provides the framework for advancing equality, diversity, inclusion and belonging across our pan-Wales partnership.

The strategy aligns with:

- The Open University's mission to be open to people, places, methods and ideas.
- The Open University's Equality Scheme
- Welsh Government priorities relating to workforce diversity.
- The ambitions of Anti-racist Wales.

**Diverse Futures Strategy 2026-2029**

Diverse Futures is the OU ITE Partnership's strategic framework for advancing equality, diversity, inclusion and belonging across Initial Teacher Education in Wales.

**At its heart is a commitment to ensuring that every student teacher can thrive, every pupil can see themselves reflected and valued within education, and future generations benefit from a teaching workforce that reflects the diversity of the communities it serves.**

The framework provides a coherent approach to embedding inclusive practice across all aspects of partnership activity, bringing together widening participation, anti-racist practice, student wellbeing, inclusive curriculum development and community engagement within a single strategic vision.

Diverse Futures recognises that diversity and inclusion are not separate initiatives but fundamental to the quality of teacher education. Through collaborative working with students, schools, staff and communities, we aim to remove barriers to participation, strengthen representation and develop teachers who are equipped to support all learners to succeed.

**Why This Matters**

The teachers we educate today will shape the experiences, aspirations and outcomes of future generations of learners across Wales.

Diverse Futures is founded on the belief that every student teacher should have equitable opportunities to succeed, every child and young person should feel seen, valued and represented within education, and every school should benefit from a workforce that reflects and understands the communities it serves.

The framework recognises that diversity encompasses a wide range of identities, backgrounds and experiences. Our approach is informed by the n**ine protected characteristics defined within the Equality Act 2010**, while also recognising that individuals may experience additional barriers related to socio-economic disadvantage, care experience, linguistic background, geographical location and other widening participation factors.

**While some actions within the strategy may focus on groups that are currently underrepresented within the teaching profession, including Global Majority communities, Diverse Futures is designed to create a more inclusive and equitable environment for all. The ultimate objective is to develop teachers who can support and inspire every learner, contributing to a fairer and more representative education system for future generations.**

**Our Guiding Principles**

**Learners First:** We place student teachers, the pupils they teach and the future generations they will influence at the heart of our decision-making. Every action within Diverse Futures should contribute to improving participation, representation, belonging and outcomes for learners across Wales.

**Equity:** We recognise that individuals do not all start from the same position and may require different forms of support to achieve equitable outcomes.

**Inclusion and Belonging:** We create environments where individuals feel respected, valued and able to participate fully.

**Representation:** We seek to ensure that diverse voices, identities and experiences are visible throughout our recruitment, curriculum, partnerships and decision-making.

**Partnership and Collaboration:** Meaningful change is achieved through collaboration between students, schools, communities and wider stakeholders.

**Our Strategy**




**Our Commitment**

We are committed to widening participation, supporting student success and creating pathways into teaching for people from all backgrounds. Through Diverse Futures, we will champion inclusion, amplify diverse voices and ensure our practices remain equitable, accessible and responsive. Working with students, schools and communities, we will contribute to a more diverse and inclusive teaching profession in Wales.

**How We Will Measure Success**

The success of this strategy will be measured through a combination of quantitative and qualitative evidence. We will consider participation and applicant data, student retention and completion rates, progression into teaching careers, student experience measures, wellbeing indicators and engagement with partnership activities.

Alongside these measures, we will gather feedback from students through the Senedd Fach ambassador groups, schools and stakeholders to understand the wider system level context and to identify opportunities for improvement.