



# Equality Objectives – Alderwood Academy

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The following objectives add to our Raedwald Trust policy and practice. Please refer to our Raedwald Trust Equality, Diversity & Inclusion Policy for a full explanation of our commitment.

**Equality objective 1: Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons and other Alternative Provision settings.**

**Why we have chosen this objective:**

This objective has been chosen to ensure that the quality of education and opportunity is available to help meet the needs of all pupils, irrespective of race, gender, disability, faith or religion or socio-economic background.

**To achieve this objective we plan to:**

- Thorough information gathering during the pupil admission process, which include a school observation, home visit, Alderwood visit, home school information form completed by mainstream, admissions paperwork completed by parents and data obtained from inclusion referral form.
- Induction completed at the start of all placements across all pathways where RT curriculum is being delivered. Induction report completed following this
- Completion of baseline/teacher and PSED assessments which provide specific information and identification of levels of ability and gaps in pupil knowledge and understanding.
- Individual Learning Plans are created from pupil induction and individual interventions implemented to help support pupils learning and achievement.
- Thorough EHCP/SEN review on entry to the setting
- Staff meeting on admission to deem compatibility to which group would meet pupil needs best.

**Progress we are making towards achieving this objective:**

- Completion of Home school information sheet is mandatory.
- Thorough pupil inductions are being completed, reports created, and pupil offer shaped based on findings in induction.
- Baseline assessments and Individual Learning Plans are regularly reviewed by the SENCO and Headteacher.
- Data collected is used to identify appropriate intervention strategies and classroom-based approaches.
- Pupil progress is monitored at throughout placement during regular teacher meetings, book reviews and learning walks.
- The curriculum offer is consistently reviewed and monitored, this to ensure the offer is appropriate and promoting long term knowledge acquisition and regular retrieval. Weekly teacher meetings prompt discussions regarding curriculum.

## **Equality objective 2: Raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.**

### **Why we have chosen this objective:**

This objective has been chosen to promote equal opportunities and positive relationship building that will help to enhance the level of understanding and contribution to the school culture of openness, fairness and non-discrimination.

### **To achieve this objective we plan to:**

- Provide staff with opportunities for CPD that are linked to staff performance management procedures.
- Identify and organise appropriate training for staff in relation to the context of their role and ensure all staff have completed a full induction into the Trust.
- Implementation of RT Staff Charter and linking this into daily practice at Alderwood
- Undertake regular staff briefings and meetings discussing equality of opportunity, fairness and inclusion. Daily input at briefings from DSL/DDSL/SENCO
- Termly well-being meetings for all staff with their line manager
- Provide all stakeholders access to relevant Academy Trust policies including the Equality Plan and ensure that staff are aware of any statutory and local updates to practice or policy as they occur.

### **Progress we are making towards achieving this objective:**

- Induction programme in place for all new staff. This being a combination of trust level information as well as site specific and relating to the role.
- Newly appointed staff have completed Safeguarding and Positive Handling training.
- All staff received a full Health and Safety, Staff Code of Conduct, and GDPR briefings at the start of the academic year.
- Site based 'positive box' allowing staff to share success stories and feedback against the RT Staff Charter values.
- All staff receive a daily briefing which incorporates discussion on highlighted issues and topics related to any discrimination, harassment and bullying.
- All Academy Trust policies and procedures are available and accessible to staff and contain up to date information related to the Equality Plan and linked procedures.

### Equality objective 3: Provide an environment that welcomes, protects and respects diverse people.

#### Why we have chosen this objective:

This objective was chosen to ensure that the school culture is based upon an appreciation and respect for individual cultures and celebrates the diversity of others.

#### To achieve this objective we plan to:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum, especially through the explicit teaching of British Values, which is woven into all pupil's curriculum offer throughout their placement, alongside PSHE and RE.
- Provide opportunities for restorative action when dealing with disputes between different groups/pupils within the setting.
- As a school, actively promote attitudes and values that challenge racist and other discriminatory behaviour or prejudice, through adherence to professional standards. Raedwald Academy Trust policies and procedures and other supporting statutory documents.
- Work closely with other professional agencies, gaining specialist support, advice and guidance when necessary.
- Provide staff with opportunities and space to discuss equality issues and concerns, which reflect on social stereotypes, expectations and the impact on learning and student experience.
- Challenge any behaviour that differentiates, degrades, or isolates an individual or group due to race, religion, language or culture.
- Promoting the values within the RT Staff Charter

#### Progress we are making towards achieving this objective:

- Ensuring that all pupils have access to PSHE, RE and British Values as part of their curriculum offer.
- Ensuring that the school is inclusive and welcoming, Pupils are provided with breakfast and lunch, with positive role modelling from staff, focussing on social skills and respect for others.
- Create a learning environment which promotes learning throughout the whole school, across each pathway offered.
- Termly visits to places of worship within the local community, these visits have included a Church, Mosque and Gurdwara.

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**Equality objective 4: Ensure that all students are given the opportunity to make a positive contribution to the life of the school.**

**Why we have chosen this objective:**

Because we are especially keen to ensure that pupils feel empowered and able to contribute positively to the organisation of the school and confident that their voice is heard and listened to. This will help ensure that pupils feel valued, respected and at the centre of everything that the setting and Academy Trust strive to achieve.

**To achieve this objective we plan to:**

- Ensure that opportunities are in place to capture the pupil voice and allow for their opinions and suggestions to be listened to by leaders of the school.
- Provide opportunities for pupils to raise any concerns, free from bias, by building positive relationships with staff and confidence that school leaders act upon any concerns raised.
- Staff to use positive praise as an incentive for pupils to engage in learning.
- Keep parents informed of pupil progress and providing opportunities for pupils to showcase their work, this mainly using Class Dojo.
- Termly pupil/parent event held, this to further strengthen the relationship between home and school but these events are used to support positive interaction between pupil and their parent/carer
- Pupil and Parent questionnaires completed termly
- Pupils have an integral role in reflecting upon and being engaged with the school behaviour management strategy.
- End of week 'Celebration Assembly'. As well as the option for special certificates for going above and beyond.
- Highlight successes and specific contribution from pupils via the Trust's social media platforms, especially Twitter and Instagram.
- Pupil Committee meeting held every two weeks which provides a forum for pupils to share thoughts and ideas on how to further support their placement at Alderwood

**Progress we are making towards achieving this objective:**

- Fortnightly Student Committee meetings held, these open for all students.
- Regular communication with parents/carers via phone/email/text/Class Dojo/meetings etc.
- Pupils provided with adequate and appropriate resources to enable them to fulfil their potential and complete work to the highest possible standard, with support from relevant staff.
- Monitoring pupil attendance closely and offering support through working with other professional/agencies and parents.

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**Equality objective 5: Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.**

**Why we have chosen this objective:**

To broaden pupil understanding, awareness and tolerance of other cultures, nationalities and religions in the local communities and nationally.

**To achieve this objective we plan to:**

- Deliver cultural topics through the curriculum, especially in PSHE/RE/British Values.
- Inform pupils of cultural events by displaying information on display boards situated throughout the school.
- Working wall display in school building linked into British Values and how at Alderwood we meet these.
- Visits to places of worship throughout school year linked into RE offer, these visits have included local Mosque, Church and Gurdwara
- Collaborative work demonstrated within each pathway where a visit/trip is planned every 3 or 4 weeks for pupils to promote their positive choices. These trips promote and develop their social skills with being out in the community.

**Progress we are making towards achieving this objective:**

- All pupils receive PSHE/British Values and RE as part of the curriculum offer, including undertaking projects on the diversity of culture and religions within the United Kingdom.
- British Values display located in communal corridor