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# EQUALITY OBJECTIVES

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NOVEMBER 2018

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The following objectives add to our Raedwald Trust policy and practice. Please refer to our Raedwald Trust Single Equality 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:**

We work with a range of vulnerable pupils and cater for a wide range of needs. We work constantly to match learning needs to individuals and work diligently in our target setting to ensure it is aspirational. We constantly strive to increase learning opportunities and continue to build on strong cultures of learning within our schools.

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

Thorough baselines to ensure learners are set work at appropriate level. Collaboration between staff to ensure baselines are accurate and standardised.  
Bespoke planning for individuals to ensure maximum success within learning.  
Regular reviews of pupil timetables and offer. Linking with families and appropriate agencies. Link more closely with colleagues in the Trust with common areas of need/development/child profile such as the Hospital School to explore ways of making more use of data/exploring ways of monitoring and influencing progress which do not revolve around/rely upon data.

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

Progress outcomes are strong at Parkside. Curriculum review is being carried out at Lindbergh with a strong focus on engagement and behaviour for learning. The Hospital school provides a widening curriculum offer to cater for ages 4 – 18. There is a current focus on improving the offer to pupils 16-18 ages.  
CiC links with mainstream schools and Suffolk Virtual School (SVS) and works successfully towards targets set.

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**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:**

CPD across the Trust linked to appraisals.  
Staff deployed to Raedwald sites to increase impact and processes, clear lines of accountability, responsibility and communication.  
Promotion of cross Trust collaboration.

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

Thrive training undertaken by senior leaders and been disseminated into schools.  
Collaboration with senior leaders through HEG to share resources, in particular, pupil facing staff, to improve offer and support development.  
Re-organisation of staffing across the trust.  
In house CPD: staff gaining greater experiences and developing expertise by spending time in different settings.

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

Staff re-organisation to make more effective and creative use of resources.  
We are in the second phase of our Thrive strategy across the Trust. SLT have led training to all staff and base line assessments are taking place for specific and/or groups of pupils at Parkside and Lindbergh.  
Appraisals have taken place and mid-year review meetings will be held in the Spring term.

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

**Why we have chosen this objective:**

We understand the value of welcoming, open inclusive settings.  
We work with a diverse client group and acknowledge the need to ensure all pupils feel safe, listened to, have a sense of belonging and are a valued part of our school community. Following links and training with Mermaids charity we have been recognised as schools that cater well for LGBT.  
We strive continually to build upon our strong network within the local community. Citizenship is delivered at Parkside, Lindbergh and the Hospital School.

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

Link with local businesses, include them in the delivery/design of relevant curriculum foci (such as Careers, PHSE) and create a culture where pupils connect with local employers and raise aspirations and confidence regarding post 16 options.  
To improve classroom spaces within buildings: improvements to PSHE room at Parkside, KS3 room (as a result of pupils' PBL) and improvements to hall at Lindbergh  
The offer of a hot meal at lunchtime at Lindbergh  
To create Thrive spaces within each school or setting.  
Explore the impact of support the CiC Team to be based at Parkside and work with their children and young people in classrooms there.

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

Welcoming cultures in all settings. In the Lindbergh Campus we are adjusting the layout of the reception to ensure all pupils are welcomed sufficiently and all settings have staff to greet pupils on arrival to check pupil well-being before the day.  
First phase of Thrive training completed with staff.  
Recognition from Mermaid Charity regarding our inclusivity for LGBT.  
Curriculum is increasingly reflective of the individual needs of our pupils.  
Cross school PSHE/transition to post 16 for all pupils.

**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:**

We place pupil voice at the heart of what we do. We work hard to ensure we value each individual and given them recognition for positive actions.

At Parkside, each pupil is part of a Community Group which has a Community Leader (or form tutor) and Key Worker (from the TA Team) with whom they link daily. At Parkside and Lindbergh, we have Pastoral Managers who are non-teaching, but with pupil facing roles to support attendance, as well as supporting them to engage positively in school life.

Opportunities to showcase work: performances, end of project exhibitions,

At Parkside our Project Based Learning approach has the pupil at the centre of the planning. They drive the project and work collaboratively with staff throughout this process. Weekly staff/pupil planning/update meetings take place.

Parkside has a Student Council which meets weekly where they can share their voice and take part in meaningful dialogue with staff/pupils/governors.

A suggestions box is well used at Parkside and ideas taken to Student Council who are now driving the review to the Academy's reward system.

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

Grow the role of the Form Tutor/Community Lead and Key Workers to support pupils to engage positively in learning and school life.

Introduce a debrief at Lindbergh and Parkside to ensure issues throughout the day are considered and plans/strategies adjusted for the following day.

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

PBL in progress at Parkside and in its infancy a Lindbergh.

Staff recruited at Lindbergh to deliver PBL Jan 19.

Community Leads and Form tutors are established in the timetable.

Daily debrief occurs at Lindbergh and will begin at Parkside w/b Nov 19<sup>th</sup>.

Pastoral Managers work effectively to support pupils with their pastoral needs.

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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:**

Project Based Learning in Parkside and Lindbergh includes study of cultural events and these end in an exhibition or equivalent.

We recognise that pupils' experience of education has not always been fulfilling and want to ensure they have a broad balanced informed understanding of cultural issues in order to become positive contributors to society.

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

Explore UN rights respecting award.  
Continue to raise awareness of British values.  
Embed the teaching of citizenship.

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

Celebrate cultural days/times during the year such as Remembrance Day.  
PSHE and Citizenship curriculum.