
EQUALITY OBJECTIVES



RAEDWALD
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OUTREACH PROGRAMME

DECEMBER 2019



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 work and liaise closely with host schools, social care and the Suffolk Virtual School to ensure that learning opportunities are matched to need, learning profile and any data that is shared with us.

To achieve this objective, we plan to:

Where thorough baseline information is provided by the host school, we use to ensure learners are set work at appropriate level. Where baseline information is missing, we conduct our own and then communicate these with host schools. Currently, a trial of baselining software is being used. Bespoke planning for individuals to ensure maximum success within learning. Regular reviews of pupil timetables and offer. Linking with families, SVS 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. New tracking spreadsheet is currently being built and due to be trialled by 4 members of the team in January 2020.

Progress we are making towards achieving this objective:

Outreach team provides a widening curriculum offer (to reflect host school where possible) to cater for KS2, KS3 & KS4. Outreach team links with mainstream schools and Suffolk Virtual School (SVS) and works successfully towards targets set. Outreach staff training to provide a more therapeutic provision to select pupils – three staff members have recently completed a 6 day ELSA course. Successful staff training and trialling of online baseline assessment tool – BKSB. Phase one complete of building new progress tracking system. Staff training to take place in January 2020.

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.
CPD delivered by the Suffolk Virtual School and Inclusion Facilitators.
Assigned a LEC member – Claire Allsop. Attendance to half termly LEC meetings.

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 within the Outreach team.
Appraisals have taken place and mid-year review meetings will be held in the Spring term.
Three members of the Outreach have completed a 6 day ELSA course and are now qualified ELSA practitioners and are working closely with specific Outreach pupils.
Meetings already been held between ACG and LEC member Claire Allsop. Visits booked for Jan 2020.

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.

In collaboration with our host schools, Citizenship, Careers and PSHE is delivered within the Outreach team.

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 our two bases – Beccles Free School and Lindbergh.

To provide pupils with opportunities to work in a variety of settings – indoors and outdoors dependant on pupil needs and wishes.

To create Thrive spaces within each school or setting.

Outreach team entrance created which allows pupils to use a different entrance should they choose to.

Explore the impact of supporting the Outreach Team to use space at Parkside and/or other RT centres 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 Outreach staff to greet pupils on arrival to check pupil well-being before the day. There is also a separate entrance available to Outreach pupils should they wish to use it. 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.

Collaborative working with Martin Weston to deliver careers education and post-16 pathway planning to a new commissioned group from January 2020.

Successful cross-centre working to accommodate outreach pupils – the team is now accessing space at Alderwood and First Base Bury.

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.

Within the Outreach Team, each pupil has an allocated Key Worker (from the Teacher and Learning Coach team) with whom they link weekly. These are pupil facing roles to support wellbeing, learning, attendance, as well as supporting them to engage positively in school life.

Opportunities to showcase work: performances (music/radio), interviews, PATH meetings) where pupils organise invites to selected people in their lives to recognise current successes, areas for development and set next step targets).

Current trialling of KS2 pupils taking on additional roles and responsibilities to support KS1 e.g. KS2 pupil reading to KS1 class.

All pupils within the Outreach Team are invited half termly to complete a pupil questionnaire which allows them to convey their views and wishes on school. Pupils also now have the opportunity to join the RT Pupil Committee.

Pupils are invited to cook on-site and encouraged to share their cooking with pupils and staff.

Pupils invited to take part in RT centres activities and trip e.g. theatre, Suffolk Skills Show, Forensics day.

To achieve this objective, we plan to:

Grow the role of Outreach 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.

Further develop the pupil questionnaire process. Adapt questions accordingly.

Progress we are making towards achieving this objective:

Each pupil has an allocated key worker to ensure consistency and opportunity to build positive working relationships between pupil and staff.

Key workers conduct half termly pupil questionnaires to ensure the pupil's voice is heard and next step plans and targets can be set according to the needs, thoughts and wishes of the pupil.

Weekly Outreach team meetings and regular 1:1 meetings with ACG and Outreach staff.

Outreach key workers work effectively to support pupils with their pastoral needs.

Development of Reading Action Plan – roll out of project where KS3/4 Outreach pupils read to KS1.

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:

Outreach team to explore Project Based Learning as part of pupils' bespoke support plans.
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 – currently collating resources
Pupil attendance to Ipswich museum, art exhibitions and theatre.