
EQUALITY OBJECTIVES



RÆDWALD
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OUTREACH PROGRAMME

MARCH 2023



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 with 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 strive constantly to match learning needs to individuals and to ensure our target setting is aspirational.
- We work and liaise closely with families, home schools, social care and the Suffolk Virtual School (SVS) to ensure that learning opportunities are matched to need, learning profile and any other data that is shared with us.

To achieve this objective, we will:

- Obtain thorough baseline information and use this to set work at an appropriate level.
- Conduct our own baseline using BKSB diagnostic assessments for English and maths and a PSED assessment on entry and exit. Entry data is then shared with the home school.
- Create a bespoke learning plan for individuals to ensure maximum success.
- Conduct regular reviews of pupil timetables and offer, in collaboration with home schools, families, SVS and appropriate agencies.
- Promote close links with colleagues in the Trust to develop effective ways of using data.
- Explore alternative methods of monitoring and influencing progress which do not rely upon data.
- Send weekly updates to home schools which are used to plan and document individual learning and progress, focusing on key EHCP outcomes, where relevant.
- Half termly progress check meetings held between OTS head of service, home schools and family to review progress and plan next steps.
- Pupil progress check meetings held between all staff to review and discuss specific cases.

Progress we are making towards achieving this objective:

- We are developing a broader curriculum offer, reflecting that of the home school where possible, to cater for KS1, KS2, KS3 & KS4.
- We successfully set targets for all pupils through close links with home schools and SVS.
- We offer staff training to provide a more therapeutic provision to select pupils.
- All staff to complete Mental Health First Aid training.
- Staff trained to use online baseline assessment tool – BKSB.
- SEND training offered to staff.
- Introduction of reading interventions such as RWI.

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 is linked to appraisals.
- Growth of cross-site working to increase impact and processes, clear lines of accountability, responsibility and communication.
- Promotion of cross-Trust collaboration.

To achieve this objective, we will:

- Provide all staff with training in MHFA and dyslexia awareness.
- Collaborate with senior leaders through extended leadership meetings to share resources to improve offer and support development.
- Offer in-house CPD: staff will gain greater experiences and developing expertise by spending time in different settings.
- Trust policies and Equality plan.
- A culture of openness and transparency – opportunities for staff to share views and feedback in a safe space.
- Provide weekly CPD sessions in team meetings to raise awareness.
- Invite SVS to deliver targeted CPD.
- Encourage and create opportunities for staff to lead weekly OTS staff meetings where appropriate.
- Encourage all staff to deliver in-house training.
- Provide opportunities for all staff to contribute to staff meetings and PD day presentations.
- Daily de-brief meetings for all OTS staff – opportunities to discuss learning & key pupils, share

skills and ideas, problem solve and support one another.

- New staff induction/shadowing/buddying model in OTS to enhance culture of openness – to share best practice, develop best practice and support one another.
- Learning walks/book studies conducted by joint HoS but also collaborately as a team - to share best practice, develop best practice and support one another.

Progress we are making towards achieving this objective:

- External SEND reviews conducted by Greenfields.
- Staff training has taken place in key areas such as MHFA and dyslexia awareness.
- Staff areas of expertise and skills circulated within the team.
- Weekly team meeting has included CPD sessions on key areas, such as MHFA, reading.
- Staff gaining greater experiences and developing expertise by spending time in different settings/schools.
- LC/ACG to visit a post-16 setting.
- A positive culture of openness, transparency and support.

Equality objective 3:

Provide an environment that welcomes, protects and respects diverse people.

Why we have chosen this objective:

- We understand the value of creating a welcoming, open and inclusive setting.
- We work with a diverse client group and acknowledge the need to ensure all pupils have a sense of belonging; feel safe; know they are listened to and are a valued part of our school community.
- Following links and training with the Mermaids Charity, we have been recognised as a school that caters 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 are delivered across the Outreach Teaching Service.

To achieve this objective, we will:

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- Develop strong links with local businesses: including them in the design and delivery of relevant curriculum areas (such as Careers, PHSE) and creating a culture where pupils can connect with local employers, to raise their own aspirations and confidence regarding post 16 options.
 - Improve classroom spaces to ensure they are welcoming and display only appropriate materials.
 - Provide pupils with opportunities to work in a variety of settings, both indoors and outdoors, dependant on pupil needs and wishes.
 - Use PSED assessment on entry/exit with all pupils to ensure staff are fully aware of specific needs.

Progress we are making towards achieving this objective:

- We have welcoming cultures in all settings.
- Our curriculum is increasingly reflective of the individual needs of our pupils.
- We are offering cross-school PSHE and transition to post-16 for all pupils.
- We are working collaboratively with post-16 providers to deliver careers education and post-16 pathway planning to the Refocus/Resilience group.
- There are signs around the building promoting/teaching Makaton.
- All pupils have PSED assessment on entry/exit.
- LC/ACG to visit a post-16 setting.

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 give them recognition for positive actions.
- Each pupil has an allocated lead teacher (from the Teacher and Learning & Progress 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.
- We understand the importance of giving pupils opportunities to showcase their work and celebrate their achievements.

To achieve this objective, we will:

- Continue to grow the role of OTS lead teachers/L&Ps to support pupils to engage positively in learning and school life.
- Ensure all pupils within OTS complete a pupil perception questionnaire, which allows them to convey their views about the offer and their progress.
- Invite pupils to cook as part of their offer and encourage them to share their cooking with pupils and staff.
- Offer opportunities to take part in other RT centre activities and trips e.g. Avid, trips to park, panto, visiting speakers.
- Review the pupil questionnaire process, adapting the questionnaire accordingly.
- Opportunities for pupils to organise and coordinate events involving the wider school community – such as OTS Christmas shop and Macmillan Coffee Morning charity event.
- Opportunities for presentation and celebration events for pupils to invite families and home schools to celebrate successes and achievements.

Progress we are making towards achieving this objective:

- Each pupil has an allocated lead teacher/L&P to ensure consistency and opportunity to build positive working relationships between pupils/families and staff.
- Lead teachers/L&Ps conduct 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 OTS team meetings and regular 1:1 meeting (inc wellbeing meetings) with ACG/LC and OTS staff.
- Outreach lead teachers/L&P work effectively to support pupils with their pastoral needs.
- Displays of pupils' work around RT site and learning environments.

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:

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 will:

- Outreach team to continue to develop and offer a range of learning experiences as part of pupils' bespoke support plans.
- Explore UN rights respecting award.
- Continue to raise awareness of British values inc displays in learning environments
- Embed the teaching of citizenship.
- Allocate staff member as "cultural capital champion".
- Work alongside RT chaplain in partnership with CYM.
- Work alongside RT PCSO.
- Work alongside external partners to train/raise awareness amongst staff as well as pupils.

Progress we are making towards achieving this objective:

- We celebrate cultural days/times during the year such as Remembrance Day.
- We are developing the PSHE and Citizenship curriculum with appropriate resources to reflect different communities.
- We have a range of wall displays promoting British values.
- We offer pupils trips to the Ipswich museum, libraries, art exhibitions and theatre.
- Allocated "cultural capital champion" has delivered a session to the team on PD day.
- Impactful roll-out of RT chaplain in partnership with CYM – working with pupils and families and supporting staff.
- Impactful roll-out of RT PCSO – working with pupils and families. Delivery of bespoke sessions where necessary – eg. hate crime, diversity.