



Equality Objectives – First Base Ipswich First Base Ipswich Academy & First Base Bury St Edmunds Academy



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: Fostering Good Relationships

Why we have chosen this objective:

We aim to foster good relations between those who share a protected characteristic and those who do not share it so that all pupils and staff feel they are equal and valued members of our school community.

To achieve this objective we plan to:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in PSHE and citizenship education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Making pupils aware of our behaviour and anti-bullying policies and supporting school behaviour policies.
- Support pupils in play, to develop kind and inclusive social skills.
- Working with our local community. This includes organising or supporting school trips and activities based around the local community.

Progress we are making towards achieving this objective:

- Readers for Life offered as part of Engage/Traded 2 Pathway
- Supported play in school
- Staff ensure awareness of mainstream school behaviour policies
- Behaviour logged and analysed to ensure follow up
- Supporting pupils on trips with their mainstream settings

Equality objective 2: Advancing Equality of Opportunity

Why we have chosen this objective:

We aim to advance equality of opportunity because we want to:

- Remove or minimise disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with SEND/disabilities)
- Take steps to meet the particular needs of people who have a particular characteristic
- Encourage people who have a particular characteristic to participate fully in any activities

To achieve this objective we plan to:

- Track attainment data showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement and implement actions in response
- Research further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Progress we are making towards achieving this objective:

- SSPs allow for clear data analysis and adaptations accordingly
- PPM and cycle review meetings allow for a professional discussion to ensure equality for pupils with identified protected characteristics
- Access to Assessments via the AC

Equality objective 3: Equality Considerations in Decision Making

Why we have chosen this objective:

To ensure that our curriculum, trips, activities and opportunities at First Base are equally accessible to all pupils.

To achieve this objective we plan to:

- Review curriculum topics, with feedback from staff and pupils, to ensure all topics are engaging and accessible to all pupils.
- Review trip and sport opportunities over the past academic year to ensure all pupils were equally able to participate and make progress.

We will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with SEND/disabilities
- Has equivalent facilities for boys and girls

Progress we are making towards achieving this objective:

- Curriculum under review for Traded 2 offer
- Engage offer reviewed and amended based on pupil engagement
- Mainstream trips made more accessible through support on Engage pathway

Equality objective 4: Eliminating Discrimination

Why we have chosen this objective:

To ensure that no staff or pupils are discriminated against.

To achieve this objective we plan to:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in PSHE and citizenship education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Making pupils aware of our behaviour and anti-bullying policies.
- Support pupils in play, to develop kind and inclusive social skills.

Progress we are making towards achieving this objective:

- Readers for Life offered as part of Engage/Traded 2 Pathway
- Supported play in school
- Staff ensure awareness of mainstream school behaviour policies
- Behaviour logged and analysed to ensure follow up