
EQUALITY OBJECTIVES



RAEDWALD
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FIRST BASE IPSWICH ACADEMY

NOVEMBER 2018



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:

This objective has been chosen to ensure that all pupils, irrespective of race, gender, disability, faith or religion or socio-economic background, receive a quality of education which enables them to successfully achieve to their potential.

To achieve this objective we plan to:

In place;

- Student achievement in reading, writing, maths and personal, social and emotional development is recorded half termly, based on teacher assessment. Data analysis includes comparisons between subjects and some groups of learners.
- Baseline assessments are used on entry and exit to demonstrate progress through standardised scores.
- Children have individual targets for all tracked areas of learning which are referred to throughout sessions. Pupil Passports are shared termly with parents and community schools, learning targets are updated to maintain high expectations.
- The curriculum is planned to engage children and to meet individual needs across Early Years and Key Stage One.
- Additional intervention for social, emotional and behavioural development is delivered by support staff to pupils with identified need.

Progress we are making towards achieving this objective:

Next steps;

- Termly pupil progress meetings will be held between class teacher and head of school to identify less than expected progress, and any trends in data.
- Data analysis will include comparisons between more identifiable groups of learners.
- Data analysis will include comparisons between other Alternative Provision settings.

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:

In place;

Staff meetings include all staff to promote fairness and equality.

Daily staff briefings and debriefs include all staff in discussions around learning, which increases skills and promotes clear communication.

Access is provided to Trust policies and Equality Plan and ensure staff are aware of any updates to practice or policy.

Appropriate CPD and staff training is delivered.

Delivering outreach to mainstream schools allows staff to share skills.

Progress we are making towards achieving this objective:

Next steps;

Staff are supported and challenged through timely performance management procedures.

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

Why we have chosen this objective:

We have chosen this objective to ensure that we have a school culture of respect and that all people within the First Base environment feel welcome and valued as individuals.

To achieve this objective we plan to:

In place;
First Base core values of respect, engagement, success, resilience and reflection, are understood and expected from all.
Spiritual, moral, social and cultural development is identified and celebrated throughout the curriculum to raise awareness.
British Values are taught through the curriculum and displayed within the school.
PSHE and RE sessions regularly teach about friendship, morals, faith and diversity.
Pupils are supported to make restorative actions towards others after any incidents.
Work closely with other professional agencies, gaining specialist support, advice and guidance where 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.
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.
Challenge any behaviour that differentiates, degrades or isolates an individual or group due to race, religion, language or culture.

Progress we are making towards achieving this objective:

To ensure all pupils, staff and parents are fully aware of the plans to achieve this objective.

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 have chosen this objective to allow all pupils to feel valued and successful throughout their time at First Base. To ensure that pupil views are listened to and acted upon and that pupils feel confident to contribute to school life.

To achieve this objective we plan to:

In place;
Pupil feedback collected from every pupil for every session throughout the day. This then informs future planning of learning.
Pupils asked throughout the day how they are feeling and supported to explain why.
Positive and supportive relationships between pupils and staff so that children are confident to express their likes and dislikes.
Share sessions allow pupils to share their learning and environments with parents/carers and take pride in their work and school.
Pupils plan and organise their own Christmas show where all are included.

Progress we are making towards achieving this objective:

Next steps;
Develop a school council where representatives can plan and lead on improvement projects.

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 have chosen this objective to ensure that pupils are aware of and understand differences in communities. To teach a tolerance and respect for all cultures and to foster a spirit of celebration.

To achieve this objective we plan to:

In place;
Cultural events from a variety of faiths are explored throughout the year as they arise.
RE is taught weekly to pupils on a full-time placement.

Progress we are making towards achieving this objective:

Next steps; To develop the curriculum to ensure this is highlighted and an integral component.