
EQUALITY OBJECTIVES



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FIRST BASE IPSWICH ACADEMY

September 2020



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;

- Academic and PSED student achievement, based on teacher assessment, is recorded and monitored half termly. Data analysis includes comparisons between subjects and some groups of learners.
- Baseline assessments are provided by mainstream settings and used to inform personalised planning from individual starting points.
- Personalised planning ensures accurate next steps in teaching and learning for all pupils to maximise progress and attainment.
- 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 staff to pupils with identified need.

Progress we are making towards achieving this objective:

Next steps;

- Half termly pupil progress meetings will be held between Class Teacher, Head Teacher and SENDCo to identify limited progress, and any trends in data.
- Data analysis will include comparisons between substantial and 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;

- Teaching and Learning 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.
- A culture of openness and valued staff feedback allows staff to share their views.

Progress we are making towards achieving this objective:

Next steps;

- Staff are engaging in Trust wide CPD model.
- Open classroom culture will allow all staff to observe others, give supportive feedback and develop their own practice.

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 kindness, curiosity, 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, Relationship Education and Citizenship sessions regularly teach about friendship, morals, faith and diversity.
- RE sessions allows pupils to explore a variety of faiths and learn respect for others beliefs and traditions.
- Curriculum design includes Character Education and planned opportunities to raise Cultural Capital.
- 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.
- Unicef Rights Respecting School bronze award achieved.

Progress we are making towards achieving this objective:

Next steps;

- 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.
- First Base is represented by pupils on the Raedwald Trust Student Committee.
- Pupil surveys allow pupils view to be sought and to impact on decisions made.

Progress we are making towards achieving this objective:

Next steps;

- Ensure Raedwald Trust Student Committee is positively impacting all students and embedded within the school.

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.
- Curriculum is designed to include opportunities and experiences to raise Cultural Capital and promote Character Education.
- Texts from a variety of cultures and faiths are available in reading areas and shared at story times.

Progress we are making towards achieving this objective:

Next steps;

- Increase diversity of visitors to First Base for curriculum links.
- Increase diversity of authors for curriculum texts.

