
EQUALITY OBJECTIVES



RÆEDWALD
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HOSPITAL SCHOOL

October 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: Provide a curriculum that is accessible to ALL and relevant to the needs of each individual pupil through a range of activities, technologies and opportunities which ensure that learning is engaging

Why we have chosen this objective:

We work with a range of vulnerable pupils and cater for a wide variety of needs. We work constantly to match learning needs to individuals and work diligently in our planning to ensure our curriculum is aspirational and accessible to all, from 4-18 years and for all abilities. We constantly strive to increase learning opportunities and continue to build on strong cultures of learning within our school.

To achieve this objective, we plan to:

Have close liaison with Home Schools and colleges to ensure learners are set work at appropriate and relevant levels.

Have bespoke planning for individuals to ensure maximum success within learning.

Link with families, schools and appropriate agencies.

Insure all pupils with complex medical needs have an IHP.

Provide outreach support to children with complex medical needs.

Progress we are making towards achieving this objective:

The Hospital school provides a wide curriculum offer to cater for ages 4 – 18. There is a current focus on improving the offer to pupils 16-18. Where a child is unable to access their Home School / College or the hospital School, every effort will be made to ensure they can access their Home School curriculum. We endeavour to do this through close liaison with Home Schools; planning together for curriculum delivery; through the IHP; and with use of alternative technologies eg Robots in Schools. The Medical Needs in Schools project launch (October 2020) will see the Hospital School working closely with mainstream Suffolk partner schools delivering training and self- evaluation tools to enable mainstream schools to support all their learners with accessing their curriculum. IHPs will continue to be promoted across the county and nationally via the MNIS project.

Equality objective 2: Encourage discussion with all stakeholders of equality issues which reflect on social stereotypes, expectations and the impact on learning

Why we have chosen this objective:

We feel strongly that issues of equality are addressed and social stereotyping and expectations are challenged and debated in a safe environment.
CPD across the Trust has highlighted movements such as the BLM movement and we are keen to support all initiatives regarding equality issues.
We are also committed to cross Trust collaboration.

To achieve this objective, we plan to:

Attend In house CPD: staff gaining greater experiences and developing expertise by spending time in different settings.
Attendance at the RT BLM initiatives to examine and discuss unconscious bias and further equality related issues identified by the Trust.
Ensure we have consistently high expectations for all our learners
Purchase culturally relevant resources

Progress we are making towards achieving this objective:

Staff have watched suggested viewing on schools that have attempted to eradicate racism. Staff have been examining their own unconscious bias and engaging in discussion already about this issue.
Resource audit - to make more effective and creative use of existing resources in this area.
Planning the curriculum to include challenge to existing stereotypes
Challenge any behaviour (verbal or written, e.g. graffiti, literature/propaganda) that differentiates, degrades or isolates an individual or group due to race, religion, language or culture.

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

Why we have chosen this objective:

We understand the value of being a welcoming, openly inclusive setting.
We work with a diverse client group and acknowledge the need to ensure all 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 a trust that cater well for LGBT.
We strive continually to build upon our strong network within the local community.
Citizenship is delivered at Parkside, Lindbergh and the Hospital School.

To achieve this objective, we plan to:

Ensure our environment is welcoming; represents the diverse communities we serve; and is a safe space for open communication.
Our culture of all-inclusivity is evident through displays and support posters etc within the classroom and through displays around the hospital.

Progress we are making towards achieving this objective:

All pupils are welcomed on day one of their admission to hospital and encouraged to participate in the schoolroom - all ethnicities; all religions; all genders; sexual orientation and those with complex needs. Every child is treated with respect and as an individual.
Our curriculum is increasingly reflective of the individual needs of our pupils.
All Hospital School staff are Mental Health First Aiders.

Equality objective 4: Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;

Why we have chosen this objective:

Our 'cohort' of pupils at the Hospital School is diverse. We recognise that some pupil's experience of education has not always been fulfilling for example, limited teaching of ethnically relevant subjects or a lack of celebrated identifiable role models. We want to ensure all pupils have a broad, balanced and informed understanding of cultural issues in order to become positive contributors to society and to connect to their own identity. We fully support positive change campaigns (eg BLM, #MeToo, Gay pride etc) and this is reflected in our teaching alongside the promotion of British Values and PSHE and Citizenship curricular.

To achieve this objective, we plan to:

Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.
Ensure our literature spine includes a diverse range of texts and reading material from different cultures.
To encourage our pupils from all races, genders and cultures to engage with the planning of our topics and reading materials with matters that are relevant and important to them.
To provide opportunities to discuss current issues and debates.
To celebrate national festivals/days/months eg Rosa Parks day; Black History Month; MLK day and to celebrate role models from all different cultures and backgrounds.

Progress we are making towards achieving this objective:

We celebrate all religious festivals throughout the school year calendar.
Our Inspirational People topic continues and pupils choose which role model they wish to write about to share with others in the schoolroom.

Equality objective 5: Ensure pastoral support takes into account religious and ethnic differences and the experiences and needs of particular groups of pupils, including refugees and asylum seekers

Why we have chosen this objective:

At the Hospital School we are in the position to be able to engage with all cultures and communities regularly – often those who have never accessed education before. We regularly meet families who come from challenging backgrounds, where education may not be a high priority. We actively encourage integration into society for all and will support families to do this eg families from the travelling communities; asylum seekers, refugees etc

To achieve this objective we plan to:

Continue to raise awareness of British values.
Embed the teaching of citizenship.
Celebrate national and international religious days and festivals eg; Shavvot; Christmas; Easter; Ramadan; Diwali.
Offer signposting and support to those in need through Early Help; Mental Health First Aid and referring to other agencies and charitable organisations as necessary.
Encourage our EAL pupils to share their language, culture and traditions with others

Progress we are making towards achieving this objective:

Celebrate cultural days/times during the year such as Remembrance Day.
RE, PSHE and Citizenship curriculum.
Cultural Capital - Ensuring we offer opportunities for all pupils to take part in a variety of cultural experiences
Offer information about school admission in family's own language to those living 'off grid'; asylum seekers; refugees etc.
We regularly make CME referrals, access support from food banks for families and access support using the various local refugee charities.