
EQUALITY OBJECTIVES



RAEDWALD
T · R · U · S · T

MONTGOMERY ROAD CAMPUS

NOVEMBER 2019



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:

To ensure all pupils receive the same quality of education and access to accreditation for learning across the Trust regardless of setting.

To achieve this objective we plan to:

- Use baseline assessments to set targets and stretch and challenge attainment grade.
- Measure our students' annual and key stage attainment against Trust and national expectations.
- Set targets for individual and cohorts of students.
- Offer accreditation to all; review our curriculum offer against the new framework, e-bacc and home schools.

Progress we are making towards achieving this objective:

Assessment grids display data by subject for every student and are reported half termly.

RAP meetings enable staff teams to share best practice and intervention strategies for individual students and groups. Challenge of practice that falls short of expectation is addressed with CPD, and monitoring.

Partnership meetings across centres enable staff to consistently standardise marking share best practice and resources.

Work scrutinies, lesson observations and learning walks ensure centre staff are consistent and rigorous in offering accessible learning that also offers stretch and challenge.

HT report analyses, shares and reviews performance data with LEC committee half termly.

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:

To ensure that everyone within Centre (staff and students) belong, feels safe, respected and valued and is thereby able to thrive and achieve. Staff will act as positive role models in the way they conduct themselves, treat one another and all stakeholders, to promote the best values of contemporary British Society.

To achieve this objective we plan to:

Review our learning resources to ensure we represent and celebrate diversity within Britain and the wider world.
Ensure our wall displays are accessible to all (literacy) and reflect and celebrate diversity.
Ensure all pupils' work is fairly represented and celebrated.
Celebrate cultural occasions within the calendar and everyone's birthday and pupil rewards/achievements.
Standardise referrals and admissions procedures so there is fair access to our provision.
Analyse and review incidents, safeguarding occurrences, attendance and implement interventions to reduce negative pupil experiences by spotting individual or group trends/needs and responding in a timely manner.
Involve and inform stakeholders to try to ensure that help is offered fairly, consistently and in a timely manner.

Progress we are making towards achieving this objective:

Safeguarding matters are followed up in a timely manner and multi agencies work to support school, students and families.
Attendance has increased term on term.
Behaviour incidents and exclusions are reduced over time for all pupils; no terminated placements.
Low staff absence, stable staffing (low turnover).
Centre expectations reviewed with all students and student view represented at Trust level in the Pupil Charter.

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

Why we have chosen this objective:

To ensure that everyone within Centre (staff and students) belongs, feels safe, respected and valued and is thereby able to thrive and achieve. To emulate the best values of contemporary British Society.

To achieve this objective we plan to:

In addition to our actions in objective 2 -
Open the door and personally welcome all visitors and students to the unit.
Ensure everyone has access to safeguarding information to report concerns and knows how to access help and support.
Review and share our vision and values with all stakeholders.
Review and share our expectations with all stakeholders.
Ensure everyone knows how to stay safe and help others who may be at risk of harm. (This includes our Prevent responsibilities).
Ensure all students have one page profiles, a behaviour plan, a risk assessment, a Thrive assessment, an ILP and a moving into adulthood plan. A health plan will be drafted if required. That all are reviewed, updated and shared at least termly; that students and other stakeholders are involved in this process.
That all TTP and off site learning is quality assured and risk assessed and progress reported.

Progress we are making towards achieving this objective:

Visiting professionals, parent/carers, students report positively in survey feedbacks that they are listened to, treated fairly, feel safe and are free from bullying.
All stakeholders report they are pleased with student engagement and progress.

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:

- Every student should have fair opportunity to enjoy achieve and make a contribution to the school community.
- Staff should encourage and enable socially responsible behaviour, which will be rewarded and celebrated.

To achieve this objective we plan to:

- Personalise learning to ensure we make offers that engage every student.
- Offer praise to all
- Offer opportunities for every pupil to feedback on their individual progress and experience.
- Hold student council meetings as a group and contribute to the Trust Charter
- Offer opportunities for every student to volunteer in a group or individually within the Raedwald Community.

Progress we are making towards achieving this objective:

- Volunteering - Gardening, Charity events, Brickmakers Wood, Deben Care Farm
- Student success celebrated and published on display, and RT Twitter, school newsletter
- Target review sessions offered to every student termly.
- Bespoke timetable offers to every student.
- Student council in place – feeding into the Trust Pupil Charter

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:

- To ensure that students have the opportunity to learn about, experience and understand different cultures through sharing special events.
- To address positively our prevent duty through reducing misconceptions and potential social isolation/segregation.
- Social moral spiritual and cultural (SMSC) education and development is central to our whole person- centred approach to learning.

To achieve this objective we plan to:

- Review celebrations to reflect many faiths and cultures.
- Review our curriculum resources and content to directly include different cultural issues.
- Continue our fundraising events (charity work).
- Continue assemblies on key cultural events.
- Ensure students have access to current local national and world events/ news that offer balanced views.
- Planned visits / events in science, AQA unit award (film trip) and art.

Progress we are making towards achieving this objective:

- Remembrance Day assembly; Christmas lunch and celebration; Halloween.
- General Election views debated, mock election to be held.
- SMSC debated in assemblies, lunch talks, PSHE, Science, English.
- Daily reading plane including newspapers, magazines and information books.
- Events being organised in art and science spring 2019 and Christmas 2018.