
EQUALITY OBJECTIVES



RÆDWALD
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PARKSIDE ACADEMY KS3

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: Use performance data to monitor student achievement (including attendance) 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:

- We work with a range of vulnerable students and cater for a wide range of needs.
- We work constantly to match learning needs to individuals and work diligently in our target setting to ensure it is aspirational.
- We constantly strive to increase learning opportunities and continue to build on strong cultures of learning within the Academy.

To achieve this objective, we plan to:

- Use thorough baseline assessments to ensure learners are set work at appropriate level. Collaboration between staff and home schools to ensure baselines are accurate and standardised.
- Bespoke planning for individuals to ensure maximum success within learning.
- Regular reviews of student timetables and offer. Linking with families and appropriate agencies.

Progress we are making towards achieving this objective:

- There has been a full curriculum review undertaken during Spring and Summer term 19-20 and a Raedwald Trust curriculum is now in place.
- The Academy is now refining this to ensure that an appropriate the curriculum is further adapted to ensure that it meets the needs of the different pathway models and students.

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:

- CPD across the Trust linked to appraisals.
- Staff deployed to Raedwald sites to increase impact and processes, clear lines of accountability, responsibility and communication.
- The implementation of the new Pathways has resulted in different student needs than previously

To achieve this objective, we plan to:

- Establish Executive Group to share practice and successes with other school leaders within the trust.
- Re-organisation of staffing across the trust.
- In house CPD: staff gaining greater experiences and developing expertise by spending time in different settings.
- Refine the Academy behaviour systems.

Progress we are making towards achieving this objective:

- Staff with skills in different areas of need have been deployed.
- Discussions have taken place with staff regarding areas for development in the current behaviour system.
- CPD calendar has been implemented for staff based on student and staff needs.

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

Why we have chosen this objective:

- We understand the value of welcoming, open inclusive settings.
- We work with a diverse client group and acknowledge the need to ensure all students feel safe, listened to, have a sense of belonging and are a valued part of our school community.
- 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:

- Improve the appearance of learning and communal spaces in the Academy.
- Review site security to further ensure student safety when at the Academy.

Progress we are making towards achieving this objective:

- Following links and training with Mermaids charity we have been recognised as schools that cater well for LGBT.
- Providing all students with a lunch.
- Recognition from Mermaid Charity regarding our inclusivity for LGBT

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:

- At Parkside, each student is part of a Community Group which has a Community Leader (or form tutor) and Key Worker (from the LaP Team) with whom they link daily. There is a Pastoral Manager who is non-teaching, but with student facing roles to support attendance, wellbeing as well as well as supporting them to engage positively in school life.
- Students are provided with additional opportunities to support the Academy including Student Council and represent the Academy in local events including the Trust Student Council.
- Students are reviewed on a daily basis through debrief.

To achieve this objective, we plan to:

- Introduce termly ILP review meetings with families.
- Refine the role of the Attendance Lead

Progress we are making towards achieving this objective:

- A member of staff to lead on attendance is in place.
- Representatives have to be appointed for the Student Council.