
EQUALITY OBJECTIVES



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PARKSIDE ACADEMY KS4

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: Robustly monitor student attendance and punctuality to ensure that all students are engaging and making progress.

Why we have chosen this objective:

At Parkside Academy KS4 we support students that have a range of different and complex needs. We have aspirational targets and want all our students to succeed. In order for our students to reach their full potential, having good attendance and punctuality is incredibly important.

To achieve this objective, we plan to:

Robustly monitor attendance and punctuality of all students through the behaviour policy. Absences will be swiftly followed up and recorded and where this persists, action will be taken. Where a student does not attend lessons on time or is persistently late, parent meetings will take place and students will follow the process within the behaviour policy.

Progress we are making towards achieving this objective:

We have put in place a clear process of recording and monitoring student attendance and punctuality. All staff at Parkside Academy KS4 are clear on their roles to ensure that students are challenged appropriately to improve their punctuality if applicable. We have developed a positive reward system to reward good attendance and punctuality and where attendance is an issue this is being managed effectively.

Equality objective 2: Ensure that we effectively monitoring of both Individual Learning Plans and Individual Targets of all our students

Why we have chosen this objective:

As a school it is incredibly important to know our students starting points, strategies that support their learning, how we can support them to progress and ensuring that have challenging yet specific targets. We as a school need to ensure that all our students make excellent progress and in order for us to do this we need to be effective in our monitoring of ILP's and individual student targets.

To achieve this objective, we plan to:

We need to ensure that we have a thorough understanding of our students starting points and baseline assessments. This allows us to then set work at appropriate level. We also need to rigorously monitor student progress and where necessary put in further support. Regular reviews will take place to ensure that each individual is on the correct timetable and has an ambitious but achievable curriculum offer. Where students require more intensive support, timetables will be amended to offer this and we will continue to link with families and appropriate agencies if applicable.

Progress we are making towards achieving this objective:

All student timetables have been completed and students all have specific targets now set. Individual Learning Plans are reviewed every 2 weeks by staff to ensure that we are effectively monitoring these targets/outcomes and that we are putting support in place if required. As a school we have strong links with mainstream schools and Suffolk Virtual School and works successfully towards targets being set and reviewed.

Equality objective 3: Ensure that the environment at Parkside Academy KS4 is welcoming, safe, protects and respects diverse people.

Why we have chosen this objective:

We want the school to be a welcoming, open and inclusive setting. As we have students from many different and diverse backgrounds it is vitally important that all of our students feel safe, feel that they are being listened to, have a sense of belonging and are a valued part of our school community. We also want our students to feel like they are part of the local community and we have a number of strong links locally.

To achieve this objective, we plan to:

We want to ensure that the school is welcoming and that students feel a sense of pride in coming. We are going to improve classroom displays and the layout of these spaces to make them more accessible and welcoming. We have created an ambitious and diverse curriculum that will ensure that our students get the right connections with local employers and one that provides them with real opportunities to succeed. The curriculum also raises students' aspirations and confidence in preparing them for post-16.

Progress we are making towards achieving this objective:

We have moved classrooms to ensure that they meet the needs of our students and that they are welcoming and engaging. We have created and implemented a robust careers programme that will support our students with their transition in to post-16. We have created a welcoming environment within the reception area to ensure that we greet all students, staff and visitors on arrival.

Equality objective 4: Ensure that all students at Parkside Academy Key Stage 4 are given the opportunities to make a positive contribution to the life of the school.

Why we have chosen this objective:

At Parkside Academy KS4 we want to celebrate student success and put them at the heart of everything we do. We want to ensure that students are praised and recognised for positive actions and achievements. Each student at the school is part of a tutor group and this group undertakes community time. At Parkside Academy KS4 we are supported by a Pastoral Manager whose role supports managing attendance, as well as supporting them to engage positively in school life. We have also created a student council that meets every 2 weeks and this is where students can share their voice and take part in meaningful dialogue with staff, other pupils and governors.

To achieve this objective, we plan to:

We have created a form time slot within the timetable and this is an opportunity for the students to have some community time during the day. We are looking to implement a school uniform, policy from January 2021. We hope that this will create a sense of belonging for our students at the school. We have created a student council, this is where students can provide and give feedback on their experiences whilst learning at the school. We have created a positive reward system which encourages students to demonstrate positive behaviours at school and in turn making the school a more welcoming and supportive environment.

Progress we are making towards achieving this objective:

Community Leads and Form Tutors are established on the timetable. The student council meetings have been set up and this is where we can hear the student voice. There is a staff debrief every morning and afternoon to share ideas and good practice around the school.