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# EQUALITY OBJECTIVES

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RAEDWALD  
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PARKSIDE ACADEMY KS3  
PARKSIDE ACADEMY KS4  
WESTBRIDGE ACADEMY

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March 2023



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 (including attendance data) to monitor student achievement and respond to variations between groups of learners and subjects and to identify and respond to trends over time.

#### **Why we have chosen this objective:**

Monitoring performance data enables staff to be responsive to the needs of their learners and to reduce and remove inequalities and barriers that already exist, irrespective of race, gender, disability, faith or religion or socio-economic background. By regularly measuring performance data, trends can be identified and evidence based interventions can be put into place to address any areas of concern.

#### **To achieve this objective we plan to:**

- Conduct a thorough information gathering during the pupil admission process, which include a school observation, home visit, Raedwald Trust school visit, home school information form completed by mainstream, admissions paperwork completed by parents and data obtained from inclusion referral form.
- Completion of induction assessments which provide specific information and identification of levels of ability and gaps in pupil knowledge and understanding.
- Individual Learning Plans are created and individual interventions implemented to help support pupils learning and achievement. Thorough EHCP/SEN review on entry to the setting
- Staff meeting on admission to deem compatibility to which group would meet pupil needs best.
- Half-termly Learning and Progress meetings to identify students making inadequate progress.
- Safeguarding Welfare and Attendance Team (SWAT) meetings held weekly to support raise student wellbeing and attendance, with appropriate interventions placed where required.
- Behaviour analysis conducted daily through briefings and weekly panels. This includes the recording and rapid action regarding prejudicial language and behaviour.

#### **Progress we are making towards achieving this objective:**

QA Calendar in place so that target CPD can be implemented according to current student need so that any identified gaps and trends can be addressed.

Pupil progress is monitored at throughout placement during teacher meetings, held half termly.

Induction assessment data and ILPs are regularly reviewed by the SENDCo.

The curriculum offer is consistently reviewed and monitored, this to ensure the offer is appropriate and promoting long term knowledge acquisition and regular retrieval.

**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:**

It is crucial that staff are professional in their duties, consistently promoting fairness and equality in the workplace, ensuring all decisions made are in line with the Raedwald Trust Equality, Diversity & Inclusion Policy. 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. Staff will recognise and respect difference and to foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

**To achieve this objective we plan to:**

- Ensure a thorough and appropriate recruitment system is in place at Raedwald Trust sites.
- Identify and organise appropriate training for staff in relation to the context of their role and ensure all staff have completed a full induction into the Trust.
- Ensure all staff have read and are familiar with the Raedwald Trust Equality, Diversity & Inclusion Policy.
- Create a culture at Raedwald Trust sites in which equality is consistently upheld by ensuring good communication of information sharing
- Undertake regular staff briefings and meetings discussing equality of opportunity, fairness and inclusion. Daily input at briefings from DSL/DDSL/SENCO .
- 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
- Staff and governors are reminded of their responsibilities under the Equality Act, for example during meetings.

**Progress we are making towards achieving this objective:**

Induction programme in place for all new staff. This being a combination of trust level information as well as site specific and relating to the role.

Newly appointed staff have completed Safeguarding and Positive Handling training.

All staff received a full Health and Safety, Staff Code of Conduct, and GDPR briefings at the start of the academic year.

All staff receive a weekly briefing which incorporates discussion on highlighted issues and topics related to any discrimination, harassment and bullying.

All Academy Trust policies and procedures are available and accessible to staff and contain up to date information related to the Equality Plan and linked procedures.

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

**Why we have chosen this objective:**

To ensure that everyone (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 and to recognise and respect difference so society as a whole should benefit. To have a school culture that is based upon an appreciation and respect for individual cultures and celebrates diversity.

**To achieve this objective we plan to:**

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. British Values are woven into all pupils' curriculum offer throughout their placement, alongside PSHE and RE.
- Provide opportunities for restorative action when dealing with disputes between different groups/pupils within the setting.
- 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.
- Work closely with other professional agencies, gaining specialist support, advice and guidance when necessary.
- Weekly on site presence from Trust PCSO.
- 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.
- Challenge any behaviour that differentiates, degrades, or isolates an individual or group due to race, religion, language or culture.
- Active School Council in place, which includes weekly meetings. Members of the School Council are voted for by their peers on a half-termly basis and all students will have the opportunity to sit on the Student Council during their placement.

**Progress we are making towards achieving this objective:**

- Challenging any behaviour that differentiates, degrades, and isolates any individual.
- Ensuring that all pupils have access to PSHE, RE and British Values as part of their curriculum offer.
- Ensuring that the school is inclusive and welcoming, Pupils are provided with breakfast and lunch, with positive role modelling from staff, focussing on social skills and respect for others.
- Create a learning environment which promotes learning throughout the whole school, across each pathway offered.
- One to one mentoring with Chaplain and PCSO in place where required.

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**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 believe strongly in a student centered approach to the work we do. We are especially keen to ensure that pupils feel empowered and able to contribute positively to the organisation of the school and confident that their voice is heard and listened to. This will help ensure that pupils feel valued, respected and at the centre of everything that the setting and Academy Trust strive to achieve, irrespective of race, gender, disability, faith or religion or socio-economic background

**To achieve this objective we plan to:**

- Ensure that opportunities are in place to capture the pupil voice and allow for their opinions and suggestions to be listened to by leaders of the school.
- Provide opportunities for pupils to raise any concerns, free from bias, by building positive relationships with staff and confidence that school leaders act upon any concerns raised.
- Staff to use positive praise as an incentive for pupils to engage in learning.
- Keep parents informed of pupil progress and providing opportunities for pupils to showcase their work.
- Pupils have an integral role in reflecting upon and being engaged with the school behaviour management strategy.
- Highlight successes and specific contribution from pupils via the Trust's social media platforms, especially Twitter and Instagram.
- Active School Council in place, which includes weekly meetings.

**Progress we are making towards achieving this objective:**

- Regular communication with parents/carers via phone/email/text/meetings etc.
- Pupils provided with adequate and appropriate resources and support strategies to enable them to fulfil their potential and complete work to the highest possible standard, with support from relevant staff.
- Monitoring pupil attendance closely and offering support through working with other professional/agencies and parents.

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**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 broaden pupil understanding, awareness and tolerance of other cultures, nationalities and religions in the local communities and nationally. To foster positive attitudes and relationships and a shared sense of cohesion and belonging.

**To achieve this objective we plan to:**

- Review planning documents across subject areas to address cultural events where appropriate; for example, Black History Month.
- Inform pupils of cultural events by displaying information on display boards situated throughout the school.
- Use PSED time to deliver calendared events throughout the year.
- Stakeholder involvement and discussion around current themes being delivered through the curriculum
- SMSC woven within the curriculum.
- SMSC, British Values, and Gatsby areas tracked across the curriculum
- British Values displayed

**Progress we are making towards achieving this objective:**

- Awareness and school events calendar.
- All pupils receive PSHE and RE as part of the curriculum offer