
EQUALITY OBJECTIVES



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ST. CHRISTOPHER'S ACADEMY

DECEMBER 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:

Using performance data enables the teaching team to respond to the needs of the learners quickly and appropriately. Using the data from regular termly assessments highlights areas in which a child may be making significant progress and may need to be challenged further or if the data shows a child is not making expected progress it allows the teaching team to react to this and put further support in place.

To achieve this objective we plan to:

Centralise all assessment data to be accessible to all staff.
Analyse assessment data across sub groups.
Continue regular teaching and learning and book scrutiny meetings and lesson observation schedules.
To replace the STEPS assessment process with a specific assessment tracking system here relevant to what is being delivered to each child.
Follow national assessment guidelines.
Link with Lauren Meadows (Greenfields Education) to support assessment procedures this academic year
Link up with assessment leads at local mainstream Primary schools.
Compare assessment data over time.

Progress we are making towards achieving this objective:

At St. Christopher's we are currently assessing all pupils in Maths, Reading and BPVS, as well as STEPS assessments in Maths, Reading, Writing, SPaG and Personal, Social and Emotional Development.
Regular contact with Lauren Meadows
Effectively using the NCA tool website to ensure we are up to date with national deadlines
We have a central assessment document where data is uploaded regularly.
Liaising with First Base Ipswich and currently looking at adapting their internal assessment system

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, which includes consistently promoting fairness and equality in the workplace as to ensure that all decisions are made free of any discrimination.

To achieve this objective we plan to:

Ensure a thorough and appropriate recruitment system is in place across the RT.
Maximise the effectiveness of performance management of staff.
Ensure that the new CPD package in place is being used to its potential and giving ownership of the individual to develop themselves with the support of a reviewer.
Create a culture at St. Christopher's in which equality is consistently upheld.
Ensure part-time staff are kept informed of key parts of the week they may have missed.

Progress we are making towards achieving this objective:

Feedback from H&S Audit providing further opportunities for CPD for staff.
Daily morning and end of day briefings which provide the opportunity for staff discussion.
All staff have set their targets after their initial meeting with their reviewer.
Regular whole staff meetings to discuss 'what's working well' and 'things to improve' to allow all staff to share how they feel in relation to always improving the outcomes of our children.

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

Why we have chosen this objective:

Integral to everything we do here and strive towards at St. Christopher's are our five core values of Respect, Resilience, Success, Engagement and Reflection. If the pupils continue to demonstrate these core values it will promote an inclusive school environment that respects all.

To achieve this objective we plan to:

Expect the pupil to be able to independently identify when they, or others have demonstrated one or more of the core values and explain how.
Deliver a broad PSHE curriculum based around the British Values.
Our RE curriculum will focus on one faith/belief each term and link it into our topic for the term.
Continue to encourage our young learners to take pride in their school and have respect for the displays and resources within it.
Continue to provide pupils with an environment they feel comfortable in and able to talk to staff about any worries or issues they may be facing.
Offer appropriate CPD to staff reflecting upon current issues.

Progress we are making towards achieving this objective:

To quickly and appropriately deal with any damage caused by students to make it right.
Challenging any behaviour that differentiates, degrades, and isolates any individual.
Termly safeguarding questionnaires for pupils to complete and data collected analysed and compared to previous responses.
Encouraging internal Safeguarding review and feedback from Safeguarding Governor.
Termly parental questionnaires sent home and data collected analysed and compared to previous responses.

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 have a culture here at St. Christopher's to always listen to and respond appropriately to the student voice. It is common for the pupils within AP's to have had a negative experience within previous educational establishments and it is crucial for us to try and rebuild those relationships and regain trust between adult and pupil and pivotal element of this is listening to and acting upon the student voice.

To achieve this objective we plan to:

Create an ethos within the school that encourages the use of the student council.
Take an active part within the Trust Pupil Charter
Continue to promote the schools five core values that are the driving force behind the reward system currently in place.
Have a robust PSHE curriculum which challenges issues around equality and long term for the learners to be independent in making respectful and inclusive decisions.

Progress we are making towards achieving this objective:

Student council chosen following termly voting process by all students.
Weekly meetings with student council
School council display with meeting minutes and agenda for next meeting accessible for all.
British Values focussed on in weekly PSHE lessons and displays around the school updated.
Successful first Pupil Charter meeting and follow up work with individual pupils completed

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:

It is key for all learners to have an understanding of cultural events happening in their world. They may not have access to this within their home setting so therefore providing them with this within school is crucial. This requires the teaching team to create an engaging curriculum focussed around meeting these needs.

To achieve this objective we plan to:

Plan a curriculum that reflects current affairs, i.e. Anti-Bullying Week, Human Rights Day and World Religion Day.

Theme throughout the whole of this year's PSHE curriculum of Individual Liberty, Mutual Respect and Tolerance of different faiths and beliefs.

Stakeholder involvement and discussion around current themes being delivered through the curriculum.

Progress we are making towards achieving this objective:

Remembrance Day and a trip to the local Post Office to make donations to the Poppy Appeal.

Planned a focus on a religion/faith for each term, currently focussing on Christianity linking into our overarching theme for this term of Space.