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# EQUALITY OBJECTIVES

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WESTBRIDGE ACADEMY

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NOVEMBER 2018

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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:**

Monitoring performance data enables staff to be responsive to the needs of their learners. By regularly measuring student achievement, trends can be identified and Interventions can be put into place to address any areas of concern.

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing (October Head teachers report)
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information (Exam Analysis published on web site)
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying) (Interventions)
- Publish further data once a term about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils (Termly Head Teachers Report)

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

All subject leads take part in a half termly RAP (Raising Attainment & Progress) meeting to monitor student achievement. Performance data from other Alternative Provision is available for comparison. Strengths and areas for development are fed into Interventions identified in weekly curriculum group.

**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 Single Equality 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.

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

- Ensure a thorough and appropriate recruitment system is in place at Westbridge Academy.
- Ensure all staff have read and are familiar with the Raedwald Trust Single Equity Policy and receive training on the Equality Act as part of their induction.
- Create a culture at Westbridge in which equality is consistently upheld by ensuring good communication of information
- 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
- Staff and governors are reminded of their responsibilities under the Equality Act, for example during meetings.

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

CF supporting NA with performance management of staff at Westbridge  
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  
Where the Equalities Act has been discussed during a meeting it is recorded in the meeting minutes.

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**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:**

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in PSHE, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Continue to encourage our young learners to take pride in their school and have respect for the displays and resources within it.
- 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 parental questionnaires completed at Parents evening which can be analysed and acted on.  
Curriculum planning in PSHE and English

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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. 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 actioning feedback.

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

- Develop Student Voice within the PSHE curriculum, ensuring that the academy responds to student feedback.
- Provide opportunities for students to contribute positively to the life of the school with annual celebration events such as the Summer Art Exhibition and STEAM showcase.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.

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

Students enrolled on a PSHE programme of study, assembly programme devised and celebration events added to the school calendar.

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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:**

We aim to ensure all our young people have an understanding of cultural events happening in their world. This requires the teaching team to create an engaging curriculum focused around meeting these needs.

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

- Review planning documents across subject areas to address cultural events where appropriate.
- Use assembly time to deliver calendared events throughout the year.
- Continue to build on the work of the British Council's Connecting Classrooms project with our partner school in Jordan.
- Stakeholder involvement and discussion around current themes being delivered through the curriculum.

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

Schedule a calendar of events for assembly including Remembrance day, Local elections and mock elections. Connecting Classrooms assembly scheduled for next year. Religious holidays added to weekly PowerPoint presentation in reception for students and visitors.