



Equality Objectives – Westbridge Academy



The following objectives add to our Raedwald Trust policy and practice. Please refer to our Raedwald Trust Equality, Diversity & Inclusion Policy for a full explanation of our commitment.

Equality objective 1: Provide an environment that welcomes, protects and respects all groups of 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 and Social, Moral, Spiritual and Cultural (SMSC) aspects are woven into all pupils' curriculum offer throughout their placement, alongside PSHE.
- Provide opportunities for restorative action when dealing with disputes between all 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.
- 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.
- Ensure our environment is welcoming; represents the diverse communities we serve; and is a safe space for open communication.
- Ensure our culture of all-inclusivity is evident through policy, displays and support posters etc within the classroom and through displays around the school.

Progress we are making towards achieving this objective:

- Supporting pupils to address any behaviour that differentiates, degrades, and isolates any individual.
- Ensuring that all pupils have access to PSHE, SMSC and British Values as part of their curriculum offer.
- Ensuring that the school is inclusive and welcoming, 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
- One to one mentoring with Chaplain in place where required.
- We understand the value of being a welcoming, openly inclusive setting.
- We work with diverse groups of people and acknowledge the need to ensure all 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.

Equality objective 2: To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community

Why we have chosen this objective:

We recognise that some pupil's experience of education has not always been fulfilling for example, limited teaching of ethnically relevant subjects or a lack of celebrated identifiable role models. We want to ensure all pupils have a broad, balanced and informed understanding of cultural issues to become positive contributors to society and to connect to their own identity. We fully support positive change campaigns (eg BLM, #MeToo, Gay pride etc) and this is reflected in our conduct, teaching and curriculum.

To achieve this objective, we plan to:

- Address cultural events through the celebration of Festivals and National Days with in our curriculum to increase student awareness and understanding of issues in different communities.
- Ensure our Readers for Life literature spine includes a diverse range of texts and reading material from different cultures.
- To provide opportunities to discuss current issues and debates through PSED sessions, PSHE and Citizenship lessons.
- To reference where possible, national festivals/days/months eg Rosa Parks day; Black History Month; MLK day and to celebrate role models from all different cultures and backgrounds.

Progress we are making towards achieving this objective:

- We reference and celebrate where possible, cultural days/times during the school year such as Remembrance Day; Mental Health Awareness Day; and other national days.
- Our curriculum allows time and flexibility for reflection and celebration of cultural events.

Equality objective 3: 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 differences and 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. 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.
- Promote and adhere to the Raedwald Trust Staff Charter – upholding our values of Resilience; Learning without exception; Respect; and Connection.

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/De-escalation training and Equality, Diversity, Inclusion 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 daily am and pm 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, Diversity & Inclusion Policy and linked procedures.