

Equality Objectives and Plan 2020-21

Objective	Protected Characteristic	Person Responsible	Action	Outcomes
<p>1. To ensure the culture, ethos and environment meets the needs of faith groups and those with specific health and / or special needs or disabilities</p>	<p>Race, religion, belief and / or disability</p>	<p>SLT</p>	<p>Systematic teaching through PHSE and across the curriculum</p> <p>Assemblies and out of school clubs take into account the needs of the school population</p> <p>Accessibility Plan in place</p> <p>Monitor and maintain effective H&S Practices</p> <p>Resources in school reflect the academy population</p>	<p>The broader academy curriculum reflects the academy population</p> <p>Building has appropriate access for staff and students</p> <p>Appropriate adaptations are made to building for pupils with disability</p>
<p>2 To ensure that gaps in attainment between different groups of children are narrowed and closed</p>	<p>Sex, race, SEND</p>	<p>API Subject Leaders</p>	<p>Early identification of pupils falling behind</p> <p>Prompt of assessment of pupils to identified needs</p> <p>1:1 intervention in place for vulnerable children.</p> <p>Tailored interventions for target groups</p> <p>A range of appropriate resources are available to meet the needs and interests of all groups of learners</p>	<p>Gaps between groups will be in line with national figures in Reception, Year2, Year 6</p>

			CPD for staff	
3 To increase participation of protected groups in wider Academy life e.g. trips, after school activities, cultural activities.	All characteristics	SLT Global Lead Music Lead	<p>Develop wide range of after school activities</p> <p>Provide students with opportunities to participate in a range of musical events, lessons, classes and clubs.</p> <p>Develop opportunities for children to participate in a range of global partnership events and to learn about the international work of Oasis Community Partnerships</p> <p>Provide specialist music teacher support and provision of peripatetic music tuition to support children wanting to learn a musical instrument and facilitate access to appropriate examinations through funding support</p>	<p>Increased range of after school clubs</p> <p>Wide range of pupils attending clubs</p> <p>Minimum of 2 global partnership events per year</p> <p>All pupils wanting music lessons accessing music support</p>