

## Oasis Academy Henderson Avenue Equality Objectives & action plan 2023-26

In developing this plan, we have identified and recorded progress towards achieving equality and tackling discrimination and we have come to a better understanding of the challenges still to be addressed. We will ensure that this single equality plan is effectively implemented and scrutinised so that we meet the obligations placed upon us by the equality duty. Promoting the priorities identified within our single equity plan will be a continuous process. The Hub Councillors and staff of Oasis Academy Henderson Avenue understand that compliance with the general equality duty is a legal obligation that will better inform decision making and policy development. We further recognise that achieving the three aims stated will ensure we can successfully meet the needs of our diverse population of students and draw on the talents of a diverse local community to ensure we better represent the wider community that we serve.

Oasis Academy Henderson Avenue has considered how well we currently achieve the aims of this duty about the protected equality groups. Using information that we have gathered we have decided upon our equality objectives. Our plans to meet these objectives will be monitored annually. In compiling equality information, we have:

- Reviewed the academy's equality data, policies and practice and identified any gaps.
- Examined how our academy engages with the protected groups, identifying where practice can be improved.
- In line with legislative requirements, we will review progress against our equalities plan annually, evaluating on a four-year cycle.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child).
- Prepare and publish equality objectives.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance



- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

Objective	Action	Person(s) responsible	Resources / Timescale	Monitoring	Evaluation & Outcomes
<p><b>Objective 1:</b></p> <p>To diminish the attainment difference and ensure that children identified as disadvantaged progress well from their starting points across EYFS, KS1 and KS2.</p> <p><b>Improving equality of opportunity</b></p>	See PPG spend plan	ALT	PP Grant	Principal Regional Director	Attainment and data on a page.  Headstart materials and gap analysis.  Bespoke interventions.
<p><b>Objective 2:</b></p> <p>To raise achievement (progress &amp; attainment) and enjoyment in reading at all phases.</p> <p><b>Improving equality of opportunity</b></p>	FFT Reciprocal Reading  Bookmark charity  Daily reading across the Academy  Reading at home  QR code reading	ALT HOC, AS	Use of Literacy Consultant  FFT Reciprocal Reading training	Principal Regional Director  MET Reviews	Reading attainment and progress data.  Consistently 100% good or better teaching.  Pupil voice.

<p><b>Objective 3:</b></p> <p>To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity</p> <p><b>Eliminating discrimination</b></p>	<p>Quality circle times in all key stages based on a bespoke PHSE scheme of work</p> <p>Embedded play leaders and wellbeing champions</p> <p>Mental Health Champions (pupil and staff)</p> <p>No Outsiders</p>	<p>ALT HOC, HM, EC</p>	<p>Time</p>	<p>Principal</p> <p>PD Lead</p> <p>Regional Director</p> <p>MET Reviews</p>	<p>Pupil Voice</p> <p>Decrease in behaviour incidents and suspensions</p> <p>Embed The Oasis Way (localised to OAHA) for Inclusion</p> <p>Logging of behaviour incidents on BROMCOM</p> <p>Updated safeguarding/RSE.PHSE curriculum contextualised to the needs of the academy and locality</p>
<p><b>Objective 4:</b></p> <p>To further develop the hub to better engage with all communities in our local area.</p> <p><b>Consulting and involving those affected by inequality in the decisions taken to promote equality</b></p>	<p>Strategy to publish equality information taking account of General Data Protection Requirements</p> <p>Develop a parent forum and appoint a parent Academy Council rep</p>	<p>ALT HOC, TC</p>	<p>Time</p> <p>School resources</p>	<p>Principal</p> <p>Hub Leader</p> <p>Regional Director</p> <p>MET Reviews</p>	<p>Data is collected and analysed to develop a better understanding of the local area so provision of extended services meets community need</p> <p>Hub progresses so that the vast majority of families engage with it in a meaningful way</p>

<p><b>and eliminate discrimination</b></p>	<p>Hub feasibility study</p> <p>Use of social media and APP</p>				<p>and impact is shown upon OAHA families</p> <p>100% of families would recommend OAHA - parent view</p>
<p><b>Objective 5:</b></p> <p>To develop levels of parental and pupil engagement in learning and Academy life, across all activities to ensure equity and equality of access and engagement</p> <p><b>Improving equality of opportunity</b></p>	<p>Parent consultation</p> <p>Attendance tracking</p> <p>Promotion of celebration assembly through personalised invitations</p> <p>Menu of activities for families to access throughout the year: <i>Family learning</i> <i>Adult learning</i> <i>Community events</i> <i>Parents group</i></p>	<p>ALT, Inclusion &amp; Pastoral team Hub team</p>	<p>Time</p> <p>School resources</p>	<p>Principal</p> <p>PD Lead</p> <p>Regional Director</p> <p>MET Reviews</p>	<p>Increase in attendance at school events</p> <p>Increased representation for all groups at school events and extra-curricular activities</p>