**Equality Objectives and Plan 2020-21**

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| Objective | Protected Characteristic | Person Responsible | Action | Outcomes |
| 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  | Race, religion, belief and / or disability | SLT | Systematic teaching through PHSE and across the curriculum Assemblies and out of school clubs take into account the needs of the school populationAccessibility Plan in placeMonitor and maintain effective H&S PracticesResources in school reflect the academy population | The broader academy curriculum reflects the academy populationBuilding has appropriate access for staff and studentsAppropriate adaptations are made to building for pupils with disability |
| 2To ensure that gaps in attainment between different groups of children are narrowed and closed  | Sex, race, SEND | APISubject Leaders | Early identification of pupils falling behindPrompt of assessment of pupils to identified needs1:1 intervention in place for vulnerable children.Tailored interventions for target groups A range of appropriate resources are available to meet the needs and interests of all groups of learnersCPD for staff | Gaps between groups will be in line with national figures in Reception, Year2, Year 6 |
| 3To increase participation of protected groups in wider Academy life e.g. trips, after school activities, cultural activities. | All characteristics | SLTGlobal LeadMusic Lead | Develop wide range of after school activitiesProvide students with opportunities to participate in a range of musical events, lessons, classes and clubs.Develop opportunities for children to participate in a range of global partnership events and to learn about the international work of Oasis Community PartnershipsProvide 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 | Increased range of after school clubsWide range of pupils attending clubsMinimum of 2 global partnership events per yearAll pupils wanting music lessons accessing music support |