**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 population  Accessibility Plan in place  Monitor and maintain effective  H&S Practices  Resources in school reflect the academy population | The broader academy curriculum reflects the academy population  Building has appropriate access for staff and students  Appropriate adaptations are made to building for pupils with disability |
| 2  To ensure that gaps in attainment between different groups of children are narrowed and closed | Sex, race, SEND | API  Subject Leaders | Early identification of pupils falling behind  Prompt of assessment of pupils to identified needs  1:1 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 learners  CPD for staff | Gaps between groups will be in line with national figures in Reception, Year2, Year 6 |
| 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 | Develop wide range of after school activities  Provide 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 Partnerships  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 | Increased range of after school clubs  Wide range of pupils attending clubs  Minimum of 2 global partnership events per year  All pupils wanting music lessons accessing music support |