

Equality Objectives 2022 - 2023				
Objective	Protected characteristic	Equality Objectives	Actions	Outcomes
1	Race, religion, belief, disability, sexual orientation	To ensure the culture, ethos and environment meets the needs of all learners irrespective of race, religion educational needs or sexual orientation	<ul style="list-style-type: none"> Promotion of a culture of care and vigilance around the Academy Staff training through morning meeting cycle and external training as appropriate. Systematic teaching through PHSE Intentional assembly provision Monitor and act upon identity-based incidents and bullying in the Academy. Implement and embed the Oasis Ethos & 9 Habits Care Plans regularly reviewed and shared. Monitor and maintain effective H&S Practice Student feedback via Student Leaders Forum, Parent feedback via Parent Forum & staff feedback via Staff Forum 	<p>Attendance of groups broadly in line with National values</p> <p>Progress 8, Attainment 8 and Grade 4+ in English & Maths are in line with National values</p> <p>To reduce the number of identity-based incidents</p>
2	Race (White British)	To ensure the destinations of our White British learners are appropriate and sustained post 16	<ul style="list-style-type: none"> Careers Education , Information, Advice and Guidance learning sessions are targeted to need Effectively meeting the Gatsby Benchmarks Internal Careers Fair hosted each year Parental engagement in Careers options Preparation for Next Phase leaders working closely with Year Team Raising Standards Leaders and Tutors to target discussions. 	Post 16 students in sustained education or training broadly in line with National values
3	All protected characteristics	To increase participation of protected groups in wider Academy life	<ul style="list-style-type: none"> REACH provision to provide opportunities for extension, enrichment, and intervention, accessible by all learners 	Students with protected characteristics are attending Period 6 provision