

**Equality Objectives 2019 - 2022 [Review July 2022 - extended due to pandemic and school 'closure' for majority of students during 2020-21]**

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"> <li>• Promotion of a culture of care and vigilance around the Academy</li> <li>• Staff training through morning meeting cycle and external training as appropriate</li> <li>• Systematic teaching through PHSE</li> <li>• Provision and discussion through 'Thought for the Week'</li> <li>• Intentional assembly provision</li> <li>• Monitor and act upon identity based incidents and bullying in the Academy</li> <li>• Implement and embed the Oasis Ethos &amp; 9 Habits</li> <li>• Care Plans regularly reviewed and shared</li> <li>• Monitor and maintain effective H&amp;S Practice</li> <li>• Student feedback via Student Leaders Forum, Parent feedback via Parent Forum &amp; staff feedback via Staff Forum</li> </ul>	<p>Attendance of groups broadly in line with National values</p> <p>Progress 8, Attainment 8 and Grade 4+ in English &amp; 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"> <li>• Careers Education , Information, Advice and Guidance learning sessions are targeted to need</li> <li>• Effectively meeting the Gatsby Benchmarks</li> <li>• Internal Carrers Fair hosted each year</li> <li>• Parental engagement in Careers options</li> <li>• Preparation for Next Phase leaders working closely with Year Team Raising Standards Leaders and Learning Mentors to target discussions</li> <li>• Involvement with South Bristol Youth programmes in order to engage with University as an option beyond formal schooling</li> </ul>	<p>Post 16 students in sustained education or training broadly in line with National values</p>
3	All protected characteristics	To increase participation of protected groups in wider Academy life	<ul style="list-style-type: none"> <li>• Period 6 provision to provide opportunities for extension, enrichment and intervention, accessible by all learners</li> </ul>	<p>Students with protected characteristics are attending Period 6 provision</p>