

Oasis Academy John Williams Equality Objectives 2019-21

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	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 Provision and discussion through 'Thought for the Week' 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	<ul style="list-style-type: none"> Attendance of groups broadly in line with National values Progress 8, Attainment 8 and Grade 4+ in English & Maths are in line with National values To reduce the number of identity based incidents
2	Race (White British)	To ensure the destinations of our White British learners are appropriate and sustained post 16	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 Learning Mentors to target discussions Involvement with South Bristol Youth programmes in order to engage with University as an option beyond formal schooling	<ul style="list-style-type: none"> 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	Period 6 provision to provide opportunities for extension, enrichment and intervention, accessible by all learners	<ul style="list-style-type: none"> Students with protected characteristics are attending Period 6 provision (Period 6 data)