

THE GENERAL EQUALITY DUTY STATEMENT & PLAN 2016-17

Oasis Academy John Williams is pleased to publish its annual single equality plan. In developing this plan, we have been able to identify and record the progress we have made towards achieving equality and tackling discrimination to come to a better understanding of the challenges still to be addressed. We will ensure that this single equality plan is effectively implemented and scrutinised so that we meet the obligations placed upon us by the equality duty. Promoting the priorities identified within our single equity plan will be a continuous process. The three aims of the general equality duty are as follows:

1. To eliminate unlawful discrimination, harassment and victimisation, by tackling prejudice and promoting understanding.
2. To advance equality of opportunity between people who share a protected characteristic and those who do not by:
 - Removing or minimising disadvantage suffered by people due to their protected characteristic.
 - Take steps to meet the needs of people with certain protected characteristics where these are different to the needs of other people, including taking steps to take account of disabled people's disabilities.
 - Encourage people with certain protected characteristics to participate in public life or in other activities where their proportion is disproportionately low.
3. Foster good relationships between people who share a protected characteristic and those who do not.

Compliance with the general equality duty may involve treating some people more favourably than others. The 9 protected characteristics are as follows: **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.**

The OCL board, Academy Council and staff of Oasis Academy John Williams understand that compliance with the general equality duty is a legal obligation that will better inform decision-making and policy development. They further recognise that achieving the three aims stated will ensure that Oasis Academy John Williams can successfully meet the needs of our diverse population of students, draw on the talents of a diverse local community to ensure our staff and governors better represent the wider community that we serve.

Oasis Academy John Williams has considered how well we currently achieve the aims of this duty about the protected equality groups. Using information that we have gathered we have decided upon our equality objectives. Our plans to meet these objectives will be monitored annually.

In compiling equality information, we have:

- Reviewed the academy's equality data, policies and practice and identified any gaps
- Examined how our academy engages with the protected groups, identifying where practice can be improved
- In line with legislative requirements, we will review progress against our equalities plan annually, evaluating on a four-year cycle

The roles and responsibilities related to the plan are outlined below:

OCL Professional governance, as a whole, is responsible for:

- Making sure the academy complies with the relevant equality legislation
- Monitoring progress towards the equality objectives and reporting through

The Principal will:

- Implement the academy's stated equality objectives, ensure all staff know their responsibilities and receive training and support in carrying these out
- Take appropriate action in cases of harassment and discrimination, including prejudice related incidents
- Enable reasonable adjustments to be made in relation to disability regarding students, staff, parents/carers and visitors to the academy

All staff within the Academy will:

- Advance equality in their work and be involved with training opportunities as appropriate
- Foster good relationships between groups and tackle any prejudice related incidents
- Can recognise and tackle bias and stereotyping

All Students in the Academy will

- Engage with the PHSE curriculum in relation to improving equality
- Report any incidents of bullying, harassment or prejudice related incidents to a member of staff

OAJW Student Population (January 2017)

OAJW Jan 2017	Year 7 %	Year 8 %	Year 9 %	Year 10 %	Year 11 %	Whole Academy %
Girls	52.94	51.57	49.43	58.28	43.62	51.22
Boys	47.06	48.43	50.57	41.72	56.38	48.78
Pupil Premium	51.87	44.03	43.68	44.37	54.36	47.68
Non-Pupil Premium	48.13	55.97	56.32	55.63	45.64	52.32
Free School Meals	22.46	20.75	19.54	19.21	19.46	20.37
Non-Free School Meals	77.54	79.25	80.46	80.79	80.54	79.63
SEND	8.56	13.21	12.64	13.91	6.71	10.98
Non-SEND	91.44	86.79	87.36	86.09	93.29	89.02
Ethnicity(WBRI)	87.17	86.16	85.06	82.78	89.26	86.10
Ethnicity(Other)	12.83	13.84	14.94	17.22	10.74	13.90
EAL	4.81	5.03	5.17	8.61	4.70	5.61
Non-EAL	95.19	94.97	94.83	91.39	95.30	94.39

Oasis Academy John Williams Equality Objectives

Objective	Protected characteristic	Equality Objectives	Actions	Target 2017
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 • Provision and discussion through 'Thought for the Week' • Intentional assembly provision • Implement and embed the Oasis Ethos • Care Plans regularly reviewed and shared • Monitor and maintain effective H&S Practice • Student feedback via Student Leaders Forum 	<p>Attendance of groups broadly in line with National values</p> <p>Progress 8, Attainment 8 and EnMa in line with National values</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 • Parental engagement in Careers options • Director of Careers 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 	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"> • Period 6 provision to provide opportunities for extension, enrichment and intervention, accessible by all learners 	Students with protected characteristics are attending Period 6 provision (Period 6 data)