

Equality Objectives: Oasis Academy Shirley Park



Objectives	Person (s) responsible	Actions required	Timescale	Outcomes	Monitoring
To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.	Equalities Champion, Curriculum Leads & teaching staff	<ul style="list-style-type: none"> • Implement relationship guidance on different types of relationships. • Overseeing the curriculum to ensure representation is clear and that any groups are not misrepresented. • Monitor behaviour logs for patterns in specific groups 	<ul style="list-style-type: none"> • July 2027 • July 2027 • April 2027 • Ongoing 	<ul style="list-style-type: none"> • Relationship guidance reflects diversity in community in line with new statutory regulations. • Book corners reflect diversity in classrooms. • Reduce patterns in behaviour logs. 	PLT, lesson planning scrutiny, behaviour log analysis
Increase representation of teachers and leaders from non-white backgrounds.	Principal	<ul style="list-style-type: none"> • Attend OCL network meetings on Gender, Race and LGBTQ Equality. • Set up local action group involving staff and parents. 	<ul style="list-style-type: none"> • March 2027 • April 2027 	<ul style="list-style-type: none"> • Increased representation of BAME groups in profession and in leadership 	Principal / Academy council / HR: staff analysis
To ensure our previously LAC children have equality of opportunity of access and opportunity.	AP Inclusion / Principal / SENCO / PPG Lead	<ul style="list-style-type: none"> • Set up team and provision map for every previously-LAC child and communicate this with parents / carers • Use PPG+ funding effectively • Training for all staff on latest research into promoting educational well-being of previously looked-after children • Build relationship with VSC in this regard. 	<ul style="list-style-type: none"> • July 2027 	<ul style="list-style-type: none"> • Previously LAC children make progress at least in line with their peers. • Parents and carers report they are happy with their children in school, emotionally and academically. 	Principal / meeting notes

Equality Objectives: OASP



<p>To reduce the incidence of the use of derogatory language by students in the Academy</p>	<p>Diversity Officer, AP Inclusion & all teaching staff.</p>	<ul style="list-style-type: none"> • Training for staff and leaders. • Assemblies and tutor time resources. • Updated behaviour system to include use of homophobic language specifically. • Analysis of incidents and follow up. • Work with Stonewall to support. 	<ul style="list-style-type: none"> • March 2027 • March 2027 • March 2027 • Ongoing • Ongoing 	<ul style="list-style-type: none"> • Reduction in derogatory language towards any group. 	<p>EDI leads, Senior Leadership, Diversity Officer, AP Inclusion through behaviour analysis and lesson observations.</p>
<p>To narrow the gap between boys and girls in English and Maths KS3 and KS4 results.</p>	<p>Associate Principal, Deputy Principal Progress, Head of English and Head of Maths</p>	<ul style="list-style-type: none"> • Regular gap analysis using SISRA. • Targeted support for students underachieving in lessons. • Intervention outside of lesson where appropriate for key groups of students. 	<ul style="list-style-type: none"> • Termly after each assessment. • Ongoing. • Reviewed termly. 	<ul style="list-style-type: none"> • Increased achievement for boys in English and Maths. 	<p>Associate Principal through data analysis and lesson observations.</p>
<p>To continue to develop our tutor time curriculum which celebrates diversity, in line with new government guidance.</p>	<p>Deputy Principal Behaviour and Safeguarding</p>	<ul style="list-style-type: none"> • Updated curriculum analysis. • Review last year's curriculum, including staff and student feedback. • Update based on feedback. 	<ul style="list-style-type: none"> • July 2027 • July 2027 • September 2027, reviewed half termly. 	<ul style="list-style-type: none"> • Improved tutor time curriculum. • Greater awareness of diversity for students. 	<p>Deputy Principal via observations of tutor time delivery and curriculum analysis.</p>