

## Oasis Academy Brightstowe's 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	<ul style="list-style-type: none"> <li>Promotion of culture of care and vigilance</li> <li>Staff training through pastoral meeting cycle</li> <li>Systematic teaching through values curriculum (PSHE)</li> <li>Assembly provision</li> <li>Monitor and act upon bullying</li> <li>Care plans reviewed and shared</li> <li>Team around the child meetings</li> <li>Monitor and maintain effective H&amp;S</li> <li>Student feedback via student council</li> </ul>	<ul style="list-style-type: none"> <li>Attendance of groups strong</li> <li>Progress 8 for groups strong</li> <li>Ensure students feel supported and valued (student voice)</li> <li>Ensure number of incidents regarding identity are low</li> </ul>
2	Race	To ensure the destinations of our learners of different races are appropriate and sustained	<ul style="list-style-type: none"> <li>Careers education through values</li> <li>Effectively manage Gatsby Benchmarks</li> <li>Careers programme</li> <li>Engagement with external companies</li> <li>Engagement with Future Quest programme</li> </ul>	<ul style="list-style-type: none"> <li>Gatsby Benchmarks compliance strong</li> </ul>
3	Disability	To increase participation of protected groups in wider academy life	<ul style="list-style-type: none"> <li>To provide opportunity through extra curricular provision</li> <li>Ensure students are given the opportunity to access a broad and balance curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Students with protected characteristics are able to attend extra curricular provision</li> <li>Disabled students accessing broad curriculum</li> </ul>