



Oasis Academy Aspinal

Equality Action Plan 2022 - 2023

Diversity Team: S. Hardy M Foster



Objective 1. To eliminate unlawful discrimination, harassment and victimisation by tackling prejudice and promoting understanding.						
Actions	Success Criteria	Persons Responsible	Resources/ Cost	Monitoring/ outcomes	Progress made	Further Actions/ Updates
Analyse racist, sexist, homophobic and transphobic incidents and check actions have taken place.	Weekly meetings to analyse data and implement CPD or training where needed.	MF				
Tackle bias and stereotyping through a considered choice of texts.	Audit class texts in author read to identify BAME authors and stories, and texts recommended texts by Stonewall. Create an overview indicating where and when each text is used.	NLPs/Subject leads				
Audit the Oasis curriculum to ensure mapping of EDI representations.	Curriculum mapping to identify significant women, LGBT and BAME representatives. Create an overview indicating where and when diverse communities are represented.	NLPs/Subject Leads				
Ensure that staff have appropriate training and information to implement the equality policy effectively.	Continue to implement the Stonewall training and action plan so that staff have increased confidence when challenging the use of racist/sexist vocabulary. Attend all relevant Trust CPD.					
Continue to promote understanding of good mental health through top up ACES training for staff, and enhancing the role of Wellbeing Champions through continued training.	Mental Health Champion to hold regular drop-in opportunities for pupils and staff.  PSHE slots identified on class timetables to allow for the delivery of PSHE /PD curriculum.  Welcome week activities to set up Pupil Leaders and establish Wellbeing Drop-in					

Objective 2. To advance equality of opportunity between people who share a protected characteristic, and those who don't.						
Actions	Success Criteria	Persons Responsible	Resources/ Cost	Monitoring/ outcomes	Progress made	Further Actions/ Updates
To take steps to ensure all pupils have equality of access to extra curricula provision.	Analyse of pupils who attend the clubs, target pupils who present a challenge to engagement.	AS/MF/SH				
Encourage people with protected characteristics to participate in public life.	Invite children and families from a cross section of the community to take part in parent workshops and family events and coffee mornings – specifically inviting participation from families who are under-represented.	ROH/SH				
Target the most vulnerable families when offering additional opportunities.	Monitor attendance at After School clubs for those families.	AS/MF/SH				
Targeted use of PP funding.	See PP Action Plan	ROH/MF				
To provide a safe space for anyone who needs it.	Parents and families feel safe and have a welcoming space.	ROH/SH				

**Objective 3: Foster good relationships between people who share a protected characteristic and those who do not.**

Actions	Success Criteria	Persons Responsible	Resources/ Cost	Monitoring/ outcomes	Progress made	Further Actions/ Updates
To continue to offer a package to support new arrivals – through the adoption of a School Of Sanctuary approach.	School of Sanctuary threshold met and implemented.	MF/SH/ROH				
To offer weekly coffee mornings for all families, encouraging new families to attend.	New families feel welcomed and make connections. All families have the opportunity to socialise and develop relationships	ROH				