

Oasis Academy Marksbury Road Equality Objectives 2019 – 2021

In compliance with the PSED Specific Duties

Summary

1. To close the gap of attainment between boys and girls including those meeting age-related and greater depth.
2. To further develop the curriculum in order to reflect diversity and the realities and cultural heritage of our children including through high quality literature.
3. To close the gap in attendance between disadvantaged and all children.

Objectives	Person(s) Responsible	Actions	Required Timescale	Outcomes	Monitoring
1) To close the gap of attainment and progress in relation to boys and girls.	ALT Assessment Lead Assistant Principal for Inclusion	a. Ensure all under-performing boys are identified by ALT and class teachers. b. Boys to become members of our Yeti club providing mentoring, support and reward for boys who are trying their best. c. Develop effective strategies for teaching boys based on research. d. Meetings with the principal and letters to the parents of these boys to improve engagement. e. Responsive interventions f. Pupil progress meetings to focus on underperforming boys.	a. Ongoing b. Ongoing c. On-going d. Ongoing e. 6-week cohorts f. Ongoing	<ul style="list-style-type: none"> • All teachers know their classes including those boys who are underperforming. • Teachers are observed employing skills and tactics to close the gap in attainment between girls and boys. • The progress and attainment gap between girls and boys is reduced. • More boys attain at Greater Depth in Reading, Writing and Maths 	<ul style="list-style-type: none"> • Teaching file monitoring and formal lesson observations. • Tracking of student progress across all years. • Intervention data • Student voice survey feedback. • Pupil Progress meetings • Learning walks
2. To further develop the curriculum in order to reflect diversity and the realities and cultural heritage of our children including through literature.	Assistant Principal and PSHE Lead	a. Review Jigsaw to establish how protected characteristics are already taught and explored b. Member of ALT to attend Stonewall training c. Review practice and provision in light of Stonewall training d. Research 'No Outsiders' programme and implement to address any gaps if appropriate e. Ensure that diversity is effectively represented throughout the Academy displays and celebrations and through literature.	a. October 2019 b. Nov 2019 c. Jan 2020 d. March 2020 e. Ongoing	<ul style="list-style-type: none"> • Pupils develop a good understanding of protected characteristics and diversity. • Diversity is represented and celebrated throughout the Academy • Pupils, staff and parents/carers demonstrate the Academy values or respect and tolerance within and beyond the Academy All teachers have the confidence and skills to teach high quality explicit PSHE lessons 	<ul style="list-style-type: none"> • Learning walks • Pupil voice feedback • Review of displays and environment • Policy reviews • Audits by ALT • Review of all incident logs – reduction in incidents and improved reporting

<p>3. To close the gap in attendance between disadvantaged and all children.</p>	<p>Assistant Principal Attendance lead</p>	<ul style="list-style-type: none"> a. To identify all disadvantaged students who have attendance below national. b. To target all disadvantaged children with a termly reward for 100% attendance. c. To find specific rewards for disadvantaged children in PA. d. To explain to parents the importance of good attendance including research. e. To act quickly when children's attendance starts to dip and provide support and challenge. 	<ul style="list-style-type: none"> a. Ongoing b. Ongoing c. Ongoing d. Ongoing e. Ongoing 	<ul style="list-style-type: none"> • The gap between disadvantaged attendance and the attendance of all is reduced. <ul style="list-style-type: none"> • Parents understand the importance of good – school attendance and impact on attainment. • There will be an improved resilience and understanding of attendance for our most disadvantaged children. 	<ul style="list-style-type: none"> a. Monitor data by ALT of the difference between disadvantaged and non-disadvantaged. b. Pupil voice . c. Parent voice. d. Data monitoring of our data against national, other academies.
--	--	--	--	--	--