

## Equality Objectives 2019-2021

### In compliance with the PSED Specific Duties

#### Summary

1. Close the gap of attainment in relation to disadvantaged students, gender, academically more able and SEND.
2. Secure the School of Sanctuary Award
3. To review staff entitlement on CPD provision.

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
1. To close the gap of attainment in relation to disadvantaged students, gender, academically more able (AMA) and SEND.	Directors of Progress and Enrichments  AMA Lead  Director of SEND	a. Ensure all context sheets held by staff clearly identify gender, disadvantaged, AMA and SEND students b. Staff training on raising the attainment of boys c. Interventions outlined in the Pupil Premium strategy d. AMA strategy including access to higher level education opportunities	a. Ongoing b. By end August 2020 c. Ongoing d. On-going e. Ongoing f. 12-week cohorts g. Ongoing	<ul style="list-style-type: none"> <li>• All teachers know their classes including those students who are disadvantaged, AMA and SEND</li> <li>• Seating plans are in place for all classes that mix friendship groups and support good learning.</li> <li>• Teachers are observed employing skills and tactics to close the gap in attainment between boys and girls.</li> <li>• The progress gap for SEND and disadvantaged students is closed</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching file monitoring and formal lesson observations.</li> <li>• Tracking of student progress across all years and in particular students on alternative packages.</li> <li>• Teacher records of homework, parent feedback and student work trawls.</li> </ul>

Objectives	Person(s) Responsible	Actions Required	Timescale	Outcomes	Monitoring
		e. SEND strategy and regular SEND newsletters to all members of staff. f. Saints Foundation numeracy and literacy programme for students g. Teaching that is never less than good; every lesson, every day.		<ul style="list-style-type: none"> <li>• AMA and SEND reports to staff and Academy Council members.</li> </ul>	<ul style="list-style-type: none"> <li>• Phoenix report on vulnerable students</li> <li>• Student voice survey feedback.</li> <li>• Saints Foundation reports on numeracy and literacy interventions.</li> <li>• Director of Teaching and Learning; learning walks</li> </ul>
2. To retain the School of Sanctuary Award	Principal Head of RE, Librarian Director of Ethos	a. Produce a portfolio of work showing the inclusive nature of Oasis Academy Mayfield b. To provide training for staff on refugee issues c. To participate in Mayflower 400 d. To run a Welcome Poster campaign	a. July 2020 b. Summer term 2020 c. Spring term 2020 d. Summer and Autumn terms 2020	<ul style="list-style-type: none"> <li>• Continuation of the Award</li> </ul>	<ul style="list-style-type: none"> <li>• Progress reports on the work to achieve School of Sanctuary</li> <li>• Record of training for staff and evaluation of the impact of the training.</li> <li>• Staff, community and student surveys and focus groups.</li> </ul>
3. To review staff entitlement on CPD provision	Principal Vice Principal	a. Audit by the Teacher Development Trust on CPD Provision at the Academy b. CPD Strategy containing recommendations resulting from the TDT Audit	a. July 2020 b. Ongoing c. May 2020	<ul style="list-style-type: none"> <li>• Teacher Development Trust Award Status (Gold)</li> <li>• CPD Programme for all members of staff</li> </ul>	<ul style="list-style-type: none"> <li>• External audit by the Teacher Development Trust</li> <li>• Termly review by ALT</li> </ul>