



## Equality Objectives

### Objective 1

- 1. Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disabilities and disadvantaged pupils.**

**Why we have chosen this objective:** Children at Oatlands have many opportunities to access extra-curricular activities and it is important that all pupils benefit from these, particularly those with protected characteristics, to promote one of our curriculum threads of equality and diversity.

**To achieve this objective, we plan to:** Use data analysis to ensure that representation in pupil voice groups reflect of our pupil demographic. We will ensure that disadvantaged pupils will have access to extra-curricular opportunities, through invitation and support to attend activities.

### Objective 2

- 2. Continue to improve accessibility across the school for students, staff and visitors with disabilities.**

**Why we have chosen this objective:** The school has improved accessibility for specific pupils and now strives to ensure that accessibility is proactively considered, including for parents, parent meetings and visitors. Where there may be accessibility issues or required routes, these should be communicated in advance.

**To achieve this objective, we plan to:** Create and share guidance for communication with parents and other stakeholders. Templates for communication and policies will include accessibility arrangements for all events.

### Objective 3

- 3. Continue to monitor and reduce the number of homophobic, racist and sexist incidents in school.**

**Why we have chosen this objective:** As our school demographic changes, with increasing pupils from diverse ethnic backgrounds, we continue to monitor incidents in school to ensure there is not an increase in incidents and where there are incidents, they are used as teaching point.

**To achieve this objective, we plan to:** Use robust recording methods on CPOMS which enable SLT to monitor incidents across the school. Training to be provided to all staff on the process to address and record such incidents.

### Objective 4

- 4. Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination, next academic year. Training evaluation data will show that those attending have a good understanding of the legal requirements.**

**Why we have chosen this objective:** Training for relevant staff and governors will support the school to promote equality and diversity in all areas, starting with the recruitment process.

**To achieve this objective, we plan to:** Enroll relevant staff and governors on training as well as working with RKL to ensure that the recruitment process is inclusive and attractive to all, from advertisement to induction and beyond.

**Progress we are making toward each objective is evaluated on the School Improvement Plan each term and shared at LGB meetings.**