



# Oakgrove School

## EQUALITY INFORMATION AND OBJECTIVES

**OAKGROVE SCHOOL**  
**Equality Information and Objectives 2021-2025**

**ADOPTION AND AMENDMENTS TO EQUALITY INFORMATION AND OBJECTIVES**

Written January 2021

Section	Governors' Meeting or Committee	Page and Year of Minute
Whole document	LGB June 2021	24 <sup>th</sup> June 2021
Next review: Equality information – Headteacher, 2021/22 Whole document – LGB, 2024/25		

# OAKGROVE SCHOOL

## Equality Information and Objectives 2021-2025

### Oakgrove School's Commitment to Equality:

#### 1. Aims

Oakgrove School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the [Equality Act 2010](#).
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

#### 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination.
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

#### 3. Roles and responsibilities

The Local Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

#### The equality link governor will:

Meet with the designated member of staff for equality every six months, and other relevant staff members, to discuss any issues and how these are being addressed.

- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.

**OAKGROVE SCHOOL**  
**Equality Information and Objectives 2021-2025**

- Report back to the full governing board regarding any issues.

**The Headteacher will:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors and trust members.

**The designated member of staff for equality will:**

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Meet with the equality link governor every six months to raise and discuss any issues.
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

**4. Eliminating discrimination**

Oakgrove School is aware of its obligations under the Equality Act (2010) and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act (2010), for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff or trainee teachers receive training on the Equality Act as part of their induction process, and all staff receive refresher training every Autumn Term or in the case of new staff and/or trainee teachers, when they start their role/placement. The format of this training varies depending on the needs, size and circumstances. Currently all training is taking place online to allow for social distancing. Refresher training is offered via optional sessions throughout each term.

The school has designated members of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and one is a senior leader who reports directly to the Headteacher and governors to make them aware of these as appropriate.

**5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

**OAKGROVE SCHOOL**  
**Equality Information and Objectives 2021-2025**

- Removing or minimising disadvantages suffered by people which are connected to a protected characteristic they have (e.g. pupils with disabilities, or pupils who are being subjected to homophobic bullying).
- Taking steps to meet the particular needs of people who have a protected characteristic (e.g. enabling Muslim pupils to pray at prescribed times during Ramadan).
- Encouraging people who have a protected characteristic to participate fully in any activities and school trip (e.g. encouraging all pupils to be involved in the full range of school societies, clubs and trips).

In fulfilling this aspect of the duty, the school will:

- Review attainment and progress data each academic year showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).
- Potentially publish or share with approved organisations (e.g. KET or Ofsted), further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, Life Studies and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work

## **OAKGROVE SCHOOL**

### **Equality Information and Objectives 2021-2025**

with parents to promote knowledge and understanding of different cultures.

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach e.g. Stonewall.

#### **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Caters for students with different needs e.g. Halal meat, vegetarian options.
- Is accessible to pupils with disabilities or SEN.
- Is promoted to students from all backgrounds, genders and ethnicity (e.g. girls on engineering/STEM trips).

The school monitors equalities issues via a number of avenues and all of SLT are aware of its importance and monitor in it their specific remits. Examples include our 'My Concern' program which can highlight issues directly linked to students and behaviour (e.g. Homophobia, racism) and is able to link to groups of students or show trends in data, to our data analysis of progress to check for gaps between any groups, or our Trip planning risk assessments which take into account the specific needs of individual staff and students.

#### **8. Equality objectives**

##### **Objective 1**

To achieve the Equalities 'Silver Award' by December 2022. Within this award there are very high criteria and evidence bases needed to demonstrate the school's ongoing commitment towards equalities across all aspects of the school.

##### **Why we have chosen this objective:**

This objective creates a clear, nationally identified criteria to assess all aspects relating to equalities at Oakgrove School. As part of the assessment, there will be detailed feedback to support further whole school improvements as we look to progress towards the 'Gold Award'.

##### **To achieve this objective, we plan to:**

Create a detailed evidence base alongside each assessment criteria as supporting evidence. In collating this evidence, the school will be able to review its systems and policies.

**OAKGROVE SCHOOL**  
**Equality Information and Objectives 2021-2025**

**Progress we are making towards this objective:**

The LGB will receive verbal and written updates relating to bid progress and submission. The deadline for achieving the 'Silver Award' is set out in the objective – December 2022.

**Objective 2**

To review and improve the achievement and progress of SEND students to reduce gaps in their learning and ensure they are supported with personalised work experience programs, future steps plans and careers, as well as aiming that all students exceed national SEND progress in at least 4 GCSE/BTEC options.

**Why we have chosen this objective:**

This is part of a wider, whole school objective to narrow the attainment gap between peers and cohorts of students, especially white British boys.

**To achieve this objective, we plan to:**

Review and increase the deployment of the schools Learning Advice team ahead of the academic year 2021/22, to include increasing the amount of group-based intervention support session and personalised support identified within student EHCP's.

**Progress we are making towards this objective:**

Review and action plan for the structure and deployment of the Learning Advice team by June 2021, followed by the recruitment of 5 additional members of the Learning Advice team (EHCP funded), and increased budget allocation of £10,000 to support SEND students in the curriculum/SEND budget for 2021/22.

**Objective 3**

To ensure that all students/staff understand and contribute to a 'culture of equality' within all aspects of the school. This should be demonstrated and evidenced through areas such as legal/statutory frameworks, the curriculum, and reviews of pastoral care, safeguarding and the curriculum.

**Why we have chosen this objective:**

This objective dovetails with how the schools have created a 'culture of vigilance' relating to all aspects of safeguarding. Just as safeguarding is always at the forefront of our thinking and systems, so will equalities.

**OAKGROVE SCHOOL**  
**Equality Information and Objectives 2021-2025**

**To achieve this objective, we plan to:**

Ensure that all policies and systems have clear objectives relating to equalities, and that as the school develops, our workforce is a more accurate reflection of our student population and community – this is a key target for all Milton Keynes Schools supported by the Local Authority.

**Progress we are making towards this objective:**

The school workforce census completed by May 14<sup>th</sup> 2021 (and submitted by most MK schools to the Local Authority) will provide key benchmark data for assessment, comparison and progress to be measured.

We are currently completing a curriculum review at KS3 to ensure that equalities and diversity are integral to our teaching and learning.

The establishment of a 'culture of equalities' will be reported in the Headteachers Report for the LGB and shared with staff.

**9. Monitoring arrangements**

The designated member of SLT for Equality, together with the Headteacher, will update the equality information we publish, at least every year.

This document will be reviewed by the Headteacher and Governors at Oakgrove School at least every 4 years.

This document will be approved by the Headteacher and the Local Governing Body at Oakgrove School.

**10. Links with other policies**

This document links to the following policies:

- Disability and Accessibility Plan
- Anti-bullying policy
- Behaviour Management policy
- Health and Safety policy
- Safeguarding and Child Protection policy
- SEND policy
- Single Equality policy

Oakgrove School  
June 2021