

Oasis Academy South Bank Equality Objectives

1. Undertake an analysis of recruitment data and trends with regard to race, gender and disability and report to the Principal and Academy / Hub Council
 - We have chosen this objective as we recognise that the diversity of our student population is a fundamental feature of Oasis Academy South Bank, and we are keen to ensure that this diversity is reflected in our staff in every possible way. We recognise that our students should have access to as varied a group of role models as possible to help them to meet the goals and challenges they set themselves.
 - To achieve this objective our Operations Manager has arranged a meeting with the Principal to present his report during Term 3 2019.
2. Have in place a reasonable adjustment agreement for all staff with disabilities by the end of Term 2 2019, to better meet their needs and ensure that any disadvantages they experience are addressed
 - We have chosen this objective because we understand how important the role of facilities play in making staff and students feel included. Our building was not purpose-built as an Academy, and we recognise that there may still be some areas which disabled staff may wish to see adapted to better meet their needs.
 - To achieve this objective we plan to contact all staff (irrespective of disabilities already known about) to ask them to respond, anonymously if they would prefer, to a survey addressing any disadvantages they feel they are experiencing at work as a consequence of a disability.
3. Train all members of staff involved in recruitment and selection on equal opportunities and non-discrimination by the end of 2019
 - We have chosen this objective to ensure that our recruitment process is robust and that 100% of our staff involved in recruitment have a good understanding of the legal requirements and ethical considerations.
 - To achieve this objective we will work with Oasis Community Learning to undertake specific targeted training for our staff.
4. Our GCSE Progress 8 score for disadvantaged students will continue to meet or exceed the progress score for the remainder of the cohort
 - We have chosen this objective as we recognise the performance of our disadvantaged students as a cornerstone of our Academy, which exemplifies our ethos. It is a key difference between Oasis Academy South Bank and many similarly performing schools.
 - To achieve this objective we will continue to set the highest teaching and learning standards, and to have a holistic support network in place for disadvantaged students to ensure that their circumstances do not adversely affect their access to the curriculum.

5. Our GCSE Progress 8 score “gap” between boys and girls will be better than the national average
 - We have chosen this objective as we believe that any performance gap, between any defined groups, should be the focus of our attention.
 - To achieve this objective we will continue to think deeply about the development of our pedagogy, and put focused plans in place for students whose in-year assessments demonstrate that this is required.

6. SEND students will continue to perform better than their peers nationally
 - We have chosen this objective because we believe that Oasis Academy South Bank should provide the best possible learning environment for students with SEND.
 - To achieve this objective our Inclusion team will continue to work individually with the full cohort, starting in Year 7, to ensure that all needs (including those within an EHCP) are catered for and that students are fully supported.