



Oak Trees Multi Academy Trust

Equality Action Plan (2021 – 2022)

This policy covers the 9 groups of people having protected characteristics – disability, gender, race, religion/belief, sexual orientation, gender reassignment, age, pregnancy & maternity.

Issue Status: -

Date	Issue	Comment	By
20 th Oct 2017	A	Original document	TL
7 th June 2021	B	Revised	TL

Signature

Name

Date

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7th June 2021

Prepared: _____
Chief Executive Officer

Adrian Martin

7th June 2021

Verified: _____
School Improvement Lead

Jane Owens

7th June 2021

Approved: _____
Chair of Trustees

ACTION PLAN

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish on the Trust website and promote the Equality Policy through the Governors/Trustees and staff meetings.	Via parent, staff and children surveys. School Council meetings. Staff and Governors meetings. Information sent to parents.	CEO/ Headteacher/ Trustees	Ongoing	Staff apply principles of the Equality Policy when planning lessons, creating displays. Parents aware of Equality Policy.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	CEO/ Headteacher/ Trustees	Annually in September / October	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	Curriculum leaders/Class teachers / Lead in assemblies	Ongoing	Increase in participation and confidence of targeted groups.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE & RE.	Curriculum leaders/Class based staff / HT / Governing Body	Ongoing	More diversity reflected in school displays across all year groups in all academies.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election), class assemblies, fund raising etc.	School Council representation monitored by race, gender, disability. Records of activities/events	Member of staff leading on School Council	Ongoing	More diversity in School Council membership.
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Policy. Report the figures to the Governing body / Trust Board/CEO on a termly basis.	The CEO/Trust Board will use the data to assess impact of school's response to incidents	CEO /Headteacher / Trust Board	Reporting termly to Board	Teaching staff are aware of and respond to racist incidents.
Gender Equality Duty	Encourage boys and girls to take up extra-curricular activities.	Monitoring of the gender attendance at clubs by each academy.	PE Subject Leaders	Ongoing	Balance of girls and boys attending clubs.
Community Cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities and cultures e.g. arts week, whole school RE assembly	RE activities in class. Annual whole school assembly to celebrate the main world religions. Arts weeks	RE, Music and Art Subject Leaders	Ongoing	Increased awareness of different communities shown in RE lessons and assemblies.
Governance Diversity	Ensure that the MAT Board and LGBs proactively promote diversity in recruitment and composition	CEO/Chair to monitor make up of Board/LGBs annually	Trust Board	Ongoing	Trust Board and LGBs are diverse in terms of gender, race and other protected characteristics