



Oasis Academy Temple – Equality Action Plan

Protected Characteristic	Aim	Target Group	Action	Impact Assessment 2019/12
Race, religion, belief and/or disability	To ensure the culture, ethos and environment meets the needs of all groups and those with health and/or special needs or disabilities	Pupils with SEND and/or EHCP Complex medical needs All faith groups	Implement consistent routines in classrooms for H and S PHSE teaching Embed 9 habits Monitor and maintain effective H&S Practice	Attendance to reach 97% or better Positive pupil survey MST monitoring reports
Race	To ensure there is no significant gap between different ethnic groups of pupils		Any underachievement targeted through QFT Teaching strategies adjusted to ensure teaching includes targeted interventions	No significant gap between different ethnic groups
All protected characteristics	To ensure all protected groups are included in all aspects of Academy Life	All pupils with protected characteristics	Use data to focus provision and resources <ul style="list-style-type: none"> • SMSC provision • Curriculum provision • After school clubs 	Pupils with protected characteristics are equally represented in participation

<p>Disadvantaged children</p>	<p>Narrow the gap between disadvantaged and non-disadvantaged pupils in reading, writing and maths</p>	<p>PP children</p>	<p>Termly tracking and analysis of data</p> <p>Key marginal children are identified and targeted</p> <p>Appropriate interventions are put in place e.g. pre and post teach, Accelerated reader 10 session intervention and star reader test to show progress and identify gaps</p> <p>TA support enables focussed teaching for disadvantaged groups who need to accelerate progress</p>	<p>Attainment gap between disadvantaged and non-disadvantaged pupils will have reduced</p>
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