

Co-op Academy Oakwood
Equality Objectives 2018 – 2022

These equality objectives were approved by the Governing Body on 18 October 2018, and are published on the Academy website as part of our commitment to the Public Sector Equality Duty.

Equality Objectives

1. The Academy will monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
2. The Academy will monitor and analyse the support families need with language and translation and will act on any trends or patterns in this data which identify the need for additional support for families to enable open communications with families and help foster good relations with the community.
3. The Academy will ensure that recruitment systems (adopting the Trust-wide HR information system) incorporate robust reporting on and monitoring of equalities data and that steps are taken to address the risk of “unconscious bias”, initially by raising awareness of this facet of equality and diversity through leadership training, and by introducing ‘blind recruitment’ for all roles.

Review

Progress against these objectives will be reviewed annually.