

Co-op Academy Oakwood Primary Equality Review 2018

Introduction

This document has been produced as part of our annual equality review, and also as part of our commitment to meet the general equality duty by:

- publishing information to demonstrate how we are complying with the equality duty, and
- preparing and publishing one or more specific and measurable equality objective.

Objective 1 – equality work

The following examples are intended to outline some of the work and activities carried out in school during the 2017/18 academic year to promote equality:

- Participated in the Roma Festival led by Co-op Academy Leeds: Roma students sang and performed dances and Roma parents were invited to celebrate.
- Re-established the 'ROOTS' values to incorporate meaningful links to the Co-op values and to promote equity and equality.
- Developed staff awareness of issues relating to use of homophobic language and further developed systems for reporting and recording incidents.
- Dance performance and workshops around mental health were led by Chameleon Dance Company.
- The annual Community picnic was well-attended and succeeded in bringing the school community together and further developing positive relationships.
- Sourcing language/translation support for the Syrian refugee community.
- Employment of staff who can support communication with families new to English.
- The Family Support team promotes local events and signposts support for families.

Objective 2 – staff equalities data

Staff equalities data is monitored at Trust level. The Trust has established a robust approach to recording and analysing equalities data during recruitment. It continues to review equalities data in relation to pay progression for teachers on an annual basis. The Trust continues to recognise that there needs to be a common approach to the reporting of equalities data, and initial scoping work is taking place regarding the possibility of adopting an integrated HR system across the Trust in the future. Confidential collection and storage of more comprehensive equality information will form part of this project.

Objective 3 – pupil data

Pupil achievement and progress data has been analysed by ethnicity, gender and disability. Data suggests that whilst there are no school-wide trends in relation to the performance of key groups, there are some individual cohort differences. Attainment and progress for these groups continues to be closely monitored and pupil progress discussions are focused to ensure that close attention is paid to narrowing the gap for these groups.

Objective 4 – recruitment

Recruitment equality data is monitored at Trust level. The recruitment equality monitoring indicates no cause for concern with regards to discrimination against Black & Minority Ethnic (BAME) applicants or gender groups. However, the Trust is keen to ensure that there is no unconscious bias based on either ethnicity or gender, and from September 2018 the Trust plans to introduce blind recruitment across all its academies to help promote diversity.