Oak
Learning Partnership

Inclusion is at the **heart** of our trust

Equality Information and Objectives

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<tr><td>Author (name & job title):</td><td>Orienne Langley-Sadler – Executive Director of Education</td></tr>
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Document History			
Version	**Date**	**Author**	**Note of revisions**
1	April 2025	Orienne Langley-Sadler	First draft

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Equality objectives statement action plan

	Celebrating difference and diversity				
Identified concern, with evidence	**Equality objective**	**Actions for improvement, with timescales**	**Staff responsible**	**Success criteria**	**Review**
Across the trust we serve a diverse community with high levels of multi-cultural pupils and staff. Some of our schools also serve communities with high levels of deprivation.	To ensure all our trust schools recognise that difference and diversity are normal aspects of humanity. All our schools will foster a respectful and nurturing approach, recognising that difference builds an inclusive society. All pupils and staff, irrespective of background or challenges they face, will be treated with dignity and our workforce will always have the highest of expectations for everyone in our community.	• Align behaviour for learning and anti-bullying policies and procedures across the trust. • Ensure that all trust schools have achieved or are working towards the Anti-Racism Award. • Ensure reporting systems across all trust schools report incidents of prejudice, ensuring swift and appropriate responses/resolutions. • Develop curriculums in each trust school which promote difference and diversity • Ensure all schools attend the Inclusion Panel, plus Behaviour and Attendance, Equality and Diversity, Inclusion and DSL networks. • Develop a poverty proof approach across the trust schools. • Develop trust wide strategies that encourage	Executive leadership team, Headteachers, Head of HR	All trust schools will have aligned behaviour and anti-bullying expectations with robust reporting and data analysis on incidents of prejudice. All trust schools will be accredited with the Anti-Racism Award. All trust schools will be active participants in trust networks. All trust schools will have a poverty proof approach for pupils and staff.	Annually

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		recruitment from a wide range of cultures and backgrounds for all levels of responsibility within the trust. • Develop trust wide protocols for supporting staff from different cultures. • Develop trust wide procedures for supporting staff facing financial hardship and/or challenging circumstances.			

Celebrating difference and disability

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Across the trust we serve a diverse SEND population through resources provisions, SEND Units and specialist or alternative provisions. Within our mainstream schools there also exists high levels of SEND diversity.	To ensure all our trust schools recognise that difference and disability are normal aspects of humanity. All our schools will foster a respectful and nurturing approach, recognising that difference builds an inclusive society. All our staff will be trained to deliver a high-quality education, and educational support will be expert in nature. All our schools will value and celebrate a wide range of achievements including different ways to participate in our modern society.	• Align SEND policies across the trust. • Ensure that all trust schools have achieved or are working towards the SENDIA Award. • Ensure reporting systems across all trust schools capture holistic progress of individuals as well as maintaining strong, robust academic data. • Develop curriculums in each trust school which promote difference and disability. • Ensure all schools attend the Inclusion Panel, plus Inclusion network and access regular outreach training/CPD. • Develop a trust's graduated approach to ensure that quality first provision in each of our schools is built on the highest inclusive practices. • All trust schools recognise that inclusion	Executive leadership team, Headteachers	All trust schools will have aligned SEND expectations with robust reporting and data analysis to identify underperformance. All trust schools will be accredited with the SENDIA Award. All trust schools will be active participants in trust networks and Outreach programs. All trust schools will adopt the trust's graduated approach. All trust's schools will analyse key performance indicators to ensure they are eliminating unmet need in a solution focused, trauma aware approach.	Annually

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		requires action at all levels, and all staff work tirelessly to ensure all unmet need is addressed proactively.			

Facilitating equality in the workplace					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Oak Learning Partnership is a growing Trust with a range of schools within it. Each school has its own culture and ethos. There is no focus on 'how an Oak school operates' or 'what leadership practice looks like in each of our schools'.	Create and embed a 'Trust Framework' that defines how all community members behave towards themselves and each other. For all leaders to receive coaching/mentoring in leading an Oak culture within the communities they work, to ensure that all Oak schools practice leadership and cultural principles that define them as an Oak school.	• Launch the Oak Way with leaders – Leadership Day August 28th 2025. • Create a 'go to' leadership reading list to ensure all leadership practice is based on research and evidence. • Commit to regular external mentorship/coaching for all executive leaders. • Ensure all Trust schools have a culture SDP target within the academic year 25-26. • Introduce a trust wide peer mentorship program for all school leaders. • Ensure all leaders receive regular, 121, structured line management. • Implement a range of trust wide culture focus groups. • Pilot leadership practices within school settings pertinent for each school's journey.	Executive leaders, Head of HR and Heads.	Oak Way implemented across each trust school with a key development point that moves each school forward from their starting point. Regular reflection time built in across the year for all leaders to review their leadership practice with a peer or external coach and line manager. Leaders to have access to an ever-evolving Oak reading list of books, articles and journals that are based on research and evidence. A range of trust wide culture focus groups are launched, and participants report a direct impact on their leadership practice. Open and honest culture is embedded, where all leaders promote a positive, professional, collaborative culture.	Termly

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Facilitating equality in the workplace					
Identified concern, with evidence	**Equality objective**	**Actions for improvement, with timescales**	**Staff responsible**	**Success criteria**	**Review**
Due to the nature of our workforce, we have a high level of working parents and part time employees. The workforce across the trust is not as diverse as we would aspire it to be.	Create a workplace environment where all staff members have equal opportunities for professional growth and feel valued and respected.	• Implement a transparent recruitment and promotion process to ensure equal opportunities for all candidates. • To ensure that all trust schools have a range of reasonable adjustments to support their workforce in employment. • Develop an ongoing professional development programme to ensure staff are knowledgeable and well trained on all aspects of their role. • Ensure all staff and volunteers receive a robust induction which includes and promotes diversity • Offer support networks and resources for staff from diverse backgrounds. • Discuss any strategic issues from across the trust at the EDI network meetings and share best practice	Executive leaders and Head of HR	Clear protocols and procedures for a fair and transparent recruitment strategy. Clear reasonable adjustments implemented across the trust schools. All staff receive a high-quality induction that enables them to fulfil their role to a high standard. All staff are trained within equality and diversity. The trust has its own career development structure and CPD offer for all employees. Policies are reviewed regularly. The trust has a range of employee resource groups to promote advocacy for staff.	Annually

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		- Conduct regular equality and diversity training for all staff members. - Establish a mentorship program to support the career development of underrepresented groups. - Regularly review and update workplace policies to promote inclusivity and prevent discrimination.			