

# Equality and Accessibility Plan

**Oasis Academy Immingham**  
**2023–2026**

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## 1. Purpose and Legal Framework

This Equality and Accessibility Plan sets out how Oasis Academy Immingham meets its statutory duties under the **Equality Act 2010**, including the **Public Sector Equality Duty (PSED)**, and the **SEND Code of Practice (2015)**.

The academy has due regard to the need to: - Eliminate unlawful discrimination, harassment and victimisation - Advance equality of opportunity between people who share a protected characteristic and those who do not - Foster good relations between people who share a protected characteristic and those who do not

This plan also fulfils the academy's statutory **Accessibility Plan** duties under Schedule 10 of the Equality Act 2010.

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## 2. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following characteristics: - Age - Disability - Gender reassignment - Marriage and civil partnership - Pregnancy and maternity - Race (including ethnicity and nationality) - Religion or belief - Sex - Sexual orientation

The academy recognises its responsibility to promote equality for all members of its community, including students, staff, parents/carers and visitors.

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## 3. Aims

Oasis Academy Immingham aims to: - Promote an inclusive, respectful culture where diversity is valued - Ensure equal access to education, opportunities and resources - Remove barriers to participation, achievement and wellbeing - Actively challenge discrimination, prejudice and bullying - Prepare students to live and thrive in a diverse society

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## 4. Equality Information

The academy uses a range of information to identify equality priorities, including: - Student attainment, progress and attendance data by group - Behaviour, exclusion and safeguarding data - SEND and medical needs data - Workforce recruitment, retention and progression data - Student, parent and staff voice

This information is reviewed regularly by senior leaders and governors and is used to inform equality objectives. Summary equality information is published on the academy website.

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## 5. Equality Objectives (2023–2026)

### Objective 1: Reduce Attainment Gaps

**Aim:** To reduce attainment gaps between disadvantaged students, students with SEND and their peers. - **Actions:** Targeted interventions, Quality First Teaching, adaptive teaching strategies - **Success Criteria:** Year-on-year reduction in identified attainment gaps - **Responsibility:** Assistant Principal (Teaching & Learning), SENCO - **Timescale:** Ongoing, reviewed annually

### Objective 2: Improve Inclusion and Belonging

**Aim:** To increase students' sense of belonging and inclusion across all protected characteristics. - **Actions:** Curriculum review, PSHE enrichment, student voice activities - **Success Criteria:** Improved pupil survey outcomes and reduced incidents of prejudice-based behaviour - **Responsibility:** Pastoral Leadership Team - **Timescale:** By July 2026

### Objective 3: Strengthen Staff Equality Practice

**Aim:** To ensure all staff are confident in promoting equality and inclusive practice. - **Actions:** Annual training on equality, SEND and unconscious bias - **Success Criteria:** 100% staff participation and positive training evaluations - **Responsibility:** Principal, HR Lead - **Timescale:** Annual

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## 6. Accessibility Plan

### 6.1 Access to the Curriculum

- Adaptive teaching and Quality First Teaching embedded across subjects
- Reasonable adjustments made for assessments and learning activities
- Staff training on SEND, inclusion and assistive technology

## 6.2 Access to the Physical Environment

- Annual accessibility audits of buildings and site
- Clear signage, including large-print and high-contrast formats
- Emergency evacuation plans that account for all students
- Assistive technology provided where required

## 6.3 Access to Information

- Key information available in alternative formats on request (large print, simplified language, visual supports)
  - Translation and interpretation support for families with English as an Additional Language
  - Accessible website content
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## 7. Accessibility Action Plan

Area	Action	Responsibility	Timescale
Curriculum	Review schemes of learning for accessibility	Curriculum Leaders	Annual
Environment	Complete site accessibility audit	Site Manager	Annually
Information	Update accessible formats register	Office Manager	Termly

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## 8. Staff Recruitment and Development

The academy: - Ensures recruitment and selection processes are fair, transparent and inclusive - Monitors workforce diversity data - Promotes equal access to training and leadership development - Makes reasonable adjustments for staff with disabilities

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## 9. Student Support and Wellbeing

The academy: - Provides targeted pastoral and SEND support - Ensures behaviour, safeguarding and anti-bullying policies reflect equality principles - Promotes mental health

and wellbeing for all students - Responds robustly to incidents of discrimination or harassment

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## 10. Community Engagement

The academy: - Engages parents and carers from diverse backgrounds - Celebrates cultural, religious and national events - Works with external agencies and community groups to promote equality

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## 11. Monitoring and Review

- This plan is monitored termly by the Academy Leadership Team
- Progress is reviewed annually by the Academy Council
- Stakeholder feedback informs ongoing improvement
- The plan is published on the academy website

**Next Review Date:** July 2026

**Approved by:** Sara Rowe, Principal

**Reviewed by:** Donna Churches, Assistant Principal & SENCO