

School name: Oxford Spires Academy

This document sets out equality information and objectives in relation to employees and should be read in conjunction with the Anthem Whole-School Equality policy.

Links to other policies and documents:

- Gender Pay Gap Report
- Dignity at Work Policy (anti-bullying and harassment policy)
- Code of Conduct

Equality objectives

(to be reviewed every four years)

Date objectives set: September 2022

Objectives review date: September 2026

Objectives:

- **Objective 1:** To ensure that all staff have equal access to all benefits, services, facilities, and opportunities for development, irrespective of their Protected Characteristics, subject to considerations of safety and welfare as set in the Whole-School Equality policy.
- **Objective 2:** To further develop the understanding of staff and the part they play in supporting equality and diversity.

Objectives – actions taken and progress

(to be reviewed annually)

Objective 1	Actions for academic year 2022 – 2023	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
<p>To ensure that all staff have equal access to all benefits, services, facilities, and opportunities for development, irrespective of their Protected Characteristics, subject to considerations of safety and welfare as set in the Whole-School Equality policy.</p>	<ul style="list-style-type: none"> • All recruitment advertising includes the Anthem equal opportunities statement. • All Anthem and school-specific policies checked for equality e.g., to eliminate gender specific terminology • Reasonable adjustments implemented for employees with disabilities, and reviewed regularly • Paid leave permitted for religious holidays • Flexibility, including paid leave, for carers 	<ul style="list-style-type: none"> • All recruitment advertising includes the Anthem equal opportunities statement. • All Anthem and school-specific policies checked for equality e.g., to eliminate gender specific terminology • Reasonable adjustments implemented for employees with disabilities, and reviewed regularly • Paid leave permitted for religious holidays • Flexibility, including paid leave, for carers 	<ul style="list-style-type: none"> • Engagement in the MTTP project to support returning parents from parental leave. • All recruitment advertising includes the Anthem equal opportunities statement. • All Anthem and school-specific policies checked for equality e.g., to eliminate gender specific terminology • Reasonable adjustments implemented for employees with disabilities, and reviewed regularly 	<ul style="list-style-type: none"> • Engagement in the MTTP project to support returning parents from parental leave. • All recruitment advertising includes the Anthem equal opportunities statement. • All Anthem and school-specific policies checked for equality e.g., to eliminate gender specific terminology • Reasonable adjustments implemented for employees with disabilities, and reviewed regularly 	

	<p>irrespective of gender</p> <ul style="list-style-type: none"> Engagement with recognised trade unions 	<p>irrespective of gender</p> <ul style="list-style-type: none"> Engagement with recognised trade unions 	<ul style="list-style-type: none"> Paid leave permitted for religious holidays Flexibility, including paid leave, for carers irrespective of gender Engagement with recognised trade unions 	<ul style="list-style-type: none"> Paid leave permitted for religious holidays Flexibility, including paid leave, for carers irrespective of gender Engagement with recognised trade unions 	
Objective 2	Actions for academic year 2022 – 2023	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To further develop the understanding of staff and the part they play in supporting equality and diversity.	<ul style="list-style-type: none"> Equality and Diversity training for all staff included in annual routine training and completion checked by school leaders Equality and Diversity training included within Induction Training for new staff 	<ul style="list-style-type: none"> Equality and Diversity training for all staff included in annual routine training and completion checked by school leaders Equality and Diversity training included within Induction Training for new staff 	<ul style="list-style-type: none"> Equality and Diversity training for all staff included in annual routine training and completion checked by school leaders Equality and Diversity training included within Induction Training for new staff 	<ul style="list-style-type: none"> Equality and Diversity training for all staff included in annual routine training and completion checked by school leaders Equality and Diversity training included within Induction Training for new staff 	

Objectives are set up for a four-year period and statistical data is published annually. The information contained on this form is reviewed on an annual basis by the Headteacher and the Anthem Education Director.