

School name: Oxford Spires Academy

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

Links to other policies:

- Behaviour Policy
- Anti-bullying Policy

Equality objectives

(to be reviewed every four years)

Date objectives set: September 2022

Objectives review date: September 2026

Objectives:

- To reduce the GAP in attainment between boys and girls (SAT results for primaries and GCSE results for secondaries)
- To reduce the GAP in attendance between non-disadvantaged and disadvantaged students
- To reduce the GAP in exclusions between SEND and non-SEND students

Objectives – actions taken and progress

Objective 1	Actions for academic year 2022 – 2023 <i>(including data)</i>	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in attainment between boys and girls	Leaders will regularly interrogate data and other evidence on performance, participation and pupils' experiences, and use that to enact changes to the curriculum and provision to maximise the learning potential of all pupils.	There is a 1.69 gap between the % of girls achieving 5+ (maths/English) compared to boys	Attainment at 4+ for maths and English has no gap between boys and girls.	Girls outperformed boys at 4+ including English and maths (74% compared to 69%) Boys outperformed girls at 5+ (53% compared to 46%) APS was close 46 (Boys) and 48 (Girls)	

Objective 2	Actions for academic year 2022 – 2023 <i>(including data)</i>	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in attendance between non-disadvantaged and disadvantaged students	<p>Leaders will consult with pupils, staff and parents in relation to barrier to attendance, and respond in order to improve participation and access to school. Leaders will produce an attendance and pupil premium strategy in relation to their setting, and implement accordingly.</p> <p>Leaders will continue to implement the Anthem attendance policy with fidelity and rigour.</p>	<p>In 2022-23, attendance for FSM pupils at OSA was 85%.</p> <p>This was +5.6% lower than non-FSM pupils at OSA, but similar to pupils nationally.</p>	<p>P8 for PP students improved from -0.49 to +0.31 (highest in Oxfordshire)</p>	<p>The percentage of pupil premium students passing 5+ has further increased by 7.9% and also improved at the 4+ measure.</p> <p>(No progress measures in 2025)</p>	

Objective 3	Actions for academic year 2022 – 2023 <i>(including data)</i>	Data & progress September 2023	Data & progress September 2024	Data & progress September 2025	Data & progress September 2026
To reduce the GAP in exclusions between SEND and non-SEND students	<p>Leaders will regularly interrogate data and other evidence on the use of suspensions and exclusions by pupil groups.</p> <p>Leaders will ensure that all reasonable adjustments are well implemented, reviewed regularly.</p> <p>Leaders will ensure all staff are well trained in managing pupils with SEND, and managing pupil behaviour.</p>	<p>Suspension rates are below the national rates 22.8% and 27.2% in 2021/22.</p> <p>No students with an EHCP was permanently excluded.</p>	<p>Removal of internal isolation room increased the education provision for all students.</p> <p>No students in 2023-24 with an EHCP was permanently excluded.</p> <p>OSA accepted two students who have been excluded from another secondary school and have not issued any further suspensions, exclusions for these two students.</p>	<p>No students in 2024-25 with an EHCP was permanently excluded.</p> <p>There was an increase in overall suspension rates in 2024-25 this was also reflected in an increase of suspensions for students with SEND. This continues to be a target and focus in the school development plan.</p>	

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 Associate Director of Education.