

## **EQUALITY OBJECTIVES**

North Oxfordshire Academy recognises that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not.

North Oxfordshire Academy is committed to promoting equality and diversity, providing an inclusive, caring and supportive environment, which is committed to the promotion of genuine equal opportunities for all. We recognise that every member of the academy is regarded as of equal worth and importance, irrespective of his/her faith, culture, class, race, gender, sexuality and/or disability. The Equal Opportunities, Equality and Diversity statement builds on the core values of the academy.

## **OBJECTIVES FOR 2024 - 2025**

We have set ourselves the following objectives for this academic year:

- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school community.
- Actively close gaps in attainment and achievement between students for all groups of students in need; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children, children with a social worker, care givers, care leavers, young carers, homeless, children with parents in prison and students from minority ethnic groups.
- To promote positive mental health and self-care strategies across the school
- Address the incidences of the use of homophobic, sexist and racist language by students in our school. If such incidences arise educate young people through our curriculum and support so that they understand and respect other people's views and beliefs.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.
- Create opportunities for student leadership and participation in promoting awareness of equality and diversity.

For further information, please see the

[Public Sector Equality Duty](#)

To be read in conjunction with the NOA Equal Opportunities Policy.