



Equality Plan 2023

Responsible	Ayse Meliz
Status	Statutory
Date reviewed	Spring 2023
Next review Date	Spring 2027

Review Equality Action Plan 2019-2022

Equality Objective	Why	How	When	Who	Comments on progress
Address the lack of ethnic diversity within the Management Committee ensuring there is a least one new BAME member of the MC in post.	It is important that the school's management committee represent the diversity of our staff and students.	Actively recruit management committee members who are from black or other ethnic minority backgrounds.	July 2021	SLT & MC	This has been successfully achieved. 2 out of 10 Management Committee Members are part of the BAME community.
<p>Other progress made:</p> <ul style="list-style-type: none"> Malden Oaks took part in Achieving for Children's Course: Developing a Racial Justice Strategy for your school Malden Oaks signed up to The Halo Code 					

EQUALITY ACTION PLAN 2022

Equality Objective	Why	How	When	Who	Comments on progress
Set up a working party to support students following current affairs that may be pertinent to our community. This is often likely to link to students' identities.	If a community, cultural or otherwise that a student identifies as being part of, is harmed or comes under attack in the media, it is likely they will have emotions around this that they may need support to process.	AMz to lead a group of interested teachers in being able to provide a rapid response to instances where this comes	February 2023	AMz	
Review the curriculum to ensure that it is culturally rich and diverse, inclusive	Our curriculum is designed to be accessible to a wide range of needs but needs	Head of Student Services to liaise with Heads of School and Head of	July 2023	AMz AR SB SV MH NS	

of need and accessible.	to culturally represent our students as well as serve to give students from all backgrounds, better understanding of those from backgrounds different to their own.	Teaching & Learning Service so this becomes an integral part of ongoing curriculum review rather than a tokenistic one off event.		LB	
Work with AfC & RBK to examine the percentage of students in other schools from ethnic minorities receiving Fixed Term Suspensions or Permanent Exclusions and make plans for what can be done to reduce this.	To support local schools in ensuring that students are not treated unfairly because of their race, heritage or ethnicity.	Work with Kathryn Kayshap and her team to evaluate the problem and plan and deliver relevant and necessary training to colleagues in mainstream settings	Summer 23	AMz	
To draw on the National Education Union's Anti Racism Charter to ensure we Challenge racial inequalities and oppressive racial norms and assumptions.	So that through an emphasis on equity, not equality, our students who are part of the global majority understand the difficulties faced by those are not.	Create a working group with participants from each School so that we can ensure all parts of our provision, and not just our curriculum, is culturally drivers.	September 2023	AMz	
Reserarch and complete one of the following Racial Justice accreditations: <ul style="list-style-type: none"> - Educating for Equality - Fig Tree International - Leeds Beckett 	So that all stakeholders, internal and external, are aware that racial justice is a top priority for Malden Oaks.	Follow programme as per accreditation	July 24	AMz	