



Responsible: Ayse Meliz

Status: Statutory

Date reviewed: Autumn 2020

Next review Date: Autumn 2021

EQUALITY ACTION PLAN 2016-2020

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible?	Time Frames	Progress Commentary- Sept 2020
Foster good relationships between different groups	To ensure that all students have equal access to decision-making. To ensure that students' receive appropriate equality education	Introduce a formal student council Fully embed PHSE in the curriculum	See the school improvement plan See the SDP	Alison Vigor Alison Vigor	See the SDP See the SDP	A formal student council has been established and is run by Anne Roberts. The council meets at least termly and discusses standing items and also seeks the views of more topical items, such as Leavers' Events and school design. Students from a variety of backgrounds and abilities are encouraged to sit on the council. All students are able to voice their views through their student council rep. PSHE is fully embedded within the curriculum with a lead at both KS3 and KS4 sites. Both members of staff keep fully up to date with the latest government guidelines. In KS4, PSHE is taught by a subject specialist and in KS3, the PSHE lead regularly disseminates relevant information and shares appropriate resources for class teachers. KS3 have also established links with school health and so are well supported in delivering RSE training.
To make Malden Oaks accessible to and welcoming of those all gender identities	To ensure that students questioning their gender identity are safe and welcome at Malden Oaks throughout their placement.	Establish Malden Oaks as a welcoming environment to transgender students. Train staff to understand the difficulties faced by transgender students.	Student feedback & wellbeing Attendance & engagement	Ayse Osman	see the SDP	Staff have received training on gender dysphoria and identity from the school's EP. The training supported staff in understanding the correct terminology, the issues raised by questions around identity and also where to signpost students and their families to for support. The training enhanced existing practices at Malden Oaks that seek to ensure all students feel comfortable, safe and confident being and expressing themselves. The training confirmed that our existing removal of barriers that would have been experienced in mainstream, such as wearing 'correct' uniform and knowing which bathroom to use are best practice and play a part in making students feel welcome and accepted. Due to our small size, Malden Oaks has considerable flexibility in the names that students are known by, depending on how they wish to be known at the time. The relationship built up between Malden Oaks and families means that we are in a strong position to offer some support to families, who can find their child's identified gender. Staff education and creating a welcoming space for all students has meant we have been able to maintain 0 instances of gender based or transphobic bullying.

Equality Action Plan 2020-2021

Equality Objective	Why	How	When	Who	Comments on progress
<p>Address the lack of ethnic diversity within the Management Committee by the end of this academic year ensuring there is a least one new BAME member of the MC in post.</p>	<p>It is important that the school's management committee represent the diversity of our staff and students.</p>	<p>Actively recruit management committee members who are from black or other ethnic minority backgrounds.</p>	<p>July 2021</p>	<p>SLT & MC</p>	