



OAKDENE
PRIMARY ACADEMY

GROWING FOR EXCELLENCE

QUALITY & DIVERSITY OBJECTIVES 2026 -2028

Version Number: 1

Ratified by Local Governing Body: July 2026

Next Review Date: July 2028

Academy Link: [Governing Body/SLT](#)

A GREAT
PLACE
**TO BE A
PART OF**

Oakdene Primary Academy

Equality and Diversity

Equality Objectives 2025 – 2028

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics).

For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act states that schools and other public bodies must:

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when conducting their activities

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further. These objectives at OPA are:

Equality Objective: Eliminate unlawful discrimination, harassment and victimisation		
Objective	Success Criteria	Timescale
Celebrate diversity, encourage respect and promote equality education.	Create a whole-school culture in which children, staff and the school community work together to create an environment of inclusivity, diversity and equality through effective SMSC and character education.	Introduction of No Outsiders Programme to all school stakeholders during 2025 - 2026
Know how to talk to our children about inappropriate and discriminative language and provide all staff with the confidence to address these boundaries.	Implement No Outsiders Programme through picture books from EYFS -Y6, showing clear progression through key stages during PSHE or English lessons.	Autumn 2025 - ongoing

Equality Objective: Advance Equality of Opportunity Between People

Objective	Success Criteria	Timescale
Robust systems for monitoring pupil progress in place and monitored regularly.	Data analysis shows equality of attainment/progress for all, identifying groups and individuals at risk of underachievement and plan intervention.	Termly pupil progress meetings with class teacher and SLT along with whole school data shared at governor meetings.

Equality Objective: Foster Good Relations Between People

Objective	Success Criteria	Timescale
To develop pupil understanding of tolerance and mutual respect for others through the promotion of British values	Children exposed to different cultures, faiths, religions through firsthand experiences and through the use of varied resources. Educating children, staff or parents on our fundamental British Values.	Yearly review of the OPA curriculum to ensure that this aspect of British values is promoted. Events during the year celebrate culturally diverse occasions, celebrations and memorable events taking place in the country.