

## Oasis Equality, Diversity and Inclusion Objectives

In line with the Oasis vision and ethos, we aim to create a more inclusive and diverse environment for all our staff, volunteers and students by an increased focus on equality, diversity and Inclusion.

In order to achieve this, we have developed 6 objectives to work on from 2017 – 2019:

- Celebrating, communicating and ensuring equality, diversity and Inclusion in all that we do.
- Promoting and embedding inclusive learning, teaching, language and Behaviours.
- Designing and facilitating training for staff, volunteers and students to raise awareness of all aspects of equality, diversity and inclusion
- Understand Oasis - through identifying, monitoring and addressing differential patterns across the protected characteristics in the recruitment, progression and achievement of our staff, volunteers and students. Ensure compliance with the public sector equality duty, including the introduction and consistent application of equality impact assessments.
- Embedding good equality, diversity and inclusion practice into our daily activities and decision making processes.
- Identify opportunities to embed equality, diversity and inclusion by conducting equality impact assessments when developing policies or projects.