



## **INCLUSION OF TRANSGENDER STAFF AND STUDENTS**

The Oasis logo, the 'circle of inclusion', describes our inclusive ethos. It is not a solid circle, but one made up of several strands. Like a rope made stronger by twisting together different fibres, our 'circle of inclusion', which represents diversity, makes our organisation stronger. Our ethos, embodied through the 9 Habits, aims to address the barriers of class, gender, orientation, ethnicity and faith by drawing these threads together under the banners of inclusion and equality.

The Equality Act 2010 places a set of statutory duties on us as an organisation, but our ambition stretches much further. Oasis' vision is for local communities where everyone is included, able to make a contribution and achieve their God-given potential. Our understanding of inclusion means we are committed to working in an anti-oppressive manner; recognising, welcoming and honouring diversity, working to ensure that all our staff, students, residents, volunteers and wider community members feel included and enjoy the opportunity to experience wholeness and fullness of life.

As Oasis we recognise that gender identity, fluidity and transition are complex issues; linked closely with a sense of self identity, well-being, worth and value. Within our Academies we will offer pastoral support and a safe space for all staff and students who are exploring their gender identity, are transitioning or have transitioned. Our goal is not only to support students and staff but also their families and wider network of friends and community. We will work to ensure that students and staff always feel safe and included and will adapt our provision wherever appropriate. We will also ensure that the issues of gender identity and sexuality are addressed well within the curriculum.

At all levels of the organisation, we aim to be inclusive of all. This means actively challenging negative or oppressive attitudes and behaviours, as well as ensuring marginalised groups are listened to, have representation, and are involved in decision-making.