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Promoting Equality and Diversity

What is equality?

Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.

Promoting equality should remove discrimination in all of the aforementioned areas. Bullying, harassment or victimization are also considered as equality and diversity issues.

What is diversity?

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all staff and students.

How can we promote equality and diversity?

We can promote equality and diversity by:

- treating all staff, volunteers, children and young people fairly
- creating an inclusive culture for all staff, volunteers, children and young people
- ensuring equal access to opportunities to enable students to children and young people to participate activities across the Oasisplay project
- enabling all staff, volunteers, children and young people to develop to their full potential
- equipping staff, volunteer, children and young people with the skills to challenge inequality and discrimination in their work/study environment
- making certain that any learning materials do not discriminate against any individuals or groups
- ensuring policies, procedures and processes don't discriminate

Equalities and Diversity Action Plan

Oasis Children's Venture

Equalities Plan 2019 -2021

Introduction

Oasis seeks to promote a fairer society which has greater acceptance of diversity.

By implementing this plan we hope to ensure that underrepresented groups are targeted and encouraged to benefit from Oasis opportunities

Internal monitoring data and local research has been used to compare and contrast Oasis's diversity **versus that of the local population. Data utilised to carry this out has included:**

- 1) Oasis user monitoring data Jan-March 2019.**
- 2) Oasis staff, volunteer and trustee monitoring data March 2019**
- 3) 2011 Census data on age and ethnicity profiles.**
- 4) NHS Lambeth Community Health and Well-being Ward Profiles for Larkhall and Stockwell 2018**

Key findings:

Gender

Local area monitoring data is taken from the NHS Lambeth Community Health and Well-being Ward Profiles 2018.

Oasis is under represented in terms of female users across all services. This is to a far lesser degree at the nature garden.

This could be for several reasons.

The age range of children at the nature garden is predominantly younger, therefore girls/boys under the age of 5 (32.8%) still have similar interests.

Activities at the nature garden are creative and arts-based whilst activities at the Adventure Playground and Karting Project are more sporty.

The staff team at the nature garden is largely female which might contribute to higher numbers of female users.

This is reflected in the gender of staff at the kart track, but interestingly the playground has higher numbers of female workers (though this is marginal and in reality equates to one extra member of staff)

Overall the staff team at Oasis is relatively balanced and in keeping with population data.

Volunteers show almost double the number of females to males.

Amongst trustees there is a slightly higher than average number of men (though again in reality this only equates to one person)

Age

Oasis has always delineated its services which are aimed at different age groups.

The nature garden is aimed at younger children (under 8's) the playground is traditionally aimed at 6 to 14 year olds and the kart track is aimed at older youths (14+)

Of particular note is that the nature garden is the only service which accepts under 5's and the number of under 5's overall is representative of local area statistics.

6 to 14 year olds attending Oasis services across all three sites are far higher than local averages.

More than double at the adventure playground. This shows a high overrepresentation of this group, which could be explained by a lack of services for this age range in general, and a long standing history within the organisation of targeting this age group.

14+ users are only slightly higher than local averages at the karting track. As would be expected the numbers of users 14+ at the playground and nature garden is far lower, but these services aren't currently targeting these age ranges in particular.

It makes perfect sense to target each service at differing age ranges – this enables local children to experience variety in the services on offer, and all have a space that is appropriate to their age range, interests and needs.

Trustees are all in the over 40yrs category. With 70% being over 50 yrs and 25% over 60yrs.

Ethnicity

Local area figures are taken from the 2011 census and reflect the whole population (including adult) so do not provide the most accurate picture. Also of further note is that within census data the number of Portuguese community members is not separately recorded, they form part of the white other category.

Black users across all services are higher than local averages, especially at the kart track and playground. Whereas black staff are more representative at the playground and kart track there are few black staff at the nature garden.

Oasis black staffing overall is slightly under local totals. Volunteers are overrepresented whereas there are no black trustees at all.

White users are consistently lower than local averages, though this is most noticeable at the playground and nature garden.

All trustees are white (a need that has already been identified in the organisation).

White staff and volunteers are noticeably higher than local averages, which is of interest considering white users are low.

Mixed heritage users are over-represented across the services.

Portuguese users are low in comparison to local figures for white other. Though it is clear that white other population is higher in Larkhall and Stockwell than Lambeth overall

Asian users are consistently lower than local averages, but they are a relatively small minority of local population.

Volunteers are across the board more representative of the local population than staff or trustees. Though they are still low in Asian representation.

The other category for users is far higher than local averages.

A number of Oasis Portuguese users could be categorising themselves as white other.

Mixed heritage, Portuguese and other staff and volunteers are generally underrepresented across the board.

Equalities Action Plan 2019-2021

| Key AREA | Action | timeline |
|------------------|---|-------------------------|
| Gender | Hold discussions with female users to establish what activities might be enjoyable and attract more girls. | March 2019 |
| | Develop improved publicity highlighting activities and attracting both girls and boys to Oasis' projects. | July 2019 |
| | Promote and develop the 'girls' space activities at the Kart track and Adventure playground. Develop Oasis' partnership database make links with local groups and map out activities taking place for girls locally thus informing delivery, partnership work and user recruitment. | August 2019 |
| | It could be beneficial, and could serve to equalise the balance of users to recruit more female staff to the kart track and more male staff to the nature garden. | September 2019 |
| | A recruitment drive to attract more male volunteers could be of use, and support the overall availability of positive male role models for users | September 2019 |
| Age | The services appear to be acting as the organisation would like. There should be continuous monitoring of the user groups and mapping to work closely with external partners who have an interest in particular age groups. This could serve to attract more users that would find the services beneficial (i.e. local mother and baby groups or youth groups). | March 2019 |
| | Further analysis of the age range of staff, volunteers, trustees would be beneficial. | July 2019 |
| | Effort needs to be made to recruit younger trustees. | May 2019 |
| | A young person representative should be identified to attend trustee meetings | July 2019 |
| Ethnicity | Gather figures for children and young people via schools to ascertain correct ethnicity/gender breakdown of young people and update learning. | Sept 2019 |
| | In order to develop Oasis' partnership database make links with local groups and map out activities taking place by and with ethnic minorities to inform delivery, partnership and recruitment of users | July – Sept 2019 |
| | Develop translated publicity materials in local languages to attract users Publicity in general should highlight community languages and be welcoming to minority communities | June 2019 |
| | Look into the possibility of developing 'outreach' post within organisation who can take time to make links with external organisations and local communities to facilitate their improved access. They can also fact-find in regards to activities/services that have been successful locally, regionally and within Oasis | June 2019 |
| | There is a clear disparity in the 'other' category. Refine monitoring data to have a 'prefer not to answer' field and to prompt for definition of 'other'. This will provide clearer monitoring data on who the 'other' category truly represent. To also find more recent monitoring data of the Portuguese population. | September 2019 |
| | There appears to be little effect on black users or white users when the staff are either black or white. This is particularly noticeable at the | |

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| | nature garden where white users are low, but the staff team are predominantly white. | |
| | There is a need to continue to recruit staff and volunteers from ethnic minority backgrounds (Asian, Portuguese etc). | March 2019 onwards |
| | There is a need to recruit trustees from all communities where possible. Especially from black backgrounds who are grossly under-represented | March 2019 onwards |
| | Develop systems to collect data on other equalities fields to continue mapping the equalities reach of Oasis' services and representation amongst staff, volunteers and trustees. | |

