

## Equality within the academy

We welcome our public sector duty under the Equality Act 2010 to publish equality objectives and information. The aim for this is to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

In all our activities we act in accordance with the equality act and our equality policy which can be found on our website at <https://www.ormistonbolingbrokeacademy.co.uk/page/?title=Policies&pid=85>

As part of this we will:

- Publish information every year about our academy population
- Outline how we have due regard for equality and how we promote community cohesion
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do

At the academy we work together to eliminate all forms of discrimination, harassment and victimisation. Progress towards meeting our equalities objectives is reviewed regularly by the senior leadership team and governing body.

Our academy improvement plan is compiled each year in discussion with all staff and governors. This makes use of comments from parents and students and aims to address inequalities that are shown through our data and raised through dialogue with all our stakeholders. Our aim is always to ensure that all students reach their full potential and make good progress.

### How we have due regard to our duty

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in the academy.

We are committed to working for the equality of all our students. To meet our duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct towards individuals with protected characteristics we:

- Ensure related policies are in place – including anti-bullying, e-safety and cyber-bullying, behaviour, safeguarding, more able, gifted and talented and SEN
  - Give due regard of equality issues in decisions and changes we make – engaging with and consulting students, staff, parents and carers, the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do
  - Have in place an accessibility plan
  - Have an induction process for new arrivals and ensure that the admission arrangements do not disadvantage groups of students
  - Monitor / report on exclusions and all incidents of harassment / discrimination
  - Providing adequate training for all staff members and governors including safeguarding and SEN issues
  - Follow our published complaints procedure
  - Adhere to non-discriminatory employment practices
  - Have in place staff and student codes of conduct
  - Have a balanced curriculum with an activity / enrichment programme that is accessible to all students
  - Provide additional support and apply reasonable adjustments where necessary
  - Involve disabled learners, their families and disabled staff in the changes and improvements we make and consult them on issues that concern or affect them
  - Track and monitor identified groups and their access and performance and aim to reduce gaps between groups
  - Keep a record, where appropriate of the protected characteristics of our students and employees
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## Understanding our academy community

### Our student population

Total number of students on the roll at the academy is 1164

*Confidentiality – Guarantees of confidentiality are given to all individuals who provide monitoring information or who take part in surveys. Names and data are anonymised and we observe the convention not to report where there are 10 or fewer respondents in any grouping.*

			The academy		National (if available)	
			Number	%	%	
Gender	Male		558	47.9		
	Female		606	52.1		
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	1112	95.5		
		Irish				
		Gypsy or Irish Traveller	1	0.1		
		Any other White background	8	0.7		
	Mixed / multiple ethnic groups	White and Black Caribbean		13	1.1	
		White and Black African		8	0.7	
		White and Asian		3	0.3	
		Any other Mixed/Multiple ethnic background		8	0.7	
	Asian / Asian British	Indian				
		Pakistani				
		Bangladeshi				
		Chinese				
		Any other Asian background				
	Black / African / Caribbean / Black British	African				
		Caribbean		2	0.2	
		Any other Black / African / Caribbean background		2	0.2	
	Other ethnic group	Arab				
Any other ethnic group		2	0.2			
Information refused			2	0.2		
Information not obtained			3	0.3		

Special Educational Needs (SEN)	No specified special educational need N	1047	89.9	
	School Action K	106	9.1	
	School Action Plus S			
	Statemented / Education Health and Care Plan (EHCP)	11	0.9	
Religion	No religion	522	47.4	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	507	43.5	
	Buddhist			
	Hindu	1	0.1	
	Jewish			
	Muslim	2	0.2	
	Sikh			
	Any other religion	42	3.6	
	Information refused	18	1.5	
	Information not obtained	72	6.2	
Information on other groups	Students with English as an additional language (EAL)	8	0.7	
	Children Looked After (CLA)	42	3.6	
	Young carers	53	4.6	
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available on the website			

**No Information was available on the following protected characteristics:**

- Gender reassignment – The academy does not have any information on whether any of the students on roll had reassigned their gender
- Sexual identity – The academy does not have information on whether any of the students on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked

**Diversity of our workforce**

As of 1 September 2020 the academy employs 181 (including Exam Invigilators) staff members. Our staff are employed in the following main groups:

- Teaching staff
- Support staff

			Number	% of all staff
Gender	Male		50	28
	Female		131	72
Age	Under 21		0	0
	21-30		43	24
	31-40		47	26
	41-50		35	19
	51-60		29	16
	61-70		25	14
	71-80		2	1
	Over 80		0	0
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	171	94
		Irish	4	2
		Gypsy or Irish Traveller	0	0
		Any other White background	4	2
	Mixed / multiple ethnic groups	White and Black Caribbean		
		White and Black African		
		White and Asian		
		Any other Mixed/Multiple ethnic background	1	1
	Asian / Asian British	Indian		
		Pakistani		
		Bangladeshi		
		Chinese		
		Any other Asian background		
	Black / African / Caribbean / Black British	African	1	1
		Caribbean		
		Any other Black / African / Caribbean background		
	Other ethnic group	Arab		
		Any other ethnic group		
	Information refused			
	Information not obtained			
Disability	Mobility and Physical Impairments			
	Spinal cord injury			

	Head / brain injury		
	Visual impairment		
	Hearing impairment	4	2
	Balance disorders		
	Developmental impairment		
	Cognitive impairment		
	Specific learning disability		
	Information refused		
	Information not obtained		

No Information was available on the following protected characteristics:

- Gender reassignment – The academy does not have any information on whether any member of staff had reassigned their gender
- Sexual identity – The academy does not have information on whether any member of staff identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked