

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 <https://ormistonbolingbrokeacademy.co.uk/our-academy/equality-statement>

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 population is predominately white - British and there are roughly equal number of boys and girls. We have a higher than average number of students who are eligible for free school meals. 12% of our students have been identified as having special educational needs.

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.

Equality objectives

Last reviewed – *March 2023*

Objective

To review the curriculum continually to ensure that individuals and identifiable groups have an education which is tailored to their needs.

To ensure that additional funding such as pupil premium is spent in such a way that there is a measurable impact on student progress.

To ensure that vulnerable students receive the appropriate pastoral care to allow them to develop both personally and academically and to give them the best life chances.

Equality information

Last reviewed – March 2023

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: *[Add, amend or delete]*

- 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

Understanding our academy community

Our student population

Total number of students on the roll at the academy is 1011.

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	%	%
Sex at birth	Male		499	49.35	
	Female		512	50.64	
Gender Identity/Expression			23	2.27	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	945	93.47	
		Irish	1	0.09	
		Gypsy or Irish Traveller	0	0	
		Any other White background	5	0.49	
	Mixed / multiple ethnic groups	White and Black Caribbean	9	0.89	
		White and Black African	10	0.98	
		White and Asian	7	0.69	
		Any other Mixed/Multiple ethnic background	0	0	
	Asian / Asian British	Indian	3	0.29	
		Pakistani	0	0	
		Bangladeshi	0	0	
		Chinese	1	0.09	
		Any other Asian background	8	0.71	
	Black / African / Caribbean / Black British	African	0	0	
		Caribbean	0	0	
		Any other Black / African / Caribbean background	20	1.97	
	Other ethnic group	Arab	1	0.09	
Any other ethnic group		1	0.09		
Information refused					
Information not obtained					
Disability	Mobility and Physical Impairments		27	2.67	

	Spinal cord injury	0	0	
	Head / brain injury	1	0.09	
	Visual impairment	9	0.89	
	Hearing impairment	7	0.69	
	Balance disorders	0	0	
	Developmental impairment	0	0	
	Cognitive impairment	0	0	
	Specific learning disability	65	6.42	
	Information refused			
	Information not obtained			
Special Educational Needs (SEN)	No specified special educational need	153	15.13	
	SEND support (K)	137	13.55	
	Education Health Care Plan (EHCP)	16	1.58	
Religion	No religion	526	52	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	436	43.12	
	Buddhist	2	0.19	
	Hindu	1	0.09	
	Jewish	0	0	
	Muslim	3	0.29	
	Sikh	0	0	
	Any other religion	19	1.87	
	Information refused	14	1.38	
	Information not obtained	10	0.98	
Pregnancy and maternity	Students who are pregnant			
	Students who have recently given birth			
Information on other groups	Students with English as an additional language (EAL)	18	1.78	
	Children Looked After (CLA)	7	0.96	
	Young carers	94	9.2	
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available [link to data 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 2022 the academy employs 196 (including Exam Invigilators) staff members. Our staff are employed in the following main groups:

- Teaching staff
- Support staff

			Number	% of all staff
Gender	Male		54	28
	Female		142	72
Age	Under 21		1	0.5
	21-30		44	22
	31-40		51	26
	41-50		49	25
	51-60		33	17
	61-70		15	8
	71-80		3	1.5
	Over 80			
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	185	94.5
		Irish	4	2
		Gypsy or Irish Traveller		
		Any other White background		
	Mixed / multiple ethnic groups	White and Black Caribbean	1	0.5
		White and Black African		
		White and Asian		
		Any other Mixed/Multiple ethnic background	3	1.5
	Asian / Asian British	Indian		
		Pakistani	1	0.5
		Bangladeshi		
		Chinese		
		Any other Asian background		
	Black / African / Caribbean / Black British	African	1	0.5
		Caribbean		
		Any other Black / African / Caribbean background		
		Arab		

	Other ethnic group	Any other ethnic group		
	Information refused		1	0.5
	Information not obtained			
Disability	Mobility and Physical Impairments		1	0.5
	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			
Religion	No religion		2	1
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		5	2.5
	Buddhist			
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other religion			
	Information refused		1	0.5
	Information not obtained		188	96
Pregnancy and maternity	Staff members who are pregnant		3	1.5
	Staff members who have recently given birth		3	1.5

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