

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 – Sept 2024

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 – Sept 2024

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 to 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 829.

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		412	49.7	
	Female		417	50.3	
Gender Identity/Expression			0	0	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	760	91.68	
		Irish	0	0	
		Gypsy or Irish Traveller	0	0	
		Any other White background	12	1.45	
	Mixed / multiple ethnic groups	White and Black Caribbean	6	0.72	
		White and Black African	9	1.09	
		White and Asian	5	0.6	
		Any other Mixed/Multiple ethnic background	4	0.48	
	Asian / Asian British	Indian	3	0.36	
		Pakistani	0	0	
		Bangladeshi	0	0	
		Chinese	0	0	
		Any other Asian background	1	0.12	
	Black / African / Caribbean / Black British	African	0	0	
		Caribbean	0	0	
		Any other Black / African / Caribbean background	11	1.33	
	Other ethnic group	Arab	0	0	
Any other ethnic group		7	0.84		
Information refused		1	0.12		
Information not obtained		10	1.21		
Disability	Mobility and Physical Impairments		26	3.14	

	Spinal cord injury	0	0	
	Head / brain injury	0	0	
	Visual impairment	4	0.48	
	Hearing impairment	5	0.6	
	Balance disorders	0	0	
	Developmental impairment	0	0	
	Cognitive impairment	0	0	
	Specific learning disability	40	4.83	
	Information refused	0	0	
	Information not obtained	0	0	
Special Educational Needs (SEN)	No specified special educational need	628	75.75	
	SEND support (K)	178	21.47	
	Education Health Care Plan (EHCP)	23	2.77	
Religion	No religion	443	53.48	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	340	41.01	
	Buddhist	2	0.24	
	Hindu	3	0.36	
	Jewish	0	0	
	Muslim	2	0.24	
	Sikh	0	0	
	Any other religion	9	1.09	
	Information refused	15	1.81	
	Information not obtained	15	1.81	
Pregnancy and maternity	Students who are pregnant	0		
	Students who have recently given birth	0		
Information on other groups	Students with English as an additional language (EAL)	21	2.53	
	Children Looked After (CLA)	5	0.6	
	Young carers	45	5.43	
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available at https://ormistonbolingbrokeacademy.co.uk			

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 7 May 2024 the academy employs 169 (including Exam Invigilators) staff members. Our staff are employed in the following main groups:

- Teaching staff
- Support staff

			Number	% of all staff
Gender	Male		36	24
	Female		117	76
Age	Under 21		1	1
	21-30		28	18
	31-40		43	29
	41-50		34	22
	51-60		31	20
	61-70		11	7
	71-80		5	3
	Over 80		0	0
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	146	95
		Irish	2	1
		Gypsy or Irish Traveller	0	0
		Any other White background	2	1
Mixed / multiple ethnic groups		White and Black Caribbean	0	0
		White and Black African	1	1
		White and Asian	0	0
		Any other Mixed/Multiple ethnic background	1	1
Asian / Asian British		Indian	0	0
		Pakistani	0	0
		Bangladeshi	0	0
		Chinese	0	0
		Any other Asian background	0	0
Black / African / Caribbean / Black British		African	1	1
		Caribbean	0	0
		Any other Black / African / Caribbean background	0	0
Other ethnic group		Arab	0	0

	Any other ethnic group	0	0
	Information refused	0	0
	Information not obtained	0	0
Disability	Mobility and Physical Impairments	0	0
	Spinal cord injury	0	0
	Head / brain injury	0	0
	Visual impairment	1	1
	Hearing impairment	3	2
	Balance disorders	0	0
	Developmental impairment	0	0
	Cognitive impairment	3	2
	Specific learning disability	0	0
	Information refused	0	0
	Information not obtained	0	0
Religion	No religion	6	4
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	12	8
	Buddhist	0	0
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other religion	0	0
	Information refused	1	1
Information not obtained	134	87	
Pregnancy and maternity	Staff members who are pregnant	3	2
	Staff members who have recently given birth	2	1

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