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 2026*

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 2026*

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:

- 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 702.

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		355	50.57%	
	Female		347	49.43%	
Gender Identity/Expression					
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	644	91.74%	
		Irish			
		Gypsy or Irish Traveller			
		Any other White background	6	0.85%	
	Mixed / multiple ethnic groups	White and Black Caribbean	7	1.00%	
		White and Black African	6	0.85%	
		White and Asian	4	0.57%	
		Any other Mixed/Multiple ethnic background	12	1.71%	
	Asian / Asian British	Indian	3	0.43%	
		Pakistani			
		Bangladeshi			
		Chinese			
		Any other Asian background			
	Black / African / Caribbean / Black British	African	7	1.00%	
		Caribbean			
		Any other Black / African / Caribbean background	2	0.28%	
	Other ethnic group	Arab			
		Any other ethnic group	3	0.43%	
	Information refused		1	0.14%	
	Information not obtained		7	1.00%	
Disability	Mobility and Physical Impairments				
	Spinal cord injury				

	Head / brain injury			
	Visual impairment			
	Hearing impairment	26	3.70%	
	Balance disorders			
	Developmental impairment	2	0.28%	
	Cognitive impairment			
	Specific learning disability			
	Information refused			
	Information not obtained			
Special Educational Needs (SEN)	No specified special educational need	524	74.64%	
	SEND support (K)	155	22.08%	
	Education Health Care Plan (EHCP)	23	3.28%	
Religion	No religion	409	58.26%	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	248	35.33%	
	Buddhist			
	Hindu	1	0.14%	
	Jewish			
	Muslim	7	1.00%	
	Sikh			
	Any other religion	1	0.14%	
	Information refused	8	1.14%	
	Information not obtained	28	3.99%	
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)	16	2.28%	
	Children Looked After (CLA)	8	1.14%	
	Young carers	65	9.26%	
	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 September 2026 the academy employs 133 (including Exam Invigilators) staff members. Our staff are employed in the following main groups:

- Teaching staff
- Support staff

			Number	% of all staff
Gender	Male		31	23%
	Female		102	77%
Age	Under 21		2	1%
	21-30		25	19%
	31-40		34	26%
	41-50		33	25%
	51-60		24	18%
	61-70		11	8%
	71-80		4	3%
	Over 80		0	0%
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	128	95%
		Irish	1	1%
		Gypsy or Irish Traveller	0	
		Any other White background	1	1%
	Mixed / multiple ethnic groups	White and Black Caribbean	0	
		White and Black African	1	1%
		White and Asian	0	
		Any other Mixed/Multiple ethnic background	1	1%
	Asian / Asian British	Indian	0	
		Pakistani	0	
		Bangladeshi	0	
		Chinese	0	
		Any other Asian background	0	
	Black / African / Caribbean / Black British	African	2	1%
		Caribbean	0	
		Any other Black / African / Caribbean background	0	
	Other ethnic group	Arab	0	
		Any other ethnic group	0	

	Information refused	0	
	Information not obtained	0	
Disability	Mobility and Physical Impairments	3	2%
	Spinal cord injury	0	
	Head / brain injury	0	
	Visual impairment	0	
	Hearing impairment	2	2%
	Balance disorders	0	
	Developmental impairment	0	
	Cognitive impairment	1	1%
	Specific learning disability	0	
	Information refused	0	
	Information not obtained	0	
Religion	No religion	18	13%
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	26	20%
	Buddhist	0	
	Hindu	0	
	Jewish	0	
	Muslim	0	
	Sikh	0	
	Any other religion	0	
	Information refused	4	3%
	Information not obtained	85	64%
Pregnancy and maternity	Staff members who are pregnant	1	1%
	Staff members who have recently given birth	4	3%

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 all staff information on whether any member of staff identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question has not always been asked.