

## 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 <http://www.ormistonsudburyacademy.co.uk/our-academy/policies/>

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 although this differs in some year groups. We have a lower than average number of students who are eligible for free school meals. Children come from a broad socio-economic background. 16% 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 – June 2023**

**Objective**

**Success criteria**

<p><b>Recognition of LGBTQ agenda</b></p>	<p>All stakeholders understand and recognise sexual/gender orientation.</p>
<p><b>Recognition of different faiths.</b></p>	<p>Teaching of RS, PSHE and access to a prayer and reflection room.</p>

## Equality information

Last reviewed – *June 2023*

### Academy equality challenges

This is a summary of the issues that we are most concerned about. We are already developing strategies and activities to address some of these challenges which is detailed under the next heading 'how we have due regard'. For some of these challenges we have also set equality objectives listed above.

- Gender reassignment
- Self-management – mental health concerns

### 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

### How we are performing

- All stakeholders are aware of our fully inclusive approach

Below is a record of how we have considered equality issues when making decisions:

<b>Date</b>	<b>Policy or decision</b>	<b>Equality issues we considered</b>	<b>Action taken or changes made</b>
<b>June 2023</b>	Anti-bullying	Gender and race.	CPOMS all incidents using terms bullying, racist.
<b>June 2023</b>	Re-introduction of prayer room	Faith	Reopened.

## Understanding our academy community

### Our student population

Total number of students on the roll at the academy is 687.

*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		360	52.40		
	Female		327	47.60		
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	593	86.32		
		Irish	2	0.29		
		Gypsy or Irish Traveller	0	0		
		Any other White background	9	1.31		
	Mixed / multiple ethnic groups	White and Black Caribbean		7	1.02	
		White and Black African		4	0.58	
		White and Asian		5	0.73	
		Any other Mixed/Multiple ethnic background		35	5.10	
	Asian / Asian British	Indian		2	0.29	
		Pakistani		0	0	
		Bangladeshi		0	0	
		Chinese		1	0.15	
		Any other Asian background		6	0.87	
	Black / African / Caribbean / Black British	African		0	0	
		Caribbean		0	0	
		Any other Black / African / Caribbean background		4	0.58	
	Other ethnic group	Arab		0	0	
Any other ethnic group		5	0.73			
Information refused			8	1.17		
Information not obtained			6	0.87		

Disability	Mobility and Physical Impairments	1	0.15	
	Spinal cord injury	0	0	
	Head / brain injury	0	0	
	Visual impairment	0	0	
	Hearing impairment	0	0	
	Balance disorders	0	0	
	Developmental impairment	0	0	
	Cognitive impairment	2	0.29	
	Specific learning disability	1	0.15	
	Information refused	0	0	
	Information not obtained	683	99.42	
Special Educational Needs (SEN)	No specified special educational need	577	83.99	
	SEND support (K)	92	13.39	
	Education Health Care Plan (EHCP)	18	2.62	
Religion	No religion	419	60.99	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	246	35.81	
	Buddhist	2	0.29	
	Hindu	2	0.29	
	Jewish	0	0	
	Muslim	7	1.02	
	Sikh	0	0	
	Any other religion	3	0.44	
	Information refused	8	1.17	
	Information not obtained	0	0	
Pregnancy and maternity	Students who are pregnant	0	0	
	Students who have recently given birth	0	0	
Information on other groups	Students with English as an additional language (EAL)	51	7.42	
	Children Looked After (CLA)	3	0.44	
	Young carers	12	1.75	
	Information on students in receipt of additional funding, i.e. pupil premium, is available <a href="http://www.ormistonsudburyacademy.co.uk">www.ormistonsudburyacademy.co.uk</a>			

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

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The academy employs less than 150 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic to inform policies, decisions and the objectives detailed on this document.

As of June 2023 the academy employs 83 staff members. Our staff are employed in the following main groups:

- Teaching staff 42
- Support staff 41

			Number	% of all staff
Gender	Male			
	Female			
Age	Under 21			
	21-30			
	31-40			
	41-50			
	51-60			
	61-70			
	71-80			
	Over 80			
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British		
		Irish		
		Gypsy or Irish Traveller		
		Any other White background		
		White and Black Caribbean		
		White and Black African		

	Mixed / multiple ethnic groups	White and Asian		
		Any other Mixed/Multiple ethnic background		
	Asian / Asian British	Indian		
		Pakistani		
		Bangladeshi		
		Chinese		
		Any other Asian background		
	Black / African / Caribbean / Black British	African		
		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			
	Balance disorders			
	Developmental impairment			
	Cognitive impairment			
	Specific learning disability			
	Information refused			
	Information not obtained			
	Religion	No religion		
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)				
Buddhist				
Hindu				
Jewish				
Muslim				
Sikh				
Any other religion				



	Information refused		
	Information not obtained		
Pregnancy and maternity	Staff members who are pregnant		
	Staff members who have recently given birth		

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.