



## Edward Worlledge Ormiston Academy

# Equality Duty 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, our equality policy can be found on the policies page of our academy website.

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 males and females although this differs in some year groups. We have a higher than average number of students who are eligible for free school meals with 42% being entitled. 26% of our students have been identified as having special educational needs, with 9% having an EHCP.

Our Academy Development 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.



## Edward Worlledge Ormiston Academy

Objective	Success criteria
<p><b>Objective 1 - To improve outcomes in reading, writing and Maths for those children with low starting points, including those with special educational needs, those for whom English is an Additional Language and those who are disadvantaged.</b></p>	<p>Progress of Vulnerable and Disadvantaged groups meet National Standards.</p>
<p><b>Objective 2 – To promote and support the well-being and development of the whole-child.</b></p>	<p>Attendance and Engagement records show 95% access to remote learning</p>
<p><b>Objective 3 – To challenge the gender gap through gender-neutral pedagogies.</b></p>	<p>Progress of both gender groups meets National Standards.</p>



## Edward Worlledge Ormiston Academy

### Equality information

Review – September 2021

#### 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.

- Progress of SEND pupils requires improvement
- Progress of Disadvantaged pupils requires improvement

#### 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 SEND
- 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



## Edward Worlledge Ormiston Academy

### How we are performing

- Improvement of SEND pupils is improving
- Improvement of Disadvantaged pupils is improving
- 99% pupils are accessing learning in National lockdown
- The Curriculum had been audited and reviewed to improve access for vulnerable groups
- The Academy's monitoring systems have been shared as good practice to other schools in OAT

Below details previous issues that we have consulted members of the academy community on:

Date	Who we consulted	Summary	Action taken/in place
Autumn term	Parents	Survey, Reports feedback	Curriculum had been audited and reviewed Weekly Newsletters Website reviewed
Autumn term	Pupils	Survey, Student Leadership Council	Curriculum had been audited and reviewed SEND Action Plan EAL Action Plan Pupil Premium Strategy Pupil Wellbeing provision
Autumn term	Staff	Survey, meetings briefings	Curriculum had been audited and reviewed Monitoring Systems Staff Support & CPD Record Staff Wellbeing provision

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

Date	Policy or decision	Equality issues we considered	Action taken or changes made
Autumn Term	Safeguarding Policy Equality Policy Remote Learning Policy Academy Development Plan SEND Action Plan EAL Action Plan Pupil Premium Strategy Pupil Wellbeing provision	Access to provision and Curriculum	Monitoring systems Policies and Action Plans adopted and reviewed



## Edward Worlledge Ormiston Academy

### Understanding our academy community

#### Our student population

Total number of students on the roll at the academy is 328

*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		169	52%	51%	
	Female		159	48%	49%	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	258	79%	65%	
		Irish	4	1%	0.2%	
		Gypsy or Irish Traveller	2	0.5%	0.3%	
		Any other White background	42	13%	10.4%	
	Mixed / multiple ethnic groups	White and Black Caribbean				1.6%
		White and Black African		2	0.5%	0.9%
		White and Asian				1.6%
		Any other Mixed/Multiple ethnic background				2.5%
	Asian / Asian British	Indian		1	0.25%	3.3%
		Pakistani		1	0.25%	4.4%
		Bangladeshi				1.7%
		Chinese				0.5%
		Any other Asian background		2	0.5%	1.9%
	Black / African / Caribbean / Black British	African				3.7%
		Caribbean				0.9%
		Any other Black / African / Caribbean background		16	5%	0.8%
	Other ethnic group	Arab				
Any other ethnic group				2.1%		
	Information refused					
	Information not obtained					
Disability	Mobility and Physical Impairments					
	Spinal cord injury					



## Edward Worlledge Ormiston Academy

	Head / brain injury			
	Visual impairment			
	Hearing impairment	3	0.1%	
	Balance disorders			
	Developmental impairment	1	0.3%	
	Cognitive impairment			
	Specific learning disability			
	Information refused			
	Information not obtained			
Special Educational Needs (SEN)	No specified special educational need	253	77%	
	School Action	N/A		
	School Action Plus	45	12.1%	12.8%
	Statemented / Education Health and Care Plan (EHCP)	30	9%	1.8%
Religion	No religion	240	73.75%	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	83	25%	
	Buddhist			
	Hindu	2	0.5%	
	Jewish			
	Muslim	1	0.25%	
	Sikh			
	Any other religion			
	Information refused	2	0.5%	
	Information not obtained			
Information on other groups	Students with English as an additional language (EAL)	70	21%	21.2%
	Children Looked After (CLA)	1	0.3%	
	Young carers	0		
	Pupil Premium	143	44%	15.8%

No Information was available on the following protected characteristics:

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

Information accurate as of 27/01/2021.



## Edward Worlledge Ormiston Academy

### Diversity of our workforce

As of 1<sup>st</sup> January 2021 the academy employs 59 (including Exam Invigilators) staff members. Our staff are employed in the following main groups:

- Teaching staff
- Support staff

			Number	% of all staff
Gender	Male		6	10%
	Female		53	90%
Age	Under 21			
	21-30		13	22%
	31-40		14	24%
	41-50		16	27%
	51-60		13	22%
	61-70		3	5%
	71-80			
	Over 80			
Ethnicity	<b>White</b>	English / Welsh / Scottish / Northern Irish / British	43	73%
Irish				
Gypsy or Irish Traveller				
Any other White background				
<b>Mixed / multiple ethnic groups</b>	White and Black Caribbean			
	White and Black African			
	White and Asian			
	Any other Mixed/Multiple ethnic background			
<b>Asian / Asian British</b>	Indian			
	Pakistani			
	Bangladeshi			



## Edward Worlledge Ormiston Academy

	Chinese			
	Any other Asian background			
<b>Black / African / Caribbean / Black British</b>	African			
	Caribbean			
	Any other Black / African / Caribbean background			
<b>Other ethnic group</b>	Arab			
	Any other ethnic group			
Information refused		2	3%	
Information not obtained		14	24%	
Disability	<i>No Disability</i>	45	76%	
	<i>Mobility and Physical Impairments</i>			
	<i>Spinal cord injury</i>			
	<i>Head / brain injury</i>			
	<i>Visual impairment</i>			
	<i>Hearing impairment</i>			
	<i>Balance disorders</i>			
	<i>Developmental impairment</i>			
	<i>Cognitive impairment</i>			
	<i>Specific learning disability</i>			
	Information refused	3	5%	
	Information not obtained	11	19%	
Religion	No religion	23	39%	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	18	30%	
	Buddhist			
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other religion			
	Information refused	3	5%	
Information not obtained	15	25%		





## Edward Worlledge Ormiston Academy

Pregnancy and maternity	Staff members who are pregnant		
	Staff members who have recently given birth	1	2%

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