

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](#).

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 higher than average number of students who are eligible for free school meals. Children come from a broad socio-economic background with students coming from an average of 13 different feeder schools each year. 12.4% of our students have been identified as having special educational needs, and 11% have EAL.

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 2021

[Add objectives to the table below – add additional lines as necessary]

Objective	Success criteria
To further our work to provide a safe, inclusive for students of all sexual preferences and gender identities	To Achieve Gold Stonewall Status
To further develop the support provided for students whose mental health provides a barrier to success	Students accessing support from the Chaplaincy and mental health professionals show improved attendance and outcomes.
To continue to provide opportunities for all students to understand and consider the different life experiences of those from different ethnic and cultural backgrounds	All students engage in discussions based on tutor reading texts. Those students from different backgrounds

Equality information

Last reviewed – March 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.

[Detail any areas that the academy has identified as an equality challenge – this could be regarding particular groups' attendance / attainment or other relevant challenge].

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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 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 *[insert number]*.

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	262	52.4	50.3	
	Female	238	47.6	49.7	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	339	67.8	69.3
		Irish	0	0	
		Gypsy or Irish Traveller	2	0.4	
		Any other White background	23	4.6	5.6
	Mixed / multiple ethnic groups	White and Black Caribbean	24	4.8	
		White and Black African	3	0.6	
		White and Asian	4	0.8	
		Any other Mixed/Multiple ethnic background	8	1.6	
	Asian / Asian	Indian	2	0.4	
		Pakistani	0	0	4.2

	British	Bangladeshi	8	1.6	1.7
		Chinese	0	0	0.4
		Any other Asian background	0	0	
	Black / African / Caribbean / Black British	African	0	0	3.7
		Caribbean	3	0.6	1.2
		Any other Black / African / Caribbean background	9	1.8	
	Other ethnic group	Arab	4	0.8	
		Any other ethnic group	26	5.2	
	Information refused		1	0.2	0.5
	Information not obtained		54	10.8	
Disability	Mobility and Physical Impairments		12	2.4	
	Spinal cord injury		0	0	
	Head / brain injury		0	0	
	Visual impairment		2	0.4	
	Hearing impairment		0	0	
	Balance disorders		0	0	
	Developmental impairment		0	0	
	Cognitive impairment		5	1	
	Specific learning disability		9	1.8	
	Information refused		0	0	
	Information not obtained		0	0	
Special Educational Needs (SEN)	No specified special educational need		438	87.6	
	SEND support (K)		47	9.4	
	Education Health Care Plan (EHCP)		15	3	
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	500	100	
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)	60	11	
	Children Looked After (CLA)	1		
	Young carers	0	0	
	Information on students in receipt of additional funding (pupil premium, Covid Recovery) is available www.ormistonendeavouracademy.co.uk			

No Information was available on the following protected characteristics: *[If the following information is collected then this needs to be added to the table above]*

- 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

Where the academy has less than 150 staff members and chose not to publish equality information about their staff members:

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.