

## Equality within Ormiston Beachcroft 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.

[\[http://www.oatlondonacademies.co.uk/key-info/policies\]](http://www.oatlondonacademies.co.uk/key-info/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 'black African or Caribbean'. There are more boys than girls across all year groups. We have a higher than average number of students who are eligible for free school meals. 100% of our students have been identified as having special educational needs, well above the national average.

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 – [Nov 2021]

Objective	Success criteria
We aim for pupils who receive the pupil premium, and those who don't to make the same levels of good progress	This will be monitored after each term's assessments. This will be achieved by: <ul style="list-style-type: none"> <li>• Quality first teaching with high expectations of all pupils</li> <li>• Provision of additional learning support for pupils from low-income backgrounds</li> <li>• Close monitoring of progress, particularly in English and Maths</li> <li>• Providing an in-school revision programme</li> </ul>
We aim for the progress made by pupils with SEND to be in line with other pupils.	This will be monitored after each term's assessments. This will be achieved by: <ul style="list-style-type: none"> <li>• Quality first teaching with high expectations of all pupils</li> <li>• Dedicated provision via Wave Leaders for pupils with Special Educational Needs and Disabilities</li> <li>• Small group teaching in target areas</li> <li>• Close monitoring of progress and attainment</li> </ul>
We aim to accelerate pupils' social, moral, cultural and spiritual development across school	This will be achieved by: <ul style="list-style-type: none"> <li>• Themed assemblies on current affairs and cultural knowledge to enhance pupils' understanding of the wider world</li> <li>• Working with expert partners from the third sector to deliver workshops on areas such as enterprise, self-confidence, resilience and mindfulness</li> <li>• Ensuring tutors are well-trained to support pupils in this area</li> </ul>
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## Equality information

Last reviewed – Jan 2022

### 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.

- The Academy expects boys and girls to perform equally well in all subjects
- To further increase the attainment of all groups of students
- To continue to reduce prejudice related behavior
- Students will be discouraged from using sexist language and sanctioned if found to have done so. Students will similarly be praised when they challenge and report such language to staff

### 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 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
- 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

- Boys and girls will wear the same colours for their uniforms, and girls may wear skirts if they so wish
- Boys and girls will have equal access to all lessons and all sporting activities
- Across the curriculum, staff use whatever opportunities arise to explore how boys, girls, men and women have challenged, or can challenge, ideas about gender stereotypes

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

Date	Who we consulted	Summary	Action taken

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

## Understanding our academy community

### Our student population

Total number of students on the roll at the academy is 55.

*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	%	%
Male		41	75%	
Female		14	25%	
<b>White</b>	English / Welsh / Scottish / Northern Irish / British	10	18%	
	Irish	0	0%	
	Gypsy or Irish Traveller	1	2%	
	Any other White background	1	2%	
<b>Mixed / multiple ethnic groups</b>	White and Black Caribbean	4	7%	
	White and Black African	0	0%	
	White and Asian	0	0%	
	Any other Mixed/Multiple ethnic background	7	13%	
<b>Asian / Asian British</b>	Indian	0	0%	
	Pakistani	1	2%	
	Bangladeshi	1	2%	
	Chinese	0	0%	
	Any other Asian background	0	0%	
<b>Black / African / Caribbean / Black British</b>	African	3	5%	
	Caribbean	7	13%	
	Any other Black / African / Caribbean background	3	5%	
<b>Other ethnic group</b>	Arab	4	7%	
	Any other ethnic group	10	18%	
Information refused		1	2%	
Information not obtained		2	4%	
<i>Mobility and Physical Impairments</i>		0	0%	

<i>Spinal cord injury</i>	0	0%	
<i>Head / brain injury</i>	0	0%	
<i>Visual impairment</i>	0	0%	
<i>Hearing impairment</i>	0	0%	
<i>Balance disorders</i>	0	0%	
<i>Developmental impairment</i>	0	0%	
<i>Cognitive impairment</i>	0	0%	
<i>Specific learning disability</i>	0	0%	
Information refused	0	0%	
Information not obtained	0	0%	
No specified special educational need	0	0%	
SEND support (K)	47	85%	
Education Health Care Plan (EHCP)	8	15%	
No religion	2	4%	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	18	33%	
Buddhist	0	0%	
Hindu	0	0%	
Jewish	0	0%	
Muslim	14	25%	
Sikh	0	0%	
Any other religion	0	0%	
Information refused	0	0%	
Information not obtained	21	38%	
Students who are pregnant	0	0%	
Students who have recently given birth	0	0%	
Students with English as an additional language (EAL)	10	18%	
Children Looked After (CLA)	2	4%	
Young carers	0	0%	
Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available <a href="#">[link to data on the website]</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