



Equality within the academy

At 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 the OAT equality policy which can be found on the OAT policy webpage, please follow link:

<https://www.ormistonacademiustrust.co.uk/who-we-are/docs-and-policies/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 multi-cultural and there are a higher number of boys than girls although this differs in some year groups. We have a higher-than-average number of students who are eligible for free school meals. The majority of children come from lower-than-average income families, the majority of our children live within the borough of Westminster.

The children at our school have experienced a range of challenges within the mainstream school context and have SEMH. 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.

Objective Success criteria

- To implement an open culture of understanding acceptance and positivity.
- To ensure that no one is discriminated against because of a protected characteristic (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment).
- Positively reinforce and promote through RE, PSHE and Enrichment delivered to all children in all year groups every week.
- Positively reinforce and promote it through the implementation of our academy behaviour policy.

Evidence will be:

- Through the decrease of recordings on Arbor and CPOMS about negative behaviour around this area
- To ensure 100% of y7-10 children participate in a range of enrichment activities throughout the year. Evidence suggests that through participating in enrichment provides wider benefits for low income students in terms of attendance at school behaviour and relationships with peers (EEF)
- Offer a range of enticement opportunities through the year.
- Use a proportion of our PP funding to help cover the cost for enrichment.

Encourage participation from children as part of our induction process. Evidence will be:

- Attendance registers for enrichment
- Decrease in behaviours
- Increase in attendance
- To close gaps in attendance and achievement between children for all groups esp. through SEN, LAC or in receipt of PP funding.
- Demonstrate high expectations for all – pupil passport and induction slides
- Deliver a knowledge rich curriculum.
- Whole school focus on literacy
- Support for transport to get to school for the most vulnerable.

Evidence will be:

- Outcomes and Attendance increase in line with peers

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.

Due to previous educational experiences our attendance sits at 62% which is below the national average

Due to the context of our school, approaches to protected characteristics have to be explicitly taught in school

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

Diversity of our workforce

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.

Our staff are employed in the following main groups:

Teaching staff

Support staff