

Equality within Ormiston Horizon 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 an equal number of boys and girls. We have a higher than average number of students eligible for free school meals. *17.6% of our children have been identifies as having special educational needs, slightly above the national average.*

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 strong progress.

Equality objectives

Objective	Success criteria
Develop a process to better engage with all communities in our local area	At OHA we value the positive impact that academies of our size can have on the community they are often situated in. With this in mind during this academic year we intend to take part in community events (where possible) as well as complete at least 3 social action projects (roughly 1 per term) that aim to raise awareness of issues affecting the local community.
To continue to reduce suspensions for students with SEND, particularly for students with SEMH	To decrease the number of students being suspended by at least 15% from last academic year. A detailed training programme to support staff knowledge to be delivered throughout the academic year.
To increase out attendance for all students but particularly those classified as disadvantaged.	We plan to increase our attendance for disadvantaged students by 5% from last academy year. We also plan on reducing our PA for disadvantaged students by 3-5% from last academic year.
To continue to raise awareness of Harmful Sexual Behaviour through our PSHE programme and bespoke opportunities for each year group.	Conduct numerous student voice sessions to determine the specific needs of the academy population. Collate the data and report to all stakeholders as well as develop a bespoke package of support for both staff and students to be delivered by the end of the academic year.

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.

To continue to reduce suspensions for students with SEND, particularly students with SEMH.

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

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

Date	Who we consulted	Summary	Action taken
February – March 2022	SEN Team EHCP & SEN K Students Attendance Officer	Based on feedback from SEN students and the SEN Team an SEN Attendance Plan of Action was developed.	Attendance Action Plan was formed
May 2022	Parents Students Staff	Key groups were consulted regarding our PSHE plans	PSHE changes were made and specific training was put in place for all staff.
May 2022	Staff Students Parents	All parties were consulted on our behaviour improvement journey	New behaviour system has been launched and implemented

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
June 2022	Behaviour Policy	Students with SEND needs	Reasonable adjustment has been taken in to consideration for students with SEND

Understanding our academy community

Our student population

Total number of students on the roll at the academy is 1056

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	531	50.28		
	Female	525	49.72		
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	938	88.83	
		Irish	1	0.09	
		Gypsy or Irish Traveller	2	0.19	
		Any other White background	30	2.84	
	Mixed / multiple ethnic groups	White and Black Caribbean	11	1.04	
		White and Black African	14	1.33	
		White and Asian	11	1.04	
		Any other Mixed/Multiple ethnic background	7	0.66	
	Asian / Asian British	Indian	0	0	
		Pakistani	7	0.66	
		Bangladeshi	0	0	
		Chinese	0	0	
		Any other Asian background	4	0.38	
	Black / African / Caribbean / Black British	African	17	1.61	
		Caribbean	1	0.09	
		Any other Black / African / Caribbean background	5	0.47	
	Other ethnic group	Arab	0	0	
		Any other ethnic group	6	0.57	
		Information refused	1	0.09	
		Information not obtained	0	0	
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			
Special Education al Needs (SEND)	No specified special educational need	878	83.14	
	SEN K	157	14.87	
	Statemented / Education Health and Care Plan (EHCP)	21	1.99	
Religion	No religion	660	62.5	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	300	28.41	
	Buddhist	1	0.09	
	Hindu	0	0	
	Jewish	0	0	
	Muslim	16	1.52	
	Sikh	0	0	
	Any other religion	9	0.85	
	Information refused	8	0.76	
	Information not obtained	61	5.78	
Pregnancy and maternity	Students who are pregnant	1	0.09	
	Students who have recently given birth			
Information on other groups	Students with English as an additional language (EAL)	54	5.11	
	Children Looked After (CLA)			
	Young carers			
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available [link to data on the website] .			

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

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.

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.