



Equality Information and Objectives

Promoting equality and community cohesion at Packmoor Ormiston Academy

At POA we have a strong commitment to fairness and equality in everything that we do;

- We try to ensure that everyone is treated fairly and with respect.
- We work hard to make sure that the academy is a safe and secure environment for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, and through our Student Leadership Teams.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.
- We also welcome our specific duties to publish information about our academy population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

We welcome the emphasis on the importance of narrowing gaps in achievement which affect, amongst others:

- Students from certain ethnic and cultural backgrounds
- Students who are supported by the student premium

- Students who are disabled
- Students who have special educational needs
- Boys in certain subjects, and girls in certain other subjects.

Our key contact at Packmoor Ormiston Academy in relation to equalities are: Peter Moore (Principal) Tel: 01782 234544 Email: pmoore@packmoor.co.uk

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Disability

Part 1: Information about the student population

The Equality Act protects people from discrimination on the basis of ‘protected characteristics’. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. The protected characteristics are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Number of students with disabilities: There are students at our academy with different types of disabilities and these include:

- Hearing disabilities
- Physical disabilities
- Communication disabilities
- Specific learning and behavioural disabilities such as dyslexia and ADHD.

Gender .

Female	219	51.2%
Male	208	48.8%
Total	427	

Special Educational Needs

SEND support	50 pupils	12%
EHC plan	12 pupils	3%

Religion of students

Religion	Numbers of students	% of student population
No Religion	308	72%
Christian	89	21%
Methodist	1	0.002%
Muslim	7	2%

Buddhist	2	0.004%
Catholic	2	0.004%
Other faiths	16	4%

Ethnicity of students

White British	393	92%
White and Black Caribbean	8	2%
Black African	6	1%
Pakistani	6	1%
Chinese	3	0.007%
White and Asian	2	0.004%
White and Black African	2	0.004%
Roma	1	0.002%
Any other Asian background	1	0.002%
Any other ethnic group	3	0.007%

Gender reassignment

We do not collect data on students who are planning to undergo, who are undergoing or who have undergone gender reassignment. Although it is rare for students to undergo a process of gender reassignment, when this happens it will always be managed with care and sensitivity. We recognise that people who are undergoing a process to reassign their gender may experience discrimination and harassment. Our behaviour policy promotes safety for all groups of students, regardless of gender identity. We will always tackle any incidents of transgender bullying whether these are directed at students, teachers and other members of staff, parents and carers, or transgender people in the community.

Sexual orientation

We do not collect data on the sexual orientation of our students. We are aware that there may be a number of equality issues for gay, lesbian and bisexual young people. We take seriously any incidents of homophobic bullying and use of homophobic language, such as use of the word 'gay' to mean something is bad or rubbish. We record incidents regarding sexual discrimination or homophobic bullying and report these to Governors and the local authority. Our behaviour policy promotes safety for all groups of students, regardless of sexuality. We support students to develop the skills to be confident learners and accepting of one another's lifestyles and beliefs, through the PSHE and PD curriculum. We support students to develop the skills to be confident learners and accepting of one another's lifestyles and beliefs, through the PSHE curriculum.

The Public Sector Equality duty

We are aware that under the Equality Act 2010 it is unlawful to discriminate, harass and victimise a person because of their age, sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity or sexual orientation. Our home-academy agreement and behaviour policy sets out the standards of behaviour we expect from all students, including respect for others. We try to keep an accurate record, when possible and appropriate, of the

protected characteristics of our students and employees. We have an Academy behaviour policy and anti-bullying policy that includes the need for the academy to act upon bullying of all types and forms. We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken. We provide training to all staff in relation to dealing with bullying and harassment incidents. We have a special educational needs policy that outlines the provision the academy makes for students with disabilities and special educational needs. Our Accessibility Plan increases the extent to which all students can participate in the curriculum, improves the physical environment of the academy and increases the availability of accessible information to disabled students. Our admission arrangements provide opportunity to identify and to support any student who has a protected characteristic. Our complaints procedure sets out how we deal with any complaints relating to the academy. We aim to observe and implement the principles of equal opportunities and nondiscrimination in our employment practices. We have procedures for addressing staff discipline, conduct and grievances. We have a staff code of conduct that sets out the standards of professional behaviour expected from all members of staff.

Disability

How we advance equality of opportunity:

We support disabled learners and staff by meeting their individual needs.

We take reasonable adjustments to ensure that disabled students are not put at a disadvantage compared to other students.

We will ensure that there is consultation with disabled learners, their families and disabled staff in the changes and improvements we make and consult them on issues affecting them, rather than relying on people acting on their behalf.

We carry out accessibility planning for disabled students that increases the extent to which they can participate in the curriculum, improves the physical environment of the academy and increases the availability of accessible information to disabled students.

We enable all students to learn about the experiences of disabled people and the discriminatory attitudes they often experience.

We ensure that the curriculum has positive images of disabled people.

The Academy tackles bullying or harassment on the basis of special education need or disability.

We tackle prejudice and any incidents of bullying based on disability.

Ethnicity and race (including EAL learners)

How we advance equality of opportunity.

We monitor the attainment and progress of our students by ethnicity.

We set targets to improve the attainment and progression rates of particular groups of students.

We identify and address barriers to the participation of particular groups in learning and other activities.

We are developing particular initiatives and interventions to improve outcomes for specific groups.

We involve parents, carers and families in initiatives and interventions to improve outcomes for particular groups.

Where possible, we link with groups, organisations and projects to provide a greater appreciation of cultures, languages, and religion to foster harmony and tolerance of one and another.

We provide all students with opportunities to learn about the experiences and achievements of different communities and cultures.

We ensure that the curriculum challenges racism and stereotypes. • We link our assemblies to SMSC and British Values.

We use Votes for Schools.

The curriculum is supported by resources that provide positive images that reflect the diverse communities of modern Britain.

The Academy has a clear policy outlining our duties and expectations.

Gender

How we advance equality of opportunity

We monitor the attainment and progress of all our students by gender.

We set targets to improve the attainment and rates of progress of particular groups of boys and girls.

We are identifying and addressing barriers to the participation of boys and girls in activities.

We have taken part in the 'Lifting Limits' programme and continue to take part in the Beyond gender stereotypes project.

We ensure we give careers advice about all sectors to all children and have an annual aspiration day.

Both male and female parents and carers are encouraged to be involved in the work of the academy and contribute to their children's learning and progress.

Religion and Belief

How we advance equality of opportunity.

We study a variety of religions and beliefs in Religious Education (RE).

Our curriculum, including RE, supports students to be accepting of one another's lifestyles and beliefs, as well as exploring shared values.

The RE curriculum enables students to develop respect for others, including people with different faiths and beliefs, and helps to challenge prejudice and discrimination.

We ensure we respond to bullying or harassment on the basis of faith and belief.

We tackle prejudices relating to racism and xenophobia, including those that are directed towards religious groups and communities, such as antisemitism and Islamophobia.

Sexual orientation

How we advance equality of opportunity.

Diversity and inclusion are threaded through the curriculum. Books and resources include images of a range of different kinds of families.

We ensure that gay, lesbian and bisexual staff feel comfortable, and are supported to be open about their sexual orientation. How we foster good relations and promote students' spiritual, moral, social and cultural development.

We support students to develop the skills to be confident learners and accepting of one another's lifestyles and beliefs, through the curriculum and other opportunities such as assemblies.

We use opportunities to talk about difference and different families to ensure all children, including those with gay and lesbian parents, feel included and know it's alright to be different.

All staff have received information and training in how to deal with homophobic language and how to work positively with different families.

Posters and pictures around the Academy are selected to reflect the full range of cultures that attend the Academy.

We work with positive role models to help reduce bullying, provide support and make young people feel confident and comfortable.

Part 2: Our equality objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas we have agreed to act to improve equality and tackle disadvantages.

We regularly review the progress we are making to meet our equality objectives.

Equality objectives.

- To close the attainment gaps between “groups” of learners, with a particular focus on SEN and disadvantaged students.
- Develop our curriculum through beyond gender stereotypes and other programmes so that we continue to refresh and enhance opportunities or learning about diversity and tolerance.
- Ensuring the POA recruitment processes openly encourage a diverse range of applicants and that applications are considered individually and comprehensively in order to ensure equality of opportunity.
- Adopting proactive measures to further develop in all POA employees and students across the Academy a culture and ethos that embraces diversity and recognises the need for equality.
- Ensuring Packmoor Ormiston Academy governors and staff are appropriately trained in equality and diversity so that they are empowered to support and encourage the value of fairness and difference in the Academy and community they serve.

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