



## Edward Worlledge Ormiston Academy

# Edward Worlledge Ormiston Academy Equality Statement 2024-2025

Edward Worlledge Ormiston Academy is committed to the principles of promoting equality of opportunity, celebrating diversity and reducing discrimination in order to create a positive environment where all pupils feel able to achieve.

We want to ensure that all staff, pupils and members of the Academy community feel valued, and are treated fairly and with respect. These principles are reflected within our Equality Policy, with which this statement is aligned, and together, they demonstrate not only our commitment to equality but also ensure that we fulfil our legal obligations.

Since April 2012 all public bodies, including all local authorities and all schools have been bound by what is known as the Public Sector Equality Duty (Section 149 of the Equality Act). This replaces previous statutory duties on race, gender and disability and covers the 9 protected characteristics. Schools and local authorities have: a) a general duty and b) two specific duties.

**The General Duty to promote equality** - Schools must have due regard to the need to:

- 1) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
- 2) Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it by:
  - removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
  - taking steps to meet the particular needs of people who have a particular characteristic,
  - encouraging people who have a particular characteristic to participate fully in any activities
- 3) Foster good relations between people who share a protected characteristic and people who do not share it.

Schools need to consider how they tackle prejudice and promote understanding through:

- the curriculum
- community cohesion
- anti-bullying policies

In order to meet our general duties, the law requires us to do some specific duties to demonstrate how we meet the general duties

- Publish equality information
- Prepare and publish equality objectives.

Note: Information will not be published where confidentiality cannot be guaranteed



## Edward Worlledge Ormiston Academy

**Edward Worlledge Ormiston Academy provides a positive learning experience that equips learners for life.**

Our academy vision is to provide inclusive, high quality educational experiences in and beyond the classroom. At Edward Worlledge Ormiston Academy we aspire to develop pupils who show kindness, inspiration, resilience and community. At the heart of this vision are our five Rules for Personal Success:

1. Be kind to each other
2. Dream big
3. It can be done
4. Hard work works
5. Give something back

In fulfilling our legal obligations we will be guided by the following core statements:

1. All learners are of equal value.
2. We recognise, welcome and respect diversity.
3. We foster positive attitudes and relationships, and a shared sense of belonging
4. We observe good equalities practice, including staff recruitment, retention and development.
5. We aim to reduce and remove existing inequalities and barriers Equality Information

### Equality objectives

Objective	Success criteria
<b>Objective 1</b> - To ensure that provision and progress of pupils from Disadvantaged pupils is at least in line with pupils nationally	Progress of disadvantaged groups meet National Standards.
<b>Objective 2</b> – To ensure that children from all protected groups are accessing the full range of enrichment opportunities offered by the Academy.	Attendance and Engagement records show improved access to enrichment activities
<b>Objective 3</b> – To ensure that the progress of SEN pupils is at least in line with similar pupils nationally.	Progress of SEN pupils is similar to SEND pupils nationally



## Edward Worlledge Ormiston Academy

### 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 SEND
- 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



## Edward Worlledge Ormiston Academy

### Understanding our academy community

Total number of students on the roll at the academy is 279. (Data as of 09/10/2024)

*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		
			Number	%	
Gender	Male		124	44%	
	Female		155	56%	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	201	72%	
		Irish	1	0.4%	
		Gypsy or Irish Traveller	2	0.7%	
		Any other White background	30	11%	
	Mixed / multiple ethnic groups	White and Black Caribbean		2	0.7%
		White and Black African		2	0.7%
		White and Asian		0	N/A
		Any other Mixed/Multiple ethnic background		0	N/A
	Asian / Asian British	Indian		5	1.6%
		Pakistani		6	2%
		Bangladeshi		0	N/A
		Chinese		0	N/A
		Any other Asian background		3	1%
	Black / African / Caribbean / Black British	African		0	N/A
		Caribbean		0	N/A
		Any other Black / African / Caribbean background		8	2.5%
Other ethnic group	Arab		0	N/A	
	Any other ethnic group		18	7%	
Information refused			0	N/A	
Information not obtained			1	0.4%	
No specified special educational need			223	80%	



## Edward Worlledge Ormiston Academy

Special Educational Needs (SEN)	SEN Support	37	13%
	Education Health and Care Plan (EHCP)	19	7%
Religion	No religion	192	69%
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	29	10.6%
	Buddhist	1	0.4%
	Hindu	4	1%
	Jewish	0	N/A
	Muslim	7	2%
	Sikh	0	N/A
	Any other religion	27	10%
	Information refused	0	N/A
	Information not obtained	19	7%
Information on other groups	Students with English as an additional language (EAL)	79	28%
	Children Looked After (CLA)	N/A	N/A
	Young carers	7	2%
	Pupil Premium	116	42%

### 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.