

Ormiston Cliff Park Primary Academy Equality Statement.

Equality within our 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 published on the Academy website.

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.

Information about Pupil Population:

- 75.6% of pupils are White British with 24.4% from other minority ethnic groups. EAL% are classed as not having English as their first language. There are 25 different first languages.
- The whole school population is 54.2% girls and 45.8% boys.
- Religious preferences are 23.3% Christian, 5% Muslim, 5% Hindu, 1% other religion and 66.3% No Stated Religion.
- Overall attendance for 2022/2023 was 93.65%.
- 12.6% of pupils are designated as having SEN support, with 1.6% having an EHC plan.
- 26.5% of pupils meet Pupil Premium criteria; 73.5% of pupil as non Pupil Premium.

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 good progress.

Objective	Success criteria
<p>1. To ensure that the progress of Disadvantaged pupils is at least in line with similar pupils nationally.</p>	<ul style="list-style-type: none"> • Gap in attainment outcomes in Reading, Writing and Maths combined between Disadvantaged and Non Disadvantaged to be closed by 10% at the end of Key Stage 1 and Key Stage 2.
<p>2. To ensure that children from all protected groups are accessing the full range of enrichment opportunities offered by the Academy.</p>	<ul style="list-style-type: none"> • Rigorous monitoring demonstrates access by those from protected groups is equal to that of non-protected groups.
<p>3. To promote an appreciation and understanding of a range of cultures and religions through the RE curriculum and Personal Development learning.</p>	<ul style="list-style-type: none"> • Children are systematically exposed to a range of cultural and religious knowledge and concepts through the RE and broader curriculum. • Children experience a systematically structured program for Personal Development across the whole Academy

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.

- Attendance of Pupil Premium children across all year groups.
- Attainment of Pupil Premium children across many year groups

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

Understanding our academy community

Our student population

Total number of students on the roll at the academy is 483



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		221	45.8		
	Female		262	54.2		
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	365	75.6		
		Irish	0	0		
		Gypsy or Irish Traveller	0	0		
		Any other White background	14	2.9		
	Mixed / multiple ethnic groups	White and Black Caribbean		1	0.2	
		White and Black African		2	0.4	
		White and Asian		4	0.8	
		Any other Mixed/Multiple ethnic background		2	0.4	
	Asian / Asian British	Indian		57	11.8	
		Pakistani		5	1	
		Bangladeshi		1	0.2	
		Chinese		1	0.2	
		Any other Asian background		3	0.6	
	Black / African / Caribbean / Black British	African		4	0.8	
		Caribbean		0	0	
		Any other Black / African / Caribbean background		5	1	
	Other ethnic group	Arab		0	0	
Any other ethnic group		10	2.1			
Information refused			4	0.8		
Information not obtained			0	0		
Disability	Mobility and Physical Impairments		0	0		
	Spinal cord injury		0	0		

	Head / brain injury	0	0	
	Visual impairment	0	0	
	Hearing impairment	1	0.2	
	Balance disorders	0	0	
	Developmental impairment	0	0	
	Cognitive impairment	0	0	
	Specific learning disability	3	0.6	
	Information refused	0	0	
	Information not obtained	0	0	
Special Educational Needs (SEN)	No specified special educational need	422	87.3	
	SEND support (K)	54	11.1	
	Education Health Care Plan (EHCP)	7	1.4	
Religion	No religion	251	52	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	113	23.3	
	Buddhist	0	0	
	Hindu	22	5	
	Jewish	0	0	
	Muslim	22	5	
	Sikh	0	0	
	Any other religion	6	1.2	
	Information not obtained	69	14.2	
Pregnancy and maternity	Students who are pregnant	0	0	
	Students who have recently given birth	0	0	
Information on other groups	Students with English as an additional language (EAL)	106	21.9	
	Children Looked After (CLA)	2	0.4	
	Young carers	5	1	

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.