

Broadland High Ormiston Academy - Equality Information and Objectives

Promoting equality and community cohesion at Broadland High Ormiston Academy (BHOA):

At BHOA 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 Voice.
- 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.

At BHOA 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.
- 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.

Part 1: Information about the student population

Our academy population is predominately 'white-British' and there are roughly equal number of boys and girls (52%-48%) although this differs in some year groups. We have a lower than average number of students who are eligible for free school meals (14%). 7.5% of our students have been identified as having special educational needs, well below the national average.

Our academy improvement plan is compiled each year 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.

Information on students by protected characteristics

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.

Disability

The Equality Act 2010 defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

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

- Hearing disabilities
- Physical disabilities
- Communication disabilities
- Specific learning, behavioural and social emotional disabilities such as dyslexia and ADHD

Student Special Educational Needs (SEND) Provision

	Number of students	Percentage (%) of academy population
No Special Education Need	676	92.4
SEN Support	45	6.1
Statement/ EHC	10	1.3

Gender

Male	381
Female	350

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 LGBTQ 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 do record incidents regarding sexual discrimination or homophobic bullying and report these to Governors on a termly basis.
- 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 curriculum as well as our Safe Space area.

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 governing body has had training on the Equality Act 2010. When governors consider equality issues in relation to policies, decisions and services, a record of this is kept in the minutes and papers of governing body meetings.
- We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our students and employees.
- Our home-academy agreement sets out the standards of behaviour we expect from all students, including respect for others.
- We have an academy behaviour for learning 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 and accurately recording 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 non
- discrimination 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.

How we foster good relations and promote students' spiritual, moral, social and cultural development:

- The academy is proud to have a very strong planned SMSC and PSHE curriculum.
- 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 proactively tackles bullying or harassment on the basis of special education need or disability.
- The academy proactively tackles 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 all 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 to tackle the motivation and engagement in learning of particular 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 in the local, national and international community to provide a greater appreciation of cultures, languages, and religion to foster harmony and tolerance of one and another.

How we foster good relations and promote students' spiritual, moral, social and cultural development:

- The academy is proud to have a very strong planned SMSC curriculum within the academy.
- 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 use weekly assemblies and the form tutor programme to raise awareness of and celebrate national events such as Black History Month and World Mental Health Day.
- The curriculum is supported by resources that provide positive images that reflect the diverse communities of modern Britain.
- The academy has a clear policy outlined on our website, to students and staff of our intolerance of bullying or harassment on the basis of race, ethnicity and culture. The policy outlines our procedures and measures to ensure that the victim and the bully are dealt with appropriately and clear steps to monitor the situation after the matter has been reported and dealt with.

Gender

How we advance equality of opportunity:

- We monitor the attainment 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 ensure that gender stereotypes in subject choices, careers advice and work/university experience are appropriately challenged.
- We ensure that young people have access to information about different sector workplaces and occupations to challenge outdated images and ideas about careers and employment.
- We work in partnership with other organisations, including FE and HE institutions, to develop innovative and inventive ways of tackling gender segregation in subject and career choice.
- Parents, carers and families are given opportunities to contribute to the development, delivery and evaluation of the academy's gender equality initiatives.
- 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.

How we foster good relations and promote students' spiritual, moral, social and cultural development:

- The academy is proud to have a very strong planned SMSC and PSHE curriculum within the academy.
- Our curriculum, including REP, supports students to be accepting of one another's lifestyles and beliefs, as well as exploring shared values.
- The REP curriculum enables students to develop respect for others, including people with different faiths and beliefs, and helps to challenge prejudice and discrimination.
- All students study REP up to the end of Key Stage 3.
- We ensure that 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.

Religion and belief

How we advance equality of opportunity:

- The academy is proud to have a very strong planned SMSC and PSHE curriculum.
- All students follow the REP curriculum in Key Stage 3 and receive explicit timetabled lessons as part of their 2 week timetable.
- All students have the opportunity to study REP at Key Stage 4 as a full GCSE.
- The academy ensures that we respond to any sexist bullying or sexual harassment in line with the relevant academy policies.
- We encourage all students to develop an understanding of the experiences of different genders in society and challenge sexism and negative stereotypes.

- We ensure that we include positive, non-stereo-typical images of women and men, girls and boys across the curriculum.
- We study all major religions and some minor religions through the Religion, Ethics and Philosophy (REP) curriculum.

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Sexual orientation

How we advance equality of opportunity:

- Diversity and inclusion are threaded throughout the curriculum.
- We have carefully considered how to appropriately integrate sexual orientation into the curriculum in a positive and constructive way, which enables both heterosexual and LGBTQ students to understand and respect difference and diversity.
- We ensure that LGBTQ 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 PSHE curriculum.
- We use opportunities through the PSHE curriculum to talk about difference and different families to ensure all children, including those with LGBTQ 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.
- 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 where we have agreed to take action to improve equality and tackle disadvantages.

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

Equality objectives:

- Closing the attainment gaps between “groups” of learners, with a particular focus on gender and students with additional learning needs.
- To eradicate homophobic or derogative language.
- Ensuring that the Broadland High Ormiston Academy 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 Broadland High Ormiston Academy employees and students across the academy a culture and ethos that embraces diversity and recognises the need for equality.
- Ensuring Broadland High Ormiston Academy governors and staff are appropriately trained in equality and diversity such that they are empowered to support and encourage the value of fairness and difference in the academy and community they serve.

Part 3: Our Equality Policy

The Broadland High Ormiston Academy Equality Policy can be found under Policies on the Academy website.