

## Equality with OSCA

We welcome our public sector duty under the Equality Act 2010 to publish equality objectives and information. Our academy is committed to:

- [Eliminating unlawful discrimination, harassment, victimisation](#) and any other conduct prohibited by the Equality Act 2010
- [Advancing equality of opportunity](#) between people who share a protected characteristic and people who do not share it
- [Fostering good relations](#) between people who share a protected characteristic and people who do not share it
- Promoting our academy's curriculum to ensure it provides students with access to meaningful understanding of diversity of cultures and ethnicities, and encourage integration and shun discrimination
- Following recruitment processes with a view to openly encourage a diverse range of applicants, and that applications are considered individually and comprehensively in order to ensure equality of opportunity
- Closing the attainment gaps between "groups" of learners, with a particular focus on gender, students with additional learning needs and students from ethnic minority groups
- Adopting proactive measures to further develop in all OSCA employees and students a culture and ethos that embraces diversity and recognises the need for equality
- Ensuring OSCA governors 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

[Our equality information and a summary of student population can be viewed here](#)

## Equality within OSCA

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 discrimination and 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 equality objectives is reviewed regularly by the senior leadership team and governing body.

Our academy population is very ethnically diverse with almost half of the students being white British. Just over 10% of our students are Indian and just over 10% are Pakistani. There are roughly equal numbers of boys and girls. 41% of our pupils are eligible for the Pupil Premium. 20% of our students have Special Educational Needs.

Our academy improvement 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.

Equality information

Last reviewed – 19/3/18

### 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 below.

#### **For current Y11 (Data Collection 1 Prediction)**

- The progress of the higher attainers (HATs) non disadvantaged
- The progress of the disadvantaged higher attainers in Maths and Science
- The progress of disadvantaged white British boys in the Core subjects
- The progress of female disadvantaged in English and Maths

#### **For current Y10s (Data Collection 1 Prediction)**

- The progress of disadvantaged middle and lower attainers in Science
- The progress of non disadvantaged attainers in English and Maths

### 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

Below is a record of how we have considered equality issues when making decisions:

## Understanding our academy community

### Our student population

Total number of students on the roll at the academy is 974

			The academy		National (if available)
			Number	%	%
Gender	Male		474	48.7	
	Female		500	51.3	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	465	47.7	
		Irish	2	0.2	
		Gypsy or Irish Traveller	1	0.1	
		Any other White background			
	Mixed / multiple ethnic groups	White and Black Caribbean	29	3.0	
		White and Black African	5	0.5	
		White and Asian	15	1.5	
		Any other Mixed/Multiple ethnic background	19	2.0	
	Asian / Asian British	Indian	116	11.9	
		Pakistani	118	12.1	
		Bangladeshi	2	0.2	
		Chinese			
		Any other Asian background	32	3.3	
	Black / African / Caribbean / Black British	African	30	3.1	
		Caribbean	35	3.6	
		Any other Black / African / Caribbean background	19	2.0	
	Other ethnic group	Arab			
Any other ethnic group		24	2.5		
Information refused					
Information not obtained			13	1.3	
Disability	Mobility and Physical Impairments		1	0.1	
	Spinal cord injury				
	Head / brain injury				
	Visual impairment		1	0.1	

	Hearing impairment	1	0.1	
	Balance disorders			
	Developmental impairment			
	Cognitive impairment			
	Specific learning disability			
	Information refused			
	Information not obtained	66	6.8	
Special Educational Needs (SEN)	No specified special educational need	795	81.6	
	<del>School Action</del> K – SEN Support	193	19.8	
	<del>School Action Plus</del>			
	Statemented / Education Health and Care Plan (EHCP)	4	0.4	
Religion	No religion	234	24	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	155	15.9	
	Buddhist	3	0.3	
	Hindu	15	1.5	
	Jewish	1	0.1	
	Muslim	98	10.1	
	Sikh	128	13.1	
	Any other religion	7	0.7	
	Information refused	5	0.5	
	Information not obtained	97	10.0	
Pregnancy and maternity	Students who are pregnant			
	Students who have recently given birth			
Information on other groups	Students with English as an additional language (EAL)	326	33.5	
	Children Looked After (CLA)	5	0.5	
	Young carers	8	0.8	
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available here <a href="#">Pupil Premium</a> , <a href="#">Catch-up Premium</a>			

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