

### EQUALITY STATEMENT

One Degree Academy is committed to ensuring equality of education and opportunity for staff, students and all those receiving services from the Trust regardless of any protected characteristic as defined by the Equality Act 2010.

The protected characteristics, which cannot be used as a reason to treat people unfairly, are:

- Age (employees)
- Disability
- Gender Reassignment
- Marital/Civil Partnership Status (employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

The achievement of all students will be monitored to raise standards and ensure inclusive teaching.

We aim to provide our students with a firm foundation which will enable them to fulfil their potential. We will seek to eliminate unlawful discrimination against students and staff by adhering to our duties under the relevant legislation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit at our academies.

This Equality Statement has been developed to help us meet our obligations under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

The Equality Duty has two parts - the general duty and the specific duties.

The General Duty requires us to consider how our policies, practices and day-to-day activities impact on students and staff. We must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- 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 those who do not share it.

The Specific Duties require us to:

- Publish information to show how we are complying with the Equality Duty.
- Prepare and publish one or more specific and measurable equality objectives at least every four years.



Our Equality scheme is managed by a senior leader with input from across the Trust and governing body ensuring that there is extensive consultation and involvement from a representative cross-section.

The Governing body is responsible for ensuring that One Degree Academy meets the requirements of equality legislation. Essentially this means they will:

- Ensure the Schools takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour;
- Support and guide the Schools to have 'due regard' for equality in all its functions;
- Ensure the Schools complies with the Equality Duty and meets the two 'specific duties' for schools.

### Progress

Our priorities and targets in September 2019 were to:

- Identify any gaps in attainment and progress between differing groups of students at the end of each key stage at the end of the academic year and prioritise for interventions in the Academy Development plan.

*ODA monitors all children's attainment and progress. ODA provides dedicated data and planning days for staff to analyse and plan interventions to close any gaps between different groups of pupils. We focus on other factors affecting equity, such as deprivation and additional educational needs.*

- Increase the representation of teachers from local black and minority ethnic communities over a four-year period (from this July to July in four years' time)

*ODA has grown in size and has increased its diversity. In 2019 28% of staff were from ethnic minority backgrounds and this has grown to 43% of staff in 2023. We will continue to monitor and update our use of language in line with best practice, for example no longer categorising people as BAME.*

- Promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

*ODA has developed a strong cultural capital curriculum. This includes an assembly programme, a PSHE spiral curriculum programme, cultural dining days and visits from VIPs that represent a broad section of society.*

- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

*We have a range of leadership opportunities available to students including Book Club, ODA Journalists, Play Leads and the Hospitality Team. All groups of students take up these opportunities. All children in ODA take part in extracurricular activities. This includes 100% of children attending its Yr6 residential, Y5 camping trip, Y4 overnight canal boat stay, Y3 sleep over and Y2 movie night. We provide*



hardship funding to ensure no child is unable to attend due to financial barriers. This funding also supports all Pupil Premium able to attend an after school club.

### Next steps

Our whole school approach of incremental improvement is no different in our equality objectives. In September 2023 we will continue to monitor and ensure we are making progress towards our equality objectives:

- Identify any gaps in attainment and progress between differing groups of students at the end of each key stage at the end of the academic year and prioritise for interventions in the Academy Development plan.
- Continue to monitor the representation of staff from minority ethnic communities over a four-year period.
- Continue to promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
- Continue monitor and promote the involvement of all groups of students in the extra- curricular life of the school, including leadership opportunities, especially students with special educational needs.

