



BOA

Equality Scheme & Plan Equality Charter

Date of Issue:	October 2019
Date of Review:	October 2022

Birmingham Ormiston Academy

EQUALITY SCHEME PLAN

Adopted: October 2019

EQUALITY CHARTER

At BOA we believe that:



- *Equality is a right for all*
- *Diversity should be welcomed and celebrated*
- *Discrimination should be challenged*
- *Everyone should be supported to realise their potential*
- *Everyone should be respected*

Established and agreed by BOA students and staff

Birmingham Ormiston Academy is dedicated to ensuring that all members of the academy community and the wider community are treated equally, fairly, and with respect by the academy and by each other. This applies to the academy as a place of education, a business, and an employer. Prejudice, discrimination, and victimisation are not tolerated, and we work hard to instil in our pupils a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. The academy's main priority is to provide the best education and care that we can, and to establish a cooperative working relationship between home and academy, so as to aid the development, progress, and needs of all the children in our care.

This plan sets out how the academy will promote equality of opportunity regardless of race, gender, transgender, disability, age, religion or belief and sexual orientation, in both the delivery of its services and the employment of its staff. It is created by BOA's Board of Trustees with the help of the Principal, staff, students and parents in line with the Equality Act 2010 and is the foundation of all the academy's other policies – particularly the **Special Educational Needs Policy**, **Admissions Policy**, **Anti-bullying policy**, **Behaviour Policy** and the **Health and Safety Policy**. These policies can be found on the BOA website:

<https://www.boa-academy.co.uk/aboutus/governance-policies-and-ofsted/policies-and-reports>

Through the creation of this equalities plan, we have been able to develop a better understanding of what the challenges to equality are within the academy and how we can best deal with these. This policy will be reviewed every 3 years or any time there is an update or change to legislation on age, sexual orientation, religion and

belief or transgender equality, to ensure that it is being effectively implemented and remains focused and up to date on issues surrounding equality both within the academy and nationally.

Academy profile

BOA is a 14 to 19 independent, state-funded regional academy. We are selective academy and students are allocated a place based on their aptitude in the creative, digital or performing arts.

Home locations:

West Midlands, Derbyshire, Buckinghamshire, Gloucestershire, Herefordshire, Leicestershire, Warwickshire, Northamptonshire, Oxfordshire, Shropshire, Staffordshire, Worcestershire

Gender:

26.6% Males and 73.4 % Females (as of 16/09/2019)

Ethnicity:

White English 79%	Black Caribbean 4.0%	White& Black Caribbean 4.5%
Other mixed background 1.3%	White and other Asian 1.4%	White Irish 0.8%
Indian 0.6%	White eastern European 1.3%	Black European 0.2%
Other Black African 0.4%	White Other 0.9%	White Western Europe 0.8%
White and black African 1.0%	Other Black 0.28%	White & Other ethnic 0.1%
Other Pakistani 0.4%	White European 0.1%	Other White British 0.2%
White Welsh 0.1%	Asian and Black 0.1%	White Cornish 0.1%
Bangladeshi 0.0%	Italian 0.1%	Other Ethnic group 0.1%
Black and any other ethnic group 0.6%	White Scottish 0.2%	Chinese 0.28%
Information not obtained or refused 0.48%		

Curriculum Support Register:

We have **114** [10.82%] young people receiving some form of SEND Support: **4** students with an Educational Health Care Plan and, 110 students at K: SEN SUPPORT [09/10/19]

Roles and responsibilities

Creating a academy environment that promotes equality and denounces discrimination is a whole-academy responsibility and requires all members of the academy community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.

Individuals in the academy are expected to take responsibility for supporting and promoting equality in academy above and beyond the responsibilities listed below. The Principal, the wider SLT and, the SENCO have the day- to-day responsibility for coordinating the implementation of this scheme.

The Board of Trustees

The CEO & Board of Trustees will:

- create and approve this policy with the help of the Principal and all stakeholders and ensure that is adopted correctly throughout the academy
- ensure the academy complies with all equality legislation and that the academy's equality objectives
- monitor and evaluate the effectiveness of the equalities plan every 3 years and make any amendments to improve on the plan when and where necessary
- nominate a named governor to oversee the implementation of the equalities plan, monitor equality outcomes, and regularly report back to the rest of the Board of Trustees
- ensure that parents are informed of any incident related to this scheme which could directly affect their child

- report to parents, carers, and the wider community on the progress of the academy's equality plan through the academy prospectus, the academy website, and the academy's annual report

The Principal and senior leadership team

The Principal, with the support of the rest of the senior leadership team, will:

- promote the single equalities plan both within the academy and externally to the rest of the community
- ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in academy
- report back to the Board of Trustees on how the plan is working and any amendments that they feel should be made, as well as feedback from staff, pupils and parents
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- take appropriate action where discrimination or victimisation occurs

Staff

Academy staff will:

- ensure that they are up to date and aware of the contents of this plan and the academy's policy towards all types of discrimination
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the **BOA Staff Handbook** show a commitment to undertake development and training within this area
- engage with the academy in eliminating any discrimination and act as a good example to students
- promote a positive working environment
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the academy community, so that these incidents can be reviewed and action taken where necessary

Students

Students at our academy will:

- engage with the academy in eliminating any discrimination
- promote a positive work environment and a positive attitude towards equality when both in academy and off the academy site
- report to academy staff any incidents of inappropriate language or behaviour, discrimination or victimisation that they know to have occurred
- work to promote the anti-bullying strategies outlined in the academy's **behaviour and anti-bullying policy**
- set a good example regarding behaviour and social awareness to younger students and their peers

Parents, carers, and visitors

Parents, carers, and visitors to the academy are expected to:

- familiarise themselves with the academy's equality plan and support the scheme by promoting a positive attitude towards equality at home
- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the academy's equality plan
- work with the academy to resolve any incident relating to discrimination or victimisation that their child is involved in
- respect and follow our equality when visiting the academy

Key groups at risk

While the academy recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

- **Race**
- **Disability** [See Accessibility Plan]
- **Special Educational Needs**
- **Gender and transgender**
- **Religion or belief**
- **Sexual orientation**
- **Pregnancy and maternity**

Promoting equality and social awareness in academy and within the local community

Community cohesion

The academy expects all students and staff to act respectfully towards members of the wider community that the academy is part of.

Inclusion

Promoting and practising inclusion in academy lessons, around the academy site, during all academy activities and into the wider community is a key part of developing a positive attitude towards equality and people from different backgrounds.

Student voice

Through **VOICE of BOA** – we encourage our students to have confidence in voicing their opinions and taking responsibility for the world around them. It is important that we teach our children how to engage in mature social interactions and get along with a variety of different types of people. The Equality Charter and Scheme are discussed in tutor time as part of the annual audit.

Recruitment

Birmingham Ormiston Academy is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status or sexual orientation. BOA acknowledges that unfair discrimination can arise on occasion and so will ensure that the equal opportunities policy outlined in this plan is the foundation for all its activities.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

More information about our recruitment procedures can be found in the academy **Equal Opportunities Policy**.

Staff

Equal opportunities for staff

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the academy will ensure that:

- all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law;
- staffing of the academy reflects the diversity of our community wherever possible;
- as an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce;
- we respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice;
- we ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams

Staff discipline and suspension

Birmingham Ormiston Academy is committed to ensuring that all academy staff are treated fairly and consistently and this is held to account through our **staff discipline, conduct, and grievance policy**.

The education and wellbeing of our pupils is our main priority. Any member of staff who creates a barrier to learning for our pupils will be disciplined. The **BOA Staff Handbook** provides more information on how the academy monitors staff performance. We hope that staff will feel confident to voice complaints and grievances in the confidential environment of the academy and that they will trust the academy to deal with their grievances fully, promptly, and fairly. The academy puts great faith in all its employees and hopes never to have to discipline anyone as a result of misconduct.

Behaviour, exclusions and attendance

The academy **Behaviour Policy** takes full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for pupils with special educational needs and disabilities. We closely monitor data on exclusions and absence from academy for evidence of over-representation of different groups, and will take action to address any concerns that arise in this area.

Monitoring and review

This single equality plan will be reviewed every 3 years by the Board of Trustees unless there is specific reason for it to be reviewed earlier due to new legislation. The Board of Trustees will review how effective it is in tackling discrimination, promoting access and participation, equality and good relationships between different groups, and that it does not disadvantage particular sections of the community. The Board of Trustees will also review evidence that it is being put into practice in academy by staff and pupils, and whether there is any need for extra training or development sessions across the whole academy to ensure it is promoted and implemented as much as possible.

Information will be gathered [when specific evidence is required] through:

- the views of all stakeholders through an audit

- identification of children and young people, parents, carers, staff and other users of the academy representing the different protected characteristics
- student attainment and progress data relating to different groups
- information about how different groups access the whole curriculum and how they make choices between subject options
- uptake of the extended academy offers and other activities
- exclusions data analysed by group
- records of bullying and harassment on the grounds of any equality issue
- data on the recruitment, development, and retention of employees
- outcomes of activities promoting community engagement and community cohesion
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage.

Review:

One of the most important indicators of how successful we are as a academy in promoting equality and eliminating discrimination are the outcomes for various individuals and groups. Where robust analysis of outcomes reveals poorer outcomes for any particular groups, an impact assessment will be carried out and an action plan put in place to aid these outcomes.

Equality impact assessments

In 2019/2020 we will do the following to undertake equality impact assessments:

- Review of action plan
- Curriculum Team data analysis [including examination reports]

Reporting on our progress

The Equality Scheme and related documents will be available on the BOA website:

- <http://www.boa-academy.co.uk>

and on sections of the BOA Intranet:

- <http://www.boa-academy.com/>

Signed by

M. Gibbons Chair of Board of Trustees

Date: 24/09/2019 NB:

J. Reilly Principal

Date: 01/06/2020

This scheme and plan will be reviewed:

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- *after incidents that relate to, or impact on, equality in academy*
- *after any significant changes to workplace, working practices or staffing.*

NB: 2020 update: Prof. Philip Thickett is the Chair of the Board of Trustees / Mr. Alistair Chattaway is the Principal of BOA.

EQUALITY ACTION PLAN 2019

Public Sector Equality Duty	Equality Objectives	Actions	How will the impact of the action be monitored?	Who is responsible?	Time frames	Progress commentary
Advance equality of opportunity between different groups	1] Improve provision for SEND learners	1] SENCO to extend provision – appointed additional TA 2] Curriculum Support Team established and supporting in Core lessons 3] Training on effective adult support and graduated response	a] Key members of team established b] Clear expectations set out during training session c] CPD Records d] Impact measured through teacher and student views and Review of EHCPs & learning profiles	Principal / Vice Principal SENCO Vice Principal AP SENCO	October 2018 Established by and working from September 2019	
Advance equality of opportunity between different groups	2] Improve provision for students with social, emotional and mental health difficulties	4) Targeted intervention in Lessons 1] Mental Health Champion training – staff and peer mentors 2) Improve communication between SEN-Pastoral and other staff teams	a] Resources from event b] Training evaluation forms c] Student views	SENCO Assistant Principal	September 2019 onwards September 2019	

Foster good relations between different groups	Make sure all non-teaching staff [specifically staff who have direct contact with students] have an understanding of key Curriculum Support information	1] Training session on Curriculum Support information and policy 2] Roll out targeted training	a] Staff Inset b] Views of participants	SENCO	September 2019	
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Accessibility	1]Continue to improve communication and management of medical needs	1] Review success of arrangements 2] Identify key changes needed	a] Key medical information is available centrally in the Curriculum Support folder b] All students with a medical issue have profile and care plan written by parents	Pastoral Admin Support Assistant Principal [Pastoral], EWA Heads of House; Form tutors	Ongoing	
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Accessibility Plan

Adopted: 5th September 2016 Updated: 24th September 2019 Review date: September 2022

Definition of special educational needs

The SEN Code of Practice (DfES, 2014) says that

‘A child or young person has SEN if they have a learning difficulty or disability which calls for special educational provision to be made for him or her.

A child of compulsory academy age or a young person has a learning difficulty or disability if he or she:

- has a significantly greater difficulty in learning than the majority of others of the same age
- has a disability which prevents or hinders him or her from making use of facilities of a kind generally provided for others of the same age in mainstream academies or mainstream post-16 institutions

Children must not be regarded as having a learning difficulty solely because the language or form of language of their home is different from the language in which they will be taught.

Birmingham Ormiston Academy has adopted this accessibility plan in line with relevant academy policies and our Equality Scheme with the aim to ensure that our academy is socially and academically inclusive, that all pupils have access to a full curriculum, and that all pupils are appropriately challenged.

The **BOA Local Offer**, **SEN Information Report** and **SEND Policy** outlines the provision that our academy has in place to support pupils with special educational needs and disabilities (SEND), and the academy’s **publication of equality information and objectives** explains how we ensure equal opportunities for all our students. Increased access to the curriculum, physical access to the academy, and access to information are particular to students with SEND, and this accessibility plan provides an outline of how the academy will manage this part of the SEND provision.

1. Access to the curriculum, information and associated services

Pupils with SEND will be given access to the curriculum supported by the academy’s specialist SEND provision and in line with the wishes of their parents and the needs of the individual.

Every effort will be made to educate pupils with SEND alongside their peers in a mainstream classroom setting. Where this is not possible, the SENCO will consult with the student and their parents for other flexible arrangements to be made.

The academy curriculum is regularly reviewed by the **Vice Principal** together with **Curriculum Directors** and the **SENCO** to ensure that it is accessible to pupils of all levels and abilities, and supports the learning and progress of all pupils as individuals. This includes learning outside the classroom.

It is our aim to ensure that all resources and SEND provisions are being used effectively and efficiently within the academy setting in order to support the taught curriculum and enable pupils to reach their full potential. The academy does this by:

- *keeping staff fully informed of the special educational needs of any pupils in their charge including sharing progress reports, medical reports and teacher feedback*
- *providing regular training and learning opportunities for staff in all departments on the subject of SEND and SEND teaching*
- *making use of all class facilities and space*
- *using in-class provisions and support effectively to ensure that the curriculum is differentiated where necessary*
- *making sure that individual or group coaching is available where it is felt that pupils would benefit from this provision*
- *setting appropriate individual targets that motivate pupils to do their best, and celebrating achievements at all levels*
- *listening to student views and taking them into account in all aspects of academy life.*

2. Sensory and physical needs

The academy has the following adaptations in place to meet sensory and physical needs:

- *appropriate seating, acoustic conditioning and lighting*
- *adaptations to the physical environment of the academy: BOA benefits from full mobility access through the lift system*
- *disabled toilets on all floors*
- *adaptations to academy policies and procedures*
- *access to alternative or augmented forms of communication*
- *access to different amplification systems and a hearing loop system*
- *access to specialist aids, equipment or furniture*
- *access to specialist support as and when required*

3. Reasonable adjustments

The academy will also make reasonable adjustments for individual students who need extra provision than that which is already in place to make sure that all students are involved in every aspect of academy life, and that all barriers to learning are removed. These may fall under the following headings:

The building and grounds:

- *audio-visual fire alarms*
- *assistance with guiding*

Teaching and learning:

- *a piece of equipment*
- *specialist paper, overlays, reading rulers*
- *extra staff assistance*
- *word processors*
- *Access arrangements for formal assessments: use of a reader, scribe, enlarged or coloured texts, supervised rest breaks, 'calm/safe' room – as and when required*
- *Targeted Intervention Groups*

Methods of communication:

- *Induction loop*
- *personalised support for pupils, staff and visitors with visual impairments*

This accessibility plan will be evaluated every 3 years to monitor its effectiveness and ensure that it covers all areas of accessibility that are needed in the academy.

Signed by

<u>Mike Gibbons</u>	Chair of Board of Trustees	Date: 24/09/2019
<u>J. Reilly</u>	Principal	Date: 24/09/2019
<u>Kate Collett</u>	SENCO	Date: 24/09/2019

This policy will be reviewed

NB: 2021 update – Professor Philip Thickett is the Chair of the Board of Trustees / Alistair Chattaway is the Principal of BOA / Tosin Oliyide is the SENDCO at BOA.