

Equality Impact Assessment

Schools are required by equality legislation to prevent unlawful discrimination, harassment and victimisation. Ormiston Horizon Academy promotes equality of opportunity and aims to foster relations between all staff members and students within the academy. Each policy should be checked to ensure that an equality and cohesion assessment is carried out, so that:

- Equality of opportunity is promoted throughout all our policies.
- All policies are inclusive in language and representation used.
- All policies cater to the inclusion of pupils and staff members with disabilities.
- All policies promote community cohesion and a positive image of a diverse community.

<p>Name of policy: Equality Information and Objectives</p> <p>Department:</p> <p>Responsible officer: Josephine Thomas</p> <p>Date completed: 16.09.2016</p> <p>Date of review: September 2016</p>	
<p>Policy description:</p>	<p>Ormiston Horizon Academy is committed to equality both as an employer and a service provider</p>
<p>Main aim/purpose of the policy:</p>	<p>To eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year 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, and reduce or remove them.</p>
<p>What are the outcomes intended from this policy?</p>	<p>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.</p>

This assessment requires that the following characteristics be given due regard when completing the assessment:

Equality Strand	People and aspects included
Age	Young, old and middle-aged people.
Disability / Special Educational Needs	Pupils and staff with disabilities may have physical, mental, or sensory, visible or non-visible impairments. People who are carers for a person with disabilities.
Sex	Men, women, flexible working and equal pay concerns.
Pregnancy and maternity	It is direct sex discrimination to treat a woman (including a female pupil of any age) less favourably because she is breastfeeding a child who is more than 26 weeks old.
Race	People from the various racial groups contained within the census. This could include, for example, British Chinese people; British Asians or Black Britons; Travellers, Gypsies, Roma; those who are of Caribbean origin; people of mixed heritage or parentage; White Irish communities; and people of nationalities outside of Britain who reside here.
Religion or belief	People who have a religious belief; people who are atheist or agnostic; people who have a philosophical belief that affects their view of the world.
Sexual orientation	Heterosexual and bisexual men and women, gay men and lesbians.
Transgender	People who are thinking of, have started the process of or have undergone gender reassignment.

Equality Strand	Issue	How will this be taken into account?	Action	Date to be actioned by
General Issues	As an academy, we are aware of the requirements of the Equality Act 2010 and understand that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our students and employees. All staff have had whole academy training on the Equality Act 2010.	Refresher training is required for staff	
Age	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.		As above	

Disability – Including SEN and Carers	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	OHA has an anti-bullying policy for students and deal promptly and effectively with all incidents and complaints of bullying 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.	As above	
Sex (Gender)	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	anti-bullying policy we are committed to working for the equality of women and men	As above	
Pregnancy and maternity	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	anti-bullying policy	As above	
Race (Ethnicity)	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	anti-bullying policy community cohesion policy citizenship programme of study SMSC Action plan	As above	
Religion or belief	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	anti-bullying policy KS3 Re curriculum	As above	
Sexual orientation	It is unlawful to discriminate, treat some people less	anti-bullying policy	We do not collect data on sexual orientation	

	fairly or put them at a disadvantage.			
Transgender	It is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.	anti-bullying policy		

Indirect discrimination

Are there any rules or requirements in the policy / decision that:

- Can be met by a considerably smaller proportion of people from a particular section of the community?
- Is to the disadvantage of that group?
- Cannot be justified by the aims and importance of the policy?

If all three conditions apply then there may be evidence of indirect discrimination.

No

Please list the rules or requirements that apply

Conclusions reached about the impact of the policy

Possible impact	Group affected	Evidence
Statemented students consistently achieve and/or exceed target grades at GCSE	Statemented students	GCSE grades

Further action

Impact identified	Action	Responsible person	Timescale	Expected out comes	Review date

Publish results at this stage – Yes / No

Reasons:

Carry out further Impact Assessment – Yes / No

Reasons:

Publishing the results of the assessment

Decisions - This Equality Impact Assessment Report must be used to inform the decision. Attach the Equality Impact Assessment Report as an appendix in the decision documentation.

Policy - This Equality Impact Assessment Report must be used to inform policy development. Attach the Equality Impact Assessment Report as an appendix in the published Policy.

Practices and Programmes - The Equality Impact Assessment Report must be used to inform practice and programme development. Attach the Equality Impact Assessment Report as an appendix in the practice or programme documentation.

Agreed by:

Published on: