GEORGE SALTER ACADEMY

[OAT] Ormiston Academies Trust

ACHIEVING MORE TOGETHER

Equality Information and Objectives

Policy Prepared by: OAT

Responsible for policy: Miss J Woodhouse (DSL)

Date reviewed: 6th December 2025

Date of next review: 5th December 2026

Equality within the academy

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

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 objectives Last reviewed – 06/12/2025

Objective
Close the attainment gaps between groups of students with a focus on gender and SEND
To remove all racial and homophobic language
To ensure staff recruitment process is followed fairly and lawfully
To ensure that all staff and students treat each other with respect and celebrate diversity within the Academy
Ensure that the 'one world one school' motto is embraced within all literature and is explored when appointing new members of staff

Equality information Last reviewed – 06/12/2025

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 above.

- Attendance of SEND students
- Acheivement of Pupil Premium studnets
- 'One World in One School' motto to be applied across the whole academy

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 to 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

Understanding our academy community

Confidentiality – Guarantees of confidentiality are given to all individuals who provide monitoring information or who take part in surveys. Names and data are anonymised and we observe the convention not to report where there are 10 or fewer respondents in any grouping.

Our student population

Total number of students on the roll at the academy is 1446

			The academy	
			Number	%
Gender	Male		755	52.21
	Female		691	47.79
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	259	17.9
		Irish	0	-
		Gypsy or Irish Traveller	0	-
		Any other White background	154	10.7
	Mixed / multiple ethnic groups	White and Black Caribbean	27	1.9
		White and Black African	5	0.3
		White and Asian	35	2.4
		Any other Mixed/Multiple ethnic background	35	2.4
	Asian / Asian British	Indian	239	16.5
		Pakistani	103	7.1
		Bangladeshi	210	14.5
		Chinese	3	0.2
		Any other Asian background	103	7.1
	Black / African / Caribbean / Black British	African	104	7.2
		Caribbean	72	5
		Any other Black / African / Caribbean background	23	1.6
	Other ethnic group	Arab	0	0
		Any other ethnic group	63	4.4
	Information refused		0	-0
	Information not obtained		11	0.8
Disability	Mobility and Physical Impairments		5	0.3
	Spinal cord injury		0	0
	Head / brain injury		0	0
	Visual impairment		2	0.1
	Hearing impairment		1	0.1
	Attention Deficit Hyperactivity Disorder		5	0.3

	Autistic Spectrum Disorder	20	1.4
	Cognition and Learning Needs	137	9.5
	Specific learning disability	14	1
	Information refused	-	-
	Information not obtained	-	-
Special Educational Needs (SEN)	No specified special educational need	1294	89.5
	SEN Support	128	8.9
	Statemented / Education Health and Care Plan (EHCP)	24	1.7
Religion	No religion	157	10.8
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	316	21.9
	Buddhist	3	0.2
	Hindu	80	5.5
	Jewish	1	0.1
	Muslim	380	26.3
	Sikh	149	10.3
	Any other religion	13	0.9
	Information refused	16	1.1
	Information not obtained	331	22.9

Diversity of our workforce

The academy employs less than 196 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic it inform policies, decisions and the objectives detailed on this document.

As of 6th December 2025, the academy employs 182 staff members. The academly also employs 28 casual staff and 18 student till operators. Our staff are employed in the following main groups:

- Teaching staff
- Non-Teaching staff

			Number	% of all staff
Gender	Male		56	2
	Female		172	75.4
Age	Under 21		21	9.2
	21-30		48	21.1
	31-40		53	23.2
	41-50		45	19.7
	51-60		31	13.6
	61-70		26	11.4
	71-80		4	1.8
	Over 80		0	0
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	103	45.2
		Irish	1	0.4
		Gypsy or Irish Traveller	0	0
		Any other White background	4	1.8
	Mixed / multiple ethnic groups	White and Black Caribbean	2	0.9
		White and Black African	0	0
		White and Asian	2	0.9
		Any other Mixed/Multiple ethnic background	2	0.9
	Asian / Asian British	Indian	28	12.3
		Pakistani	10	4.4
		Bangladeshi	5	2.2
		Chinese	0	0
		Any other Asian background	22	9.6
	Black / African / Caribbean / Black British	African	2	0.9
		Caribbean	8	3.5
		Any other Black / African / Caribbean background	4	1.8

	Other ethnic group	Arab	0	0
		Any other ethnic group	1	0.4
	Information refused		2	0.8
	Information not obtained		32	14
Disability	Mobility and Physical Impairments		3	1.3
	Spinal cord injury		0	0
	Head / brain injury		0	0
	Visual impairment		0	0
	Hearing impairment		0	0
	Balance disorders		0	0
	Developmental impairment		0	0
	Cognitive impairment		0	0
	Specific learning disability		0	0
	Information refused		1	0.4
	Information not obtained		224	98.3
Religion	No religion		31	13.6
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		42	18.5
	Buddhist		1	0.4
	Hindu		6	2.6
	Jewish		0	0
	Muslim		18	7.9
	Sikh		19	8.3
	Any other religion		0	0
	Information refused		5	2.2
	Information not obtained		106	46.5
Pregnancy and maternity	Staff members who are pregnant		4	1.8
	Staff members who have recently given birth		5	2.2