



## Orion Academy Equality Plan

Orion Academy will publish the Equalities Action Plan on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010.

	<b>Equality Policy</b>	<b>Equality Plan</b>
	Orion Academy has identified the following strategies that are specifically designed to address these issues	
1.	<b>Establishing, maintaining and developing a school culture and ethos</b>	Orion Academy is currently developing a consistent approach to behaviour, helping to ensure that students are learning about the expectations upon them. Staff and students work together to create a school community which is caring and respectful, regardless of special need, disability, gender, faith, race, religion and diversity. Orion Academy seeks to celebrate student achievement; including a reward system, weekly Friday Free Time, attendance trips and end of term achievement assemblies. These achievements can be regarded as gains made in terms of behaviour, attendance, independence and attainment. The academy involves parents, carers and key stakeholders through regular meetings, and daily/weekly contact to discuss progress and attainment. Orion Academy places great emphasis on the celebration and equality through the curriculum and assemblies.
2.	<b>Preventing and dealing effectively with bullying and harassment</b>	Orion Academy has clear procedures and policies to deal with bullying and harassment. All students are aware that any incidents of bullying and harassment will be dealt with in accordance with the academy's policies. Incidents are reported and addressed through the Pastoral Support Team, with records and incidents analysed to track any bullying trends. Incidents of a racial nature are reported to the Senior Leadership Team immediately. The academy has strong

		links with the Schools Police Liaison Officer who is available to offer guidance and support with a range of anti-social behaviours e.g. racial discrimination. All racial incidents are reported termly to the Gallery Trust Board of Trustees.
3.	<b>Listening to students, staff, parents and others</b>	<p>The academy welcomes the voice of students, staff and stakeholders. Senior staff are available daily from 7.45 am onwards to listen to staff concerns and to answer questions. Senior staff are available to listen to students throughout the school week, including break and lunchtimes where members of the leadership team are available to support.</p> <p>The school council meets to discuss any concerns and the school staff can consult the group on activities, policies and proposals. The views of parents and carers are sought through EHCP and TOPs meetings, LAC meetings, post-admissions meetings and through informal consultation. All staff members have a line manager with whom they can discuss issues and concerns. The school takes a consultative approach, ensuring equality of voice to all.</p>
4.	<b>Equalising opportunities</b>	Orion Academy recognises that the socio-economic profile of some students could potentially reduce their ability to access opportunities. The academy's charging policy ensures that contributions to fund activities or trips are voluntary. No child is precluded from accessing an opportunity because of financial pressures. Whilst the academy has a uniform, the requirements are minimal and do not include expensive items, e.g. blazers, etc.