

Public Sector Equality Duty

Students

Outwood Academy Danum conforms to the Equality Act 2010. We endeavour to create equality of opportunity for all. All employees are made aware of the individual needs of students at the beginning of each academic year. Pupil profiles are distributed to teaching staff and meetings with parents and pupils take place to ensure that student needs are being met.

1. Special Educational Need and Disability

- Policy : [SEND Policy](#)
- Visual Impairment:
 - Enlarged resources are provided to support students with visual impairments. Currently there are no blind students in the academy.
- Hearing Impairment:
 - There is an Additional Resourced Centre for Hearing Impaired students within school. Students have access to specially trained staff who use sign language and a variety of radio aids and microphones to ensure that students are actively engaged in lessons. There are currently two classrooms fitted to improve acoustics for hearing impaired students.
- Physical Disability:
 - Students with physical disabilities have access to specific support from trained teaching assistants, accessible toilets and two lifts. Physically disabled students take part in all school activities with other students and are encouraged to participate in disabled sporting competitions.

2. Progress of Specific Cohorts of Students

- Race/ Religion/ Belief/ gender/ sexual orientation:
 - Outwood Academy Danum has students representing a wide range of religious beliefs. Students of different religions, race, nationality and gender mix very happily. Instances of racism are extremely rare.
 - Any homophobic or racist incident is taken very seriously and dealt with in line with the OGAT behaviour policy. There are very few instances across the academy.
 - Progress of cohorts of students is assessed against prior attainment at each Praising Stars cycle which takes place each half term. The 4I model (information, identification, intervention, impact) is used to identify students at risk of not making sufficient progress, put intervention in place to support them and then measure the impact of this intervention.
 - Independent Careers, Education Advice and Guidance (CEIAG) is provided to support all students in making appropriate option and career choices and to raise aspiration of all students.
 - PSHE across the curriculum, in assemblies and in VMG time promotes equality and aspiration of all cohorts.
 - PREVENT: All staff are trained each year to recognise extremism if it were to occur.

Employees

Outwood Academy Danum conforms to the Equality Act 2010. We are an equal opportunity employer.

Targets 2016-17

Outwood Academy Danum targets:

1. Increase number of acoustically improved rooms within the academy from 2 to 8 by July 2017.
2. Increase progress of SEND and Pupil Premium students compared to national data.
3. Increase attendance of SEND and Pupil Premium students as compared to national data.