

OLA equality information 2025/26

Ormiston Latimer Academy includes Freston Junction, our special resource provision (SRP). The number of students on roll at any given time may fluctuate due to the transient nature of our cohort, which makes providing exact numbers difficult. As a result, we may add an average percentage or average student number, where appropriate.

Published admissions numbers:

- Alternative provision: 55
- Freston Junction: 12
- Total: 67

Information on students by protected characteristics

The Equality Act safeguards individuals from discrimination based on "protected characteristics." As every person possesses several of these characteristics, the Act ensures that everyone is protected from unfair treatment.

Disability

Under the Equality Act, a disability is described as a *'physical or mental impairment that significantly and persistently hinders a person's ability to engage in everyday activities.'*

At the Academy, we have students with a range of disabilities, including:

- Autism
- Diabetes
- Dyslexia

Pupil Special Educational Needs/Disabilities (SEND) Provision (% average).

	Alternative provision	Freston Junction
No special education needs	15 – 25%	0%
SEND support	75 – 85%	0%
EHCP	8 – 10%	100%

Ethnicity and race (whole school – average number of students)

	Number of students
Other Asian	0
Other Black	0
White Western European	0
Any other Asian background	1
Arab	1
Black African	1
Moroccan	1
Other White British	1
Pakistani	1
Arab other	2
Black and any other ethnic group	2
Black Caribbean	2
Lebanese	2
White and Black African	2
Any other black background	3
Kurdish	3
White Irish	3
White other	3
White and Black Caribbean	7
White British	14
Not provided	4
Refused	2

Religion and Belief

As a multi-faith Academy, we embrace all religions with equal respect, ensuring that no belief is regarded as more or less valid than another. We also understand that people of different faiths may sometimes face discrimination or harassment, and we are deeply committed to addressing this.

Gender Identity and Reassignment

While we do not collect data on students who are planning to undergo, are currently undergoing, or have completed gender reassignment, we want to acknowledge the unique challenges these individuals may face. We understand that discrimination and harassment can be painful experiences, and we are committed to fostering a safe and supportive environment for all students.

Sexual**Orientation**

Similarly, we do not gather information regarding the sexual orientation of our students. However, we recognise that many students identify as part of the LGBTQ+ community and may encounter specific equality issues. We strive to create an inclusive atmosphere where every student feels valued and respected.

Students with English as an additional language (EAL)

	Whole school (average % of students)
Average % of students with EAL	10 – 20%

Students from low-income backgrounds

	Whole school (average % of students)
Average % of students eligible for free school meals (FSM)	65%+
Average % of pupil premium students	65%+

Safeguarding/safety

	Whole school (average % of students)
Looked After Children (LAC)	0 – 5%
CiN	15 – 25%
CP	5 – 10%