



Equality Objectives

This document provides information on our school context with respect to the Protected Characteristics set out in the Equality Act 2010; sets out our Equality Objectives; and provides data to demonstrate our progress towards these aims.

1) School Context – Pupil

This section provides information on the composition of the pupil population at the school with respect to the 'protected characteristics' outlined in the Equality Act. The Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Gender (%)

Male: 53.7% Female: 46.3%

Other/ Not Stated:

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%):

- Education & Health Care Plan: 1.0%
- Statement: 1.9%
- SEN Support: 12.8%

Ethnicity & Race

	Percentage
Black Caribbean	29.3%
Black - African	21.6%
Portuguese	9.7%

Any other Black Background	8.8%
Other White	5.8%
Other Ethnic Group	4.9%
White and Black Caribbean	4.9%
White - British	4.7%
Any other Mixed Background	3.6%
White and Black African	1.7%
Any other Asian Background	1.1%
Bangladeshi	1.1%
Pakistani	0.8%
Chinese	0.7%
Refused	0.2%
Turkish/Turkish Cypriot	0.2%
White and Asian	0.2%
Greek/Greek Cypriot	0.1%
Traveller	0.1%
White - Cornish	0.1%
White - Irish	0.1%

Religion & Belief

Religion & Belief	Percentage
Christian	41.1%
Muslim	19.4%
No Religion	18.8%
Roman Catholic	17.2%
Other Religion	1.7%
Jehovah Witness	1.0%
Buddhist	0.3%
Hindu	0.3%
Pentecostal	0.1%
Seventh Day Adventist	0.1%

Additional Groups

Ofsted inspections look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support." In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional Language				
	Boys	Girls	Total	% of school population
English as an additional language	177	141	318	38.0%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	317	285	602	71.9%
Number of pupils receiving the 16-19 Bursary (Post-16)	3	2	5	4%
Number of Looked After Children: 6				

2) Our Equality Objectives

Equality Objective 1: Continue to improve rates of progress through a focus on literacy across the curriculum for all groups of students particularly those with low prior attainment– October 2016 to July 2017

This will be achieved by:

- Introducing a Reading for Pleasure programme in which all students will participate
- Develop strategies to monitor the impact of the programme by introducing rigorous assessment and student and teacher feedback

**Review date and comments:
September 2017**

Equality Objective 2: Continue to raise attainment of students with SEND – September 2016 to July 2017

This will be achieved by:

- Dedicated provision for pupils with Special Educational Needs and Disabilities
- Small group teaching in target areas
- Close monitoring of progress and attainment
- Provide high quality CPD for teaching and support staff
- To continue to improve the quality and effectiveness on In class support by LSAs
- Provide Personal Learning Plans for all SEND students
- Identify and target students for appropriate individualised one to one and small group interventions both academic and/or pastoral
- To continue with the transfer of Statements of SEND to EHCPs
- Create liaison with special schools in order to enhance specialist practice

**Review date and comments:
September 2017**

Equality Objective 3: To effectively implement the EGA Pupil Premium Policy ensuring that funding impacts on the academy's efforts to narrow the attainment gap for disadvantaged - September 2016 to July 2017

This will be achieved by:

- Ensure funding allocated as PP is used solely for its intended purpose and
- Use current evidence based research to determine strategies that work to narrow the attainment gap

Review date and comments:
September 2017

Equality Objective 4: Continue to provide appropriate in class and specialist withdrawal support which gives EAL students a secure basis from which to access the mainstream curriculum – September 2016-July 2017

This will be achieved by:

- Keep under review the support provided for EAL learners particularly those who arrive at the Academy at Stages 1 and 2
- Raise awareness of all staff of the needs of EAL learners through CPD
- Focus teaching and support staff on differentiation within the classroom as a means to meeting the needs of EAL learners
- Develop systems for tracking and monitoring the progress of EAL learners
- Increase the number of EAL learners achieving Grade C and above in English GCSE

Review date and comments:
September 2017

Equality Objective 5: Improve attendance and punctuality, particularly monitoring key groups of students (boys, girls, PP, SEND) – September 2016 to July 2017

This will be achieved by:

- Develop an attendance campaign which secures attendance rates of 95%
- Reduce persistent absence so that it reaches at least national average figures
- Rigorously monitor attendance and punctuality making sure that all registers are taken and that this is done accurately

Review date and comments:

September 2017