

## 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 available on our school [website](#)

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 population has changed over the last 4 years with a significant amount of pupils with English as an additional language. We have roughly equal amounts of boys and girls, however this does differ in some year groups. We have a higher than average amount of pupils eligible for free school meals. With a limited catchment area, we have 61% of our pupils coming from outside of area. 20% of our pupils have been identified as having special educational needs above the national average, we also support children in the city through our Physical Disability HUB.

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 information

Last reviewed – March 2021

### 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 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 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

### Our student population

Total number of students on the roll at the academy is 183

*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.*

			The academy		National (if available)	
			Number	%	%	
Gender	Male		98	53.6		
	Female		85	46.4		
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	106	57.9		
		Irish	<10	<10		
		Gypsy or Irish Traveller	<10	<10		
		Any other White background	41	22.4		
	Mixed / multiple ethnic groups	White and Black Caribbean		<10	2.2	
		White and Black African		<10	<10	
		White and Asian		<10	<10	
		Any other Mixed/Multiple ethnic background		<10	<10	
	Asian / Asian British	Indian		<10	<10	
		Pakistani		0	0	
		Bangladeshi		0	0	
		Chinese		0	0	
		Any other Asian background		<10	<10	
	Black / African / Caribbean / Black British	African		0	0	
		Caribbean		0	0	
		Any other Black / African / Caribbean background		<10	<10	
	Other ethnic group	Arab		0	0	
Any other ethnic group		<10	<10			
Information refused			0	0		
Information not obtained			0	0		

Disability	Mobility and Physical Impairments	<10	<10	
	Specific learning disability	12		
	Information refused	0	0	
	Information not obtained	0	0	
Special Educational Needs (SEN)	No specified special educational need	147	80.3	
	School Action K Code	29	15.9	
	School Action Plus	0	0	
	Statemented / Education Health and Care Plan (EHCP)	<10	<10	
Religion	No religion	87	47.4	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	60	32.7	
	Buddhist	0	0	
	Hindu	<10	<10	
	Jewish	0	0	
	Muslim	<10	<10	
	Sikh	<10	<10	
	Any other religion	23	12.5	
	Information refused	0	0	
	Information not obtained	0	0	
	Students who have recently given birth	0	0	
Information on other groups	Students with English as an additional language (EAL)	53	28.9	
	Children Looked After (CLA)	0	0	
	Young carers	0	0	
	Information on students in receipt of additional funding (pupil premium, , free school meals) available on our school <a href="#">website</a>			

### Diversity of our workforce

The academy employs less than 150 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic to inform policies, decisions and the objectives detailed on this document.