



Equality Objectives

(Non-Staff)

PURPOSE

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.

| | | | |
|----------------------|---|--------------------|---------------------------|
| Date of last review: | November 2022 | Author: | Head of People Operations |
| Date of next review: | September 2023 | Owner: | Head of People |
| Type of policy: | <input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school | Approval: | Board |
| School: | Ark All Saints Academy | Key Contact Name: | Governance Team |
| Key Contact Email: | governance.team@arkonline.org | Key Contact Phone: | 0203 116 633 |

POSITIONING WITHIN ARK OPERATIONAL MODEL

| Component | Element |
|--|------------------------|
| <input type="checkbox"/> Strategic Leadership & Planning <input type="checkbox"/> Monitoring, Reporting & Data <input type="checkbox"/> Governance & Accountabilities <input type="checkbox"/> Teaching & Learning <input type="checkbox"/> Curriculum & Assessment <input type="checkbox"/> Culture, Ethos & Wellbeing <input type="checkbox"/> Pathways & Enrichment <input type="checkbox"/> Parents & Community <input type="checkbox"/> Finance, IT & Estates <input checked="" type="checkbox"/> Our People | ER and Wellbeing Model |

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: 52%

Female: 48%

Other/ Not Stated: %

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 30%

Ethnicity & Race

| | Total |
|-----------------------------|--------------|
| White British | 56 |
| White Irish | |
| Traveller of Irish Heritage | |
| Any other White Background | 20 |
| Gypsy / Roma | |
| White and Black Caribbean | 21 |
| White and Black African | 8 |
| White and Asian | 1 |
| Any Other Mixed Background | 5 |
| Indian | 2 |
| Pakistani | 2 |
| Bangladeshi | 11 |
| Any Other Asian Background | 13 |
| Black Caribbean | 85 |
| Black – African | 184 |
| Chinese | 4 |
| Any Other Ethnic Group | 193 |
| Refused | |

Religion & Belief [schools may add other religious groups as appropriate]

| Religion & Belief | Number | Religion & Belief | Number |
|------------------------------|---------------|------------------------------|---------------|
| Christian | 332 | Other | 4 |
| Muslim | 142 | No Religion | 35 |
| Not stated | 87 | | |

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 | 117 | 99 | 216 | 36% |
| Pupils from low-income backgrounds | | | | |
| Number of pupils eligible for Pupil Premium | 160 | 130 | 290 | 48% |
| Number of pupils receiving the 16-19 Bursary (Post-16) | | | | |
| Number of Looked After Children: 4 | | | | |

2. Our Equality Objectives

Equality Objective 1: We aim to narrow the gap between pupils who receive the pupil premium, and those who don't. **(Date adopted and to be achieved by)**

This will be achieved by:

- Provision of additional activities and learning support for pupils from low-income backgrounds
- Close monitoring of progress in English and Maths particularly
- Providing an in-school revision programme during school holidays

Review date and comments:

Equality Objective 2: To improve the progress made by pupils from BAME backgrounds. **(Date adopted and to be achieved by)**

This will be achieved by:

- Developing a reading programme so that all scholars read at their chronological reading age by the time they take GCSEs.
- Introduce scholar leadership programme
- Close monitoring of progress and attainment

Review date and comments:

Equality Objective 3: We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school. **(Date adopted and to be achieved by)**

This will be achieved by:

- Themed assemblies on current affairs to enhance pupils' understanding of the wider world
- Working with expert partners from the third sector to deliver workshops on areas such as self-confidence, resilience and mindfulness
- Ensuring tutors are well-trained to support pupils in this area

Review date and comments:

September 2023