



Ark Elvin
Academy

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:	September 2019	Author:	Head of People Operations
Date of next review:	September 2020	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Elvin 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: 52.4%

Female: 47.6%

Other/ Not Stated: 0%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 1.0%

Ethnicity & Race

	Total
White British	15
White Irish	2
Traveller of Irish Heritage	0
Any other White Background	64
Gypsy / Roma	3
White and Black Caribbean	5
White and Black African	14
White and Asian	10
Any Other Mixed Background	12
Indian	296
Pakistani	22
Bangladeshi	9
Any Other Asian Background	28
Black Caribbean	64
Black – African	33
Chinese	0
Any Other Ethnic Group	17
Refused	0

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

Religion & Belief	%	Religion & Belief	Number
Christian	12.27% (114)	Other	0.43% (4)
Muslim	27.34% (254)	No Religion	0.54% (5)
Jewish	0	Not stated	27.71% (211)
Hindu	20.45% (190)		
Sikh	0		

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	41.55% (386)	36.28% (337)	723	77.83%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	15.39% (143)	15.93% (148)	291	31.32%
Number of pupils receiving the 16-19 Bursary (Post-16)	0	0	0	0
Number of Looked After Children: 0.32% (3)				

2. Our Equality Objectives

Equality Objective 1: We aim to narrow the progress gap between pupils who receive the pupil premium, and those who don't.

This will be achieved by:

- Close monitoring across all subjects; the setting and review of clear next steps and interventions where underachievement exists
- Close monitoring of the attendance and behaviour of any PP pupils who are not meeting academy expectations; the setting and review of clear interventions through our pastoral review programme
- Ensuring that poverty does not bar any child from accessing our full enrichment and raising aspiration programme through subsidised activities
- Providing an in-school revision programme during school holidays
- Providing breakfast club for all children
- On-going work to ensure that all pupils eligible for FSM are in receipt of this.

Review date and comments:

Half termly review through AIP process

Equality Objective 2: We aim to improve the progress made by pupils with SEND.

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

Review date and comments:

Half termly review through AIP process

Equality Objective 3: We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school through our character development, raising aspirations and enrichment programme

This will be achieved by:

- The full implementation and review of our new tutor time and assembly programme
- Launch of our termly enrichment programme and tracking of this
- Launch and review of our raising aspirations and trips programme
- Ensuring tutors are well-trained to support pupils in this area

Review date and comments:

Half termly review through AIP process

Equality Objective 5: Embed our induction and EAL programme so that mid year joiners feel fully integrated into the life of the academy and make rapid progress.

This will be achieved by:

- The implementation of our half termly induction process and review of this
- Termly check in with new pupil groups and tracking their attainment and pastoral data
- Full implementation of the EAL programme with the termly review of their data

Review date and comments:

Half termly review through AIP process