



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 2021	Author:	Head of People Operations
Date of next review:	September 2022	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
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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: 56.07%

Female: 43.93%

Other/ Not Stated: 0%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 15.09%

Ethnicity & Race

	Total
White British	19
White Irish	1
Traveller of Irish Heritage	0
Any other White Background	5
Gypsy / Roma	4
White and Black Caribbean	7
White and Black African	24
White and Asian	13
Any Other Mixed Background	19
Indian	363
Pakistani	41
Bangladeshi	13
Any Other Asian Background	34
Black Caribbean	58
Black – African	73
Chinese	1
Any Other Ethnic Group	17
Refused	0

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

Religion & Belief	%	Religion & Belief	Number
Christian	14.33	Other	1
Muslim	38.53	No Religion	34
Jewish	0.08	Not stated	82
Hindu	17.12		
Sikh	0.42		

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	520	421	941	79.34%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	209	178	387	32.63%
Number of pupils receiving the 16-19 Bursary (Post-16)	17	23	40	3.37%
Number of Looked After Children: 5				

2. Our Equality Objectives

Equality Objective 1:

We aim to narrow the progress gap of our underachieving groups:

- Full data analysis at an Academy and subject level
- Clearly identified target pupils
- Use of know your class sheets
- Provide intervention that is data-informed

Review date and comments:

We will review this data after each assessment point- full data analysis.

Equality Objective 2:

We aim to secure at least on target attainment and good progress for pupils with SEND.

We will do this by:

- High quality teaching in all subjects
- Targeted and subject specific planning for SEND pupils
- Professional development for all staff that supports great teaching and intervention for SEND
- A high-quality intervention curriculum that enables pupils to make good progress
- A rigorous programme of screening that identifies need early so that we can intervene with impact.
- Regular monitoring and review of the quality of teaching for SEND, pupils work, attainment and pastoral data

Review date and comments:

Equality Objective 3:

We aim to provide equality of expectations, access to information and cultural awareness for all pupils through our Character development, PSHE and world affairs programme.

- Character development outlines expected societal behaviours and traits for all pupils to follow to enable them to communicate and develop healthy relationships inside and outside of school.
- PSHE ensures all pupils have access to important information, including their rights and how to stay healthy and safe.

- World affairs ensures all pupils have equal access to information about all cultures and world events as they happen.