



Equality Objectives

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 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 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	ER and Wellbeing Model

<input checked="" type="checkbox"/> Our People	
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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: 56.3%

Female: 43.7%

Other/ Not Stated: 0%

Special Educational or Medical Needs and Disability

Pupils with SEN Support (K): 11.75%

Pupils EHCP (E): 1.64%

Ethnicity & Race

	Total
Indian	362
Black - Somali	113
Black - African	108
Arab Other	88
Any Other White Background	75
Black Caribbean	50
White Eastern European	46
Pakistani	44
Any Other Asian Background	39
Afghan	33
White and Black African	22
Any Other Ethnic Group	22
White - British	20
Any Other Mixed Background	17
White and Asian	16
Portuguese	16
Any Other Black Background	14
White European	12
Bangladeshi	11
Others (42)	180

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

Religion & Belief	%	Religion & Belief	Number
Christian	14.88	Other	0.7
Muslim	40.72	No Religion	2.43

Jewish	0.08	Not stated	7.99
Hindu	15.51		
Sikh	0.55		

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	486	382	868	67.97%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	180	170	350	27.41
Number of pupils receiving the 16-19 Bursary (Post-16)	2	2	4	0.31%
Number of Looked After Children: 8				

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:

Termly review of SEN progress data. Weekly reviewing wider SEN data e.g. pastoral data.

Equality Objective 3:

We are equally ambitious for all our pupils and provide 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.