Equality Information and Objectives

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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.

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 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.

Objective

Objective
Close the attainment gaps between groups of students with a focus on gender and SEND
To remove all racial and homophobic language
To ensure staff recruitment process is followed fairly and lawfully
To ensure that all staff and students treat each other with respect and celebrate diversity within the Academy
Ensure that the 'one world one school' motto is embraced within all literature and is explored when appointing new members of staff

Academy equality challenges

This is a summary of the issues that we are most concerned about. We are already developing strategies and activities to address some of these challenges which is detailed under the next heading 'how we have due regard'. For some of these challenges we have also set equality objectives listed above.

- Attendance of SEND students
- Acheivement of Pupil Premium studnets
- 'One World in One School' motto to be applied across the whole academy

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 to 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, more able, gifted and talented 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 1421.

			The academy	
			Number	%
Gender	Male		751	52.8
	Female		720	50.7
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	281	19.8
		Irish	-	-
		Gypsy or Irish Traveller	-	-
		Any other White background	150	10.5
	Mixed / multiple ethnic groups	White and Black Caribbean	30	2.1
		White and Black African	2	0.1
		White and Asian	27	1.9
		Any other Mixed/Multiple ethnic background	37	2.6
	Asian / Asian British	Indian	253	17.8
		Pakistani	116	8.2
		Bangladeshi	214	15
		Chinese	3	0.2
		Any other Asian background	93	6.5
	Black / African / Caribbean / Black British	African	96	6.8
		Caribbean	75	5.3
		Any other Black / African / Caribbean background	17	1.2
	Other ethnic group	Arab	-	-
		Any other ethnic group	57	4
	Information refused		-	-
	Information not obtained		20	1.4
Disability	Mobility and Physical Impairments		10	0.7
	Spinal cord injury		-	
	Head / brain injury		-	
	Visual impairment		3	0.2
	Hearing impairment		4	0.3
	Attention Deficit Hyperactivity Disorder		7	0.5

	Autistic Spectrum Disorder	23	1.6
	Cognition and Learning Needs	97	6.8
	Specific learning disability	19	1.3
	Information refused	-	-
	Information not obtained	-	-
Special Educational Needs (SEN)	No specified special educational need	1273	89.6
	SEN Support	173	12.2
	Statemented / Education Health and Care Plan (EHCP)	25	1.7
Religion	No religion	155	10.9
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	296	20.8
	Buddhist	3	0.2
	Hindu	80	5.6
	Jewish	1	0.07
	Muslim	357	25.1
	Sikh	143	10.1
	Any other religion	16	1.1
	Information refused	9	0.6
	Information not obtained	411	29

Diversity of our workforce

The academy employs less than 196 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic it inform policies, decisions and the objectives detailed on this document.

As of 19th January 2023 2022 the academy employs 181 staff members. Our staff are employed in the following main groups:

- Teaching staff
- Non-Teaching staff

			Number	% of all staff
Gender	Male		46	25.4
	Female		135	74.6
Age	Under 21		2	1.1
	21-30		39	21.5
	31-40		49	27.1
	41-50		44	24.3
	51-60		33	18.3
	61-70		14	7.7
	71-80		0	0
	Over 80		0	0
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	108	59.7
		Irish	1	0.6
		Gypsy or Irish Traveller	0	0
		Any other White background	5	2.8
	Mixed / multiple ethnic groups	White and Black Caribbean	2	1.1
		White and Black African	0	0
		White and Asian	1	0.6
		Any other Mixed/Multiple ethnic background	1	0.6
	Asian / Asian British	Indian	28	15.4
		Pakistani	10	5.5
		Bangladeshi	5	2.8
		Chinese	0	0
		Any other Asian background	3	1.7
	Black / African / Caribbean / Black British	African	3	1.7
		Caribbean	8	4.4
		Any other Black / African / Caribbean background	2	1.1

	Other ethnic group	Arab	0	0
		Any other ethnic group	0	0
	Information refused		1	0.6
	Information not obtained		3	1.7
Disability	Mobility and Physical Impairments		1	0.6
	Spinal cord injury		0	0
	Head / brain injury		0	0
	Visual impairment		0	0
	Hearing impairment		0	0
	Balance disorders		0	0
	Developmental impairment		0	0
	Cognitive impairment		0	0
	Specific learning disability		0	0
	Information refused		0	0
	Information not obtained		180	95.4
Religion	No religion		29	16
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		29	16
	Buddhist		1	0.6
	Hindu		3	1.7
	Jewish		0	0
	Muslim		6	3.3
	Sikh		14	7.7
	Any other religion		0	0
	Information refused		2	1.1
	Information not obtained		97	53.6
Pregnancy and maternity	Staff members who are pregnant		4	1.1
	Staff members who have recently given birth		2	2.2