



# Ark Blacklands Primary Academy

## EQUALITY OBJECTIVES

*Together, we achieve*

April 2023 – April 2026

# Ark

## I PURPOSE

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At Ark Blacklands, we welcome our duties under the Equality Act 2010.

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

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.

## 2 OUR EQUALITY OBJECTIVES

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We have identified 6 key objectives that our school will focus over the next four-year period. These objectives will help us to meet the three aims of the general duties required in the Equality Act 2010 to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

### **At Ark Blacklands, we aim to:**

1. Increase pupils' understanding of equity and equality through direct teaching across the curriculum.
2. Seek to eliminate discrimination in relation to the protected characteristics by developing common values of citizenship based on dialogue, mutual respect and acceptance of diversity.
3. Develop pupils' knowledge and understanding of people from different communities and faiths beyond their immediate context, through a rich range of experiences, both in and beyond the school.
4. Enhance the process by which pupils with EAL are welcomed and integrated within the academy.
5. Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for pupil premium, children with special educational needs and disabilities and looked after children.

Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

### 3 EQUALITIES ACTION PLAN – APRIL 2023 – APRIL 2026

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**Equality Objective 1:** Increase pupils' understanding of equity and equality through direct teaching across the curriculum.

**Date adopted: April 2023**

**Date to be reviewed: April 2024**

This will be achieved by:

- Staff CPD – Equalteach which will focus on:
- Consider what is meant by equality, diversity and inclusion (EDI) and the importance of engaging effectively with EDI issues.
- Explore terminology and understand the reasons why terms are acceptable or unacceptable.
- Recognise the importance of creating an open climate to discuss issues of equality, diversity and inclusion, be effective allies, challenge and support each other as a staff team.
- Engage with school self-assessment using the Equalteach Equalities award framework – Aiming for Silver Level.
- Ensuring school displays celebrate difference and diversity e.g. racism and equality display
- Assembly themes to promote cultures and heritages which are present in our school.
- Curriculum content, including Personal Development Curriculum, contributes to an appreciation of cultural diversity, and challenges prejudice, bias and stereotype.

**Review date and comments:**

**Equality Objective 2:** Seek to eliminate discrimination in relation to the protected characteristics by developing common values of citizenship based on dialogue, mutual respect and acceptance of diversity.

**Date adopted: April 2023**

**Date to be reviewed: April 2024**

This will be achieved by:

- Curriculum content, including Personal Development Curriculum, contributes to an appreciation of cultural diversity, and challenges prejudice, bias and stereotype.
- The mainstream curriculum, including Personal Development Curriculum, provides pupils with opportunities to learn about and become involved in the life of their communities.
- Behaviour and anti-bullying policies and procedures reflect the commitment to developing well-being, mutual respect and acceptance of diversity.
- All staff and governors have the knowledge and understanding to provide opportunities to develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity.
- Monitor Edaware for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and appropriate responses.

**Review date and comments:**

**Equality Objective 3:** Develop pupils' knowledge and understanding of people from different communities and faiths beyond their immediate context, through a rich range of experiences, both in and beyond the school.

**Date adopted: April 2023**

**Date to be reviewed: April 2024**

This will be achieved by:

- Undertaking and revising the new Agreed Syllabus for RE to reflect school values and wider religious beliefs and celebrations, create links with character education to ensure this runs through the curriculum.
- Ensuring assemblies are calendared through the academic year delivering all religious themes.
- Religious celebrations are acknowledged in assemblies and through dining experiences.
- Ensuring our families diverse cultural heritages are actively promoted and celebrated across the school year.

**Review date and comments:**

**Equality Objective 4:** Enhance the process by which pupils with English as an Additional Language (EAL) are welcomed and integrated within the academy.

**Date adopted: April 2023**

**Date to be reviewed: April 2024**

This will be achieved by:

- Streamline the process for mid-year joiners including parental interviews, literacy and numeracy tests, EAL specific assessments, home/school agreements and settling in plan.
- Flash Academy continues to be embedded with our pupils and also their families.
- Enhance peer support system to ensure new pupils have a range of peers they can go to
- Ensure communications from school, including the website, are accessible to families where written English may be a barrier.
- Further training for staff in supporting pupils with EAL.

**Review date and comments:**

**Equality Objective 5:** Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for pupil premium, children with special educational needs and disabilities and looked after children

**Date adopted: April 2023**

**Date to be reviewed: April 2024**

This will be achieved by:

- Focus on the development of high-quality classroom teaching (Wave 1)
- Close monitoring of progress in English and Maths and providing targeted intervention as needed
- Provision of additional activities and learning support for pupils from disadvantaged backgrounds during the school day to enable full access to the curriculum (Wave 2)
- Before and after school clubs to focus on core subjects and targeted pupils
- Providing additional staff to close the reading gap

**Review date and comments:**

## 4 SCHOOL CONTEXT - PUPILS

All schools are unique so in this section we provide 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: 49%

Female: 51%

Other/ Not Stated: 0%

### **Special Educational or Medical Needs and Disability**

Pupils with a Statement of SEN or EHCP (%):  
6%

<b>Ethnicity &amp; Race</b>	<b>N°</b>		<b>N°</b>
White British	488	Indian	-
White Irish	-	Pakistani	-
Traveller of Irish Heritage	-	Bangladeshi	-
Any other White Background	24	Any Other Asian Background	10
Gypsy / Roma	-	Black Caribbean	4
White and Black Caribbean	11	Black – African	5
White and Black African	9	Chinese	3
White and Asian	11	Any Other Ethnic Group	-
Any Other Mixed Background	9	Refused	38

### **Religion & Belief**

<b>Religion &amp; Belief</b>	<b>%</b>	<b>Religion &amp; Belief</b>	<b>%</b>
Christian	18%	Other	3%
Muslim	3%	No Religion	52%
Jewish	<1%	Not stated	24%
Hindu	1%		
Sikh	-		

### **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:

<b>Pupils with English as an Additional Language</b>				
	<b>Boys</b>	<b>Girls</b>	<b>Total</b>	<b>% of school population</b>
<b>English as an additional language</b>	24	15	39	6%
<b>Pupils from low-income backgrounds</b>				
<b>Number of pupils eligible for Pupil Premium</b>	77	58	135	22%
<b>Number of Looked After Children:</b>				