



Ark Blacklands  
Primary 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:	October 2021	Author:	Head of People Operations
Date of next review:	October 2022	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Blacklands 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: 49%

Female: 51%

Other/ Not Stated: 0%

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

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

### Ethnicity & Race

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

### Religion & Belief

<b>Religion &amp; Belief</b>	<b>%</b>	<b>Religion &amp; Belief</b>	<b>Number</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>
English as an additional language	24	15	39	6%
<b>Pupils from low-income backgrounds</b>				
Number of pupils eligible for Pupil Premium	77	58	135	22%
<b>Number of Looked After Children: 3</b>				

## 2. Our Equality Objectives

**Equality Objective 1:** We aim to narrow the gap between pupils who receive the pupil premium, and those who don't. **(Date adopted and to be achieved by)**

This will be achieved by:

- Clear identification and tracking of pupils
- Close monitoring of progress in English and Maths particularly
- Ensuring all pupils access Quality First Teaching
- Providing a range of in-school interventions

Date adopted: October 2021

Review date: October 2022

**Review date and comments:**

**Equality Objective 2:** We aim to improve the progress made by pupils with SEND. **(Date adopted and to be achieved by)**

This will be achieved by:

- Clear identification and tracking of SEND pupils
- Ensuring all pupils access Quality First Teaching
- Dedicated provision for pupils with Special Educational Needs and Disabilities
- Small group teaching in target areas
- Close monitoring of progress and attainment

Date adopted: October 2021

Review date: October 2022

**Review date and comments:**

**Equality Objective 3:** We aim to enhance pupils' social, moral, cultural and spiritual development throughout their time at the school. **(Date adopted and to be achieved by)**

This will be achieved by:

- Themed assemblies on current affairs to enhance pupils' understanding of the wider world
- Development of a cohesive PSHE curriculum across the school
- Ensuring teachers are well-trained in the mindfulness approach to support pupils in this area

Date adopted: October 2021

Review date: October 2022

**Review date and comments:**

