



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 Castledown Primary 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: 55%

Female: 45%

Other/ Not Stated: 0%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 1%

Ethnicity & Race

	Total
White British	272
White Irish	0
Traveller of Irish Heritage	0
Any other White Background	21
Gypsy / Roma	0
White and Black Caribbean	4
White and Black African	2
White and Asian	1
Any Other Mixed Background	4
Indian	1
Pakistani	0
Bangladeshi	1
Any Other Asian Background	8
Black Caribbean	3
Black – African	4
Chinese	8
Any Other Ethnic Group	12
Refused/not known	18

Religion & Belief

Religion & Belief	%	Religion & Belief	%
Christian	11%	Other	9%
Muslim	4%	No Religion	60%
Jewish	0%	Not stated	15%
Hindu	1%		
Sikh	0%		

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	23	20	43	12%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	112	94	206	57%

2. Our Equality Objectives

Equality Objective 1: We aim to identify disadvantaged pupils who are at risk of under-achievement and continue to intervene effectively to accelerate progress and close the gap

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

Review date and comments:

Equality Objective 2: We aim to improve the progress made by pupils with SEND

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

Review date and comments:

Equality Objective 3: We aim to improve pupils' social, moral, cultural and spiritual development throughout their time at the school.

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

Review date and comments:

Equality Objective 4: We aim to improve the life chances and choices for all our pupils

This will be achieved by:

- Quality first teaching of high standard in all classes.
- Development of our enrichment programme, including our pupil connexions passport activities which enable our pupils to have gained eleven key experiences by the end of primary school

Review date and comments: