



Ark Globe  
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:	December 2020	Author:	Head of People Operations
Date of next review:	September 2021	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Globe 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: 54%

Female: 46%

Other/ Not Stated: 0%

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

Pupils with a Statement of SEN or EHCP (%): 19%

**Ethnicity & Race**

	<b>Total</b>
White British	54
White Irish	1
Traveller of Irish Heritage	0
Any other White Background	130
Gypsy / Roma	0
White and Black Caribbean	42
White and Black African	32
White and Asian	3
Any Other Mixed Background	160
Indian	9
Pakistani	14
Bangladeshi	142
Any Other Asian Background	72
Black Caribbean	141
Black – African	499
Chinese	10
Any Other Ethnic Group	2
Refused	6

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

<b>Religion &amp; Belief</b>	<b>Number</b>	<b>Religion &amp; Belief</b>	<b>Number</b>
Christian	509	Other	13
Muslim	489	No Religion	98
Jewish	0	Not stated	204
Hindu	4		
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:

<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	313	258	571	43%
<b>Pupils from low-income backgrounds</b>				
Number of pupils eligible for Pupil Premium	399	347	746	57%
<b>Number of Looked After Children: 1</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. **(December 2020 – September 2021, when reviewed)**

This will be achieved by:

- Provision of additional activities and learning support for pupils from low-income backgrounds
- Close monitoring of progress in English and Maths particularly
- Providing an in-school revision programme during school holidays

**Review date and comments: September 2021**

**Equality Objective 2:** We aim to improve the progress made by pupils with SEND. **(December 2020 – September 2021, when reviewed)**

This will be achieved by:

- 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: September 2021**

**Equality Objective 3:** We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school. **(December 2020 – September 2021, when reviewed)**

This will be achieved by:

- Themed assemblies on current affairs to enhance pupils' understanding of the wider world
- Working with expert partners from the third sector to deliver workshops on areas such as self-confidence, resilience and mindfulness
- Ensuring tutors are well-trained to support pupils in this area

**Review date and comments: September 2021**