



## Ark Helenswood Academy

### Equality Objectives

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.

#### 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: N/A

Female: 100

Other/ Not Stated: 0

#### Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN (S) or EHCP(E) (%): 9/673 = 1.33%

#### Ethnicity & Race

	%	Number
White	88.3	594
Mixed / Dual Background	5.5	37
Asian or Asian British	3.4	23
Black or Black British	0.9	6
Chinese	0.2	1
Any Other Ethnic Group	0.7	5
Information not yet obtained	1.0	7

## Religion & Belief

Religion & Belief	%	Number
Christian	37.0	249
Muslim	3.3	22
Jewish	00.1	1
Hindu	0.1	1
Sikh	0	0
Buddhist	0.4	3
Other	1.9	13
No Religion	42.8	288
Not stated	814.3	96

## 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	N/A	41	41	6.1
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	N/A	223	223	33.1
Number of pupils receiving the 16-19 Bursary (Post-16)	N/A	19	19	33.9 **
<b>Number of Looked After Children: 2</b>				

**\*\*TOTAL KS3 & KS4 = 673**

**Female Post 16 = 56**

## Information about our Employees

We are required to publish information about the diversity of our workforce if we have more than 150 employees. This information provides a profile of our workforce, as well as our employment practices and achievements.

Ark Schools is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

The appointment and recruitment procedure must always be applied fairly and in accordance with employment law and the Ark Schools Equal Opportunities Policy

### Gender (%)

Male: 23%

Female: 77%

Other/ Not Stated: 0

### Disability

Number of staff identifying as disabled: 1

### Religion & Belief (This data has not been recorded with the exception of three members of staff)

Religion & Belief	%	Religion & Belief	Number
Christian	0.7%	Other	
Islam		No Religion	
Jewish		Not stated	
Hindu		Not religious	1.4%
Sikh			

## Ethnicity and Race

	<b>Total</b>
White British	138
White Irish	1
Traveller of Irish Heritage	0
Any other White Background	2
Gypsy / Roma	0
White and Black Caribbean	1
White and Black African	0
White and Asian	0
Any Other Mixed Background	1
Indian	1
Pakistani	0
Bangladeshi	0
Any Other Asian Background	0
Black Caribbean	0
Black – African	0
Chinese	0
Any Other Ethnic Group	0
Refused	2

## 2) Our Objectives

**Equality Objective 1:** To diminish the differences between pupils who receive the pupil premium and those who do not.

This will be achieved by ensuring:

- Effective use of the pupil premium funding to provide additional staffing and resourcing to support this group of students
- Close monitoring of progress in all subjects
- Embedding the values, vision and ethos in that there is a strong belief that every child can succeed and that we have high expectations of them and high aspirations for them
- Building resilience through learning from our mistakes

Ensuring that there is excellence in our quality of provision

**Review date and comments:**

After each assessment and data collection point. Through middle leader quality assurance processes.

**Equality Objective 2:** To improve the progress made by pupils with SEND. This will be achieved by ensuring that:

- A dedicated provision is in place for pupils with Special Educational Needs and Disabilities
- Small group teaching in target areas; particularly literacy
- Close monitoring of progress and achievement

Whole school review of literacy provision and staff training to develop stronger literacy outcomes for all

**Review date and comments (July 2018):**

After each assessment and data collection point. Through middle leader quality assurance processes. Inclusion minutes.

**Equality Objective 3:** To ensure key stage 3 pupils have a reading age in line with, or in excess of, their chronological age.

This will be achieved by ensuring that:

- There is regular testing and review
- Supporting literacy in all subjects across the curriculum
- A focus on literacy in professional planning meetings
- Specific intervention strategies for students requiring support

Weekly literacy briefings

**Review date and comments (July 2018):**

Through data captures and quality assurance processes.