



ARK Brunel Primary 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: 49.4%

Female: 50.6%

Other/ Not Stated:

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 2.5%

Ethnicity & Race

	Total
White British	40
Any other White Background	35

White and Black Caribbean	18
White and Black African	2
White and Asian	5
Any Other Mixed Background	37
Any Other Asian Background	19
Black – African	52
Black Caribbean	21
Any Other Black Background	14
Any Other Ethnic Group	26
Moroccan	16
Pakistani	1
Bangladeshi	8
Filipino	3
Irani	3
Refused	13

Religion & Belief **This information is not held on CMIS**

Religion & Belief	%	Religion & Belief	Number
Christian	30.5	Buddhist	1
Muslim	45.5	No Religion	21
Jewish	0	Not stated	2
Hindu	0		
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	85	106	191	60.8%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	78	88	166	52.9%
Number of pupils receiving the 16-19 Bursary (Post-16)	N/A	N/A	N/A	N/A
Number of Looked After Children: 3				

2) Our Equality Objectives

- From your Academy Improvement Plan, identify at least **X** Equality Objectives for the coming four years. They should be tailored to your school priorities and values, and Ark's overall values, and should be SMART in nature. The targets, and means by which they will be achieved, should be provided along with the overall objectives
- The themes of Equality Objectives could include:
 - **Narrowing gaps** between particular groups e.g. Pupil Premium and non-Pupil Premium; SEND and non-SEND
 - **Accelerating progress** of particular groups e.g. EAL; SEND
 - **Improving integration** amongst particular groups e.g. ensuring strong integration of new joiners with EAL
 - **For schools with 150+ employees**, specific goals with regards to promoting equality amongst staff members
- Example Equality Objectives could include the following:

Equality Objective 1: 4.3 Accelerate progress in EYFS to ensure higher percentage of children achieve GLD

This will be achieved by:

- Dedicated provision for pupils in EYFS
- Small group teaching in target areas
- Close monitoring of progress and attainment

Review date and comments:

Equality Objective 2: 1.3 Ensure that British/Brunel values are integral to school's work and are palpable in its ethos **(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
- 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:

Equality Objective 3: Enhance process by which mid-year joiners with EAL are welcomed to, and integrated within, the academy. **(Date adopted and to be achieved by)**

This will be achieved by:

- Full review of the process for mid-year joiners including literacy and numeracy tests
- Implementation of 'buddy system' to link new pupils to existing pupils for support
- Further training for staff in supporting pupils with EAL

Review date and comments: