



ARK Brunel
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:	April 2016	Author:	Head of People Operations
Date of next review:	September 2019	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Brunel 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: 56.2

Female: 43.8

Other/ Not Stated:

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 2.9

Ethnicity & Race

	Total
White British	10.7
White Irish	0.3
Traveller of Irish Heritage	
Any other White Background	7.6
Gypsy / Roma	
White and Black Caribbean	4.7
White and Black African	3.4
White and Asian	0.8
Any Other Mixed Background	9.4
Indian	1.3
Pakistani	0.3
Bangladeshi	3.1
Any Other Asian Background	4.7
Black Caribbean	6.5
Black – African	7.3
Chinese	
Any Other Ethnic Group	3.6
Refused	3.6

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

Religion & Belief	%	Religion & Belief	%
Christian	36.2	Other	0.5
Muslim	43.2	Budist	0.8
Jewish	0.5	No Religion	17.4
Hindu	1.3	Not stated	
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	133	112	245	63.8
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	88	62	150	39.1
Number of pupils receiving the 16-19 Bursary (Post-16)	N/A	N/A	N/A	N/A
Number of Looked After Children:	1			

2. Our Equality Objectives

- From your Academy Improvement Plan, identify at least 4 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: AIP 4.1 We aim to narrow the gap between pupils who receive the pupil premium, and those who don't. **(Adopted: October 2018, Review: September 2019)**

This will be achieved by:

- Clear Pupil Premium strategy in place
- Close monitoring of progress in English and Maths particularly
- Staff training on characteristics of vulnerable learners

Review date and comments:

Equality Objective 2: AIP 4.4, 5.1 Accelerate progress in EYFS to ensure higher percentage of children achieve GLD. **(Adopted: October 2018, Review: September 2019)**

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 3: AIP 3.3, 3.5 Ensure that Brunel values are integral to school's work and are palpable in its ethos. **(Adopted: October 2018, Review: September 2019)**

This will be achieved by:

- Whole staff training on what values look like in practice
- Implementing Mind Up programme in school
- Rewards and sanctions that reference adherence to values

Review date and comments:

Equality Objective 4: AIP 4.1-4.4 Enhance process by which mid-year joiners are welcomed to, and integrated within, the academy. **(Adopted: October 2018, Review: September 2019)**

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: