

## Equality Objectives

The Public Sector Equality Duty requires our school to monitor our policies and procedures and to publish information about equalities in our school. The Equality Act 2010 has 3 main 'General Duties' which we must aim to achieve, these are:

1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. To advance equality of opportunity between people.
3. To foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 states that it is unlawful to discriminate against people with the following protected characteristics. This applies to the whole school community:

Age

Disability

Gender

Gender reassignment

Pregnancy and maternity

Race (ethnicity)

Religion and belief

Sexual Orientation

We believe that equality at our school should permeate all aspects of school life and that it is the responsibility of every member of the school and wider community. Everyone within our school community should feel safe and secure, they should feel valued and of equal worth, these include:

Children and young people

All staff employed at the school

Students on placement

Staff from across other Trust Schools

Parents/carers

Governors

Agency staff

Contractors working at our school

External agencies whose staff are working with our school, including Health, Social Care, Special Needs support and agencies such as the Department for Education, Ofsted and Challenge Partners colleagues.

- All visitors to the school

The '**Specific Duty**' for schools is to gather and publish information to show how we are complying with the Equalities Duty; how we remove or minimise disadvantage and take steps to meet different needs and encourage participating when it is proportionately low. We record and analyse the progress and attainment of all children, including vulnerable groups.

To help us in our work to advance equality of opportunity we have set ourselves some equality objectives determined by our scrutiny of information and data.

Our Principal/Head of School is responsible for the implementation of the Equality Act 2010 and the Governing Body is responsible for making sure that school policies and procedures comply with the Act. Staff and Governors are involved in the monitoring of our policies, procedures and practice to make sure our school continues to be an inclusive, accessible, safe and welcoming environment for all.

### Current Profile of the School

At present there are a total of 1283 children at the school.

#### Pupils on roll by Age and Gender

Age as at Jan 2016	Full-Time			Part-Time			ALL
	Boy	Girl	Total	Boy	Girl	Total	Total
18	4	10	14	0	0	0	14
17	42	33	75	0	0	0	75
16	27	44	71	0	0	0	71
15	107	107	214	0	0	0	214
14	110	121	231	0	0	0	231
13	111	109	220	0	0	0	220
12	126	120	246	0	0	0	246
11	106	106	212	0	0	0	212

#### Ethnicity

3.2% of children are from other ethnic backgrounds other than White British.

Pupils on roll by Ethnic Group – aged 11 years and over	Number
Indian	1
Any Other Asian Background	3
Pakistani	5
Black – African	2
Any Other Black Background	0
Chinese	5
Any Other Mixed Background	5
White and Asian	3
White and Black African	1

White and Black Caribbean	3
Any Other Ethnic Group	1
White – British	1242
Gypsy Roma	1
Any Other White Background	8
White Irish	3

### First Language

Pupils on roll by their First Language – aged 11 years and over	Number
English	1255
Believed to be English	6
Believed to be other than English	8
Other than English	14

### Special Educational Needs

Pupils on roll with SEN provision	Number
SEN Provision – Education, health and care plans	2
SEN Provision – Statemented	12
SEN Provision – SEN Support	99

### Specific Groups

Pupils on roll by Specific Groups	Number
Service children	5
Children adopted from care (adoption, special guardianship or other child arrangement)	2
Free School Meals	158

## Progress and Attainment Analysis for 2014-2015

Please go to: About Us section then Results

### Progress and attainment by Characteristics

	Progress	Attainment
Gender	<b>Expected Progress English</b> 76.1% girls    50.5% boys	<b>3 A*/A</b> 17.1% girls    18.2% boys
	<b>Expected Progress Maths</b> 67.0% girls    64.5% boys	<b>5+ A*-C EM</b> 67.6% girls    42.7% boys
Ethnicity BME pupils	<b>Expected Progress English</b> 66.7%	<b>3 A*/A</b> 0.0%
	<b>Expected Progress Maths</b> 66.7%	<b>5+ A*-C EM</b> 66.7%
EAL pupils	<b>Expected Progress English</b> N/A	<b>3 A*/A</b> N/A
	<b>Expected Progress Maths</b> N/A	<b>5+ A*-C EM</b> N/A
SEND pupils	<b>Expected Progress English</b> 20.8%	<b>3 A*/A</b> 4.0%
	<b>Expected Progress Maths</b> 25.0%	<b>5+ A*-C EM</b> 20.0%