



Equality Statement & Objective Statements

(Including 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:	June 2022	Author:	Head of School Business Partnering
Date of next review:	September 2023	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Soane 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 & 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: N/A

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 2%

Ethnicity & Race

	Total
White British	14%
Any other White Background	9%
White and Black Caribbean	6%
Any Other Mixed Background	15%
Black – African	18%
Any Other Ethnic Group	27%

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

Religion & Belief	%
Muslim	49
Christian	36
Not stated	8
Other	7

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	50/98	44/82	98	54%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	48/98	36/82	84	47%

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.

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

Review date and comments:

September 2022

Equality Objective 2: We aim to improve the progress made by pupils with SEND.

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 2022

Equality Objective 3: We aim to continue to develop and deliver a diverse curriculum that develops our student's social, moral, culture and spiritual understanding

This will be achieved by:

- A well-developed non-examined tutor and PSHE programme including a range of topics from around the world
- Implementing an ambitious Philosophy and RE curriculum ensuring that all students have a strong understanding of various faith and moral perspectives
- Ensuring tutors are well-trained to support pupils in this area
- Recognition and celebration of a variety of religious events in our school calendar

Review date and comments:

September 2022