

## Equality Objective

(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:	September 2020	Author:	Head of School Business Partnering
Date of next review:	September 2021	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark John Keats 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: 48.8%

Female: 51.2%

### Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 1.9%

### Ethnicity & Race

	<b>Total</b>
White British	52
White Irish	3
Traveller of Irish Heritage	0
Any other White Background	663
Gypsy / Roma	1
White and Black Caribbean	62
White and Black African	37
White and Asian	8
Any Other Mixed Background	112
Indian	18
Pakistani	6
Bangladeshi	52
Any Other Asian Background	21
Black Caribbean	100
Black – African	103

Chinese	2
Any Other Ethnic Group	390
Refused	105

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

<b>Religion &amp; Belief</b>	<b>%</b>	<b>Religion &amp; Belief</b>	<b>Number</b>
Christian	9.2%	Other	3.1%
Muslim	10.4%	No Religion	3.3%
Jewish	0%	Not stated	73.8%
Hindu	0.1%		
Sikh	0.1%		

**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:

<b>Pupils with English as an Additional Language</b>				
	<b>Boys</b>	<b>Girls</b>	<b>Total</b>	<b>% of school population</b>
English as an additional language	411	440	851	49%
<b>Pupils from low-income backgrounds</b>				
Number of pupils eligible for Pupil Premium	339	364	703	40.5%
Number of pupils receiving the 16-19 Bursary (Post-16)	3	7	10	0.6%
<b>Number of Looked After Children: 33</b>				

## 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. We endeavour to build a workforce that 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 equitable 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 Statement.

### Gender (%)

Male: 26.8%

Female: 71.6%

Other/ Not Stated: 1.6%

### Disability

Number of staff identifying as disabled: 1

### Religion & Belief

Religion & Belief		Religion & Belief	Number
Christian	18	Other	0
Muslim	15	No Religion	93
Jewish	0	Not stated	115
Hindu	0		
Sikh	0		

## Ethnicity and Race

	<b>Total</b>
White British	73
White Irish	4
Traveller of Irish Heritage	0
Any other White Background	9
Gypsy / Roma	0
White and Black Caribbean	3
White and Black African	9
White and Asian	3
Any Other Mixed Background	1
Indian	4
Pakistani	2
Bangladeshi	4
Any Other Asian Background	1
Black Caribbean	6
Black – African	9
Chinese	4
Any Other Ethnic Group	2
Refused	48

## 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
- Providing an in-school revision programme during school holidays

**Review date and comments:**

**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:**

**Equality Objective 3:** We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school.

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