



## Equality Objectives

(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 2021	Author:	Head of School Business Partnering
Date of next review:	September 2022	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
Key Contact Email:	governance.team@arkonline.org	Key Contact Phone:	0203 116 633

### 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: 49.7%

Female: 50.3%

### Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 4.0%

### Ethnicity & Race

	<b>Total</b>
White British	267
White Irish	4
Traveller of Irish Heritage	0
Any other White Background	458
Gypsy / Roma	1
White and Black Caribbean	57
White and Black African	40
White and Asian	11
Any Other Mixed Background	72
Indian	19
Pakistani	8
Bangladeshi	60
Any Other Asian Background	3
Black Caribbean	103
Black – African	133

Chinese	2
Any Other Ethnic Group	111
Refused	5

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

<b>Religion &amp; Belief</b>	<b>%</b>	<b>Religion &amp; Belief</b>	<b>%</b>
Christian	13.8%	Other	1.8%
Muslim	15.7%	No Religion	8.6%
Jewish	0%	Not stated	60.0%
Hindu	0.0%		
Sikh	0.0%		

**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:

<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	392	416	808	45.1%
<b>Pupils from low-income backgrounds</b>				
Number of pupils eligible for Pupil Premium	335	356	711	39.7%
Number of pupils receiving the 16-19 Bursary (Post-16)	12	37	49	0.03% <sup>1</sup>
<b>Number of Looked After Children: 30</b>				

<sup>1</sup> 0.03% of whole school population; 26% of the Sixth Form. 87 pupils qualify for this bursary but only 49 applied.

## 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: 29.4%

Female: 70.6%

Other/ Not Stated: 0%

### Disability

Number of staff identifying as disabled: 3

### Religion & Belief

Religion & Belief		Religion & Belief	Number
Christian	33	Other	0
Muslim	15	No Religion	118
Jewish	0	Not stated	33
Hindu	2		
Sikh	0		

## Ethnicity and Race

	<b>Total</b>
White British	74
White Irish	2
Traveller of Irish Heritage	0
Any other White Background	27
Gypsy / Roma	0
White and Black Caribbean	4
White and Black African	0
White and Asian	4
Any Other Mixed Background	5
Indian	3
Pakistani	2
Bangladeshi	1
Any Other Asian Background	0
Black Caribbean	7
Black – African	11
Chinese	0
Any Other Ethnic Group	3
Refused	34

## 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.

This will be achieved by:

- 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