



EQUALITY STATEMENT

The Public Sector Equality Duty requires our school to publish information about Equalities.

The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership
10. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are to:

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

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

Publish information

Set Equality Objectives

School information

Feature of current cohort	Percentage
% Males	49.2
% Females	50.7
% Free School Meals	10.9
% Pupil Premium	51.3
% EAL	36
% SEND	16.08

Ethnic breakdown

Ethnicity	% of all students
Asian (Bangladeshi)	4.8 (2.1)
Asian other (Pakistani)	7.0 (1.6)
Black African	4.3
Black African other	9.7
Black Caribbean	2.1
Other Black background	10.3
Chinese	0.5
Gypsy/Roma	0.5
Mixed background	9.2
White British	20.0
White Eastern European	18.9
White other	3.2
All others	5.4

Ethnicity	% of all staff
Asian	8.6
Black African	4.3
Black Caribbean	8.6
Other Black background	13.4
Mixed background	13.0
White British	34.7
White other	17.4%

Equality Objectives

1. We will raise the issue of cyber bullying in all its manifestations through assemblies, Coaching Group discussions and through the personal, social and health education (PSHE) curriculum, so that:

There is an immediate increase in the reporting of such incidents using the formal processes

A repeat anonymous survey six months from now shows a reduction in incidents.

2. Raise the attainment of pupils with SEND in KS3 in order to close the gap between these pupils and their peers

Much of the information and analysis will relate to the academy improvement plan, evaluations and student data – we intend to use the information to improve education for all groups in the academy. We want to make sure we know which students are doing well and less well so we can plan and improve. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives.