



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:	April 2016	Author:	Head of Employee Relations
Date of next review:	April 2019	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input type="checkbox"/> Set for school <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Walworth 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

Walworth Academy

Equality Objectives

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:	59%
Female:	41%
Other/ Not Stated:	n/a

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 10%

Ethnicity & Race

	Total
White British	9.27%
White Irish	0.58%
Traveller of Irish Heritage	0.00%
Any other White Background	4.73%
Gypsy / Roma	0.10%
White and Black Caribbean	3.28%
White and Black African	2.32%
White and Asian	0.58%
Any Other Mixed Background	7.63%
Indian	0.19%
Pakistani	0.48%
Bangladeshi	3.57%
Any Other Asian Background	2.32%
Black Caribbean	6.47%
Black – African	28.47%
Chinese	1.64%
Any Other Ethnic Group	28.19%
Refused	0.10%

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

Religion & Belief	%	Religion & Belief	%
Buddhist	0.97%	Sikh	0
Christian	35.04%	Other	5.79%
Muslim	23.94%	No Religion	12.07%
Jewish	0	Not stated	22.2%
Hindu	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:

Pupils with English as an Additional Language				
	Boys	Girls	Total	% of school population
English as an additional language	308	192	500	49.5%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	247	181	428	42%
Number of pupils receiving the 16-19 Bursary (Post-16)	40	22	62	55%
Number of Looked After Children: 9				

2) Our Equality Objectives

- The themes of Equality Objectives could include:
 - **Narrowing gaps** between particular groups e.g. Pupil Premium and non-Pupil Premium; SEND and non-SEND
 - **Accelerating progress** of particular groups e.g. EAL; SEND
 - **Improving integration** amongst particular groups e.g. ensuring strong integration of new joiners with EAL

Equality Objective 1: We aim to narrow the gap between pupils who receive the pupil premium, and those who don't. **(September 2017, to be achieved by July 2019)**

This will be achieved by:

- Provision of additional activities and learning support for pupil premium students from low-income backgrounds
- Knowledge of number of students achieving 4+ in both English and Maths

Review date and comments:

Equality Objective 2: We aim to improve the progress made by pupils with SEND. **(September 2017, to be achieved by July 2018)**

This will be achieved by:

- Dedicated provision for pupils with Special Educational Needs and Disabilities
- Close monitoring of progress and attainment

Review date and comments:

Monitored annually by the SEN report to Local Governing Body.

Equality Objective 3: We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school. **(September 2017, to be achieved by July 2020)**

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
- Deep Learning Days to address British Values, extremism, FGM, homophobia and radicalisation.

Review date and comments:

Equality Objective 4: To celebrate the diversity of our school community. **(September 2017, to be achieved by July 2018)**

This will be achieved by:

- Ensuring that this is prioritised within the Preparation for Adult Life curriculum
- Undertaking surveys with pupils on this area of school life
- Ensuring a range of assemblies, workshops and events to educate and celebrate diversity.

Review date and comments:

Equality Objective 5: Enhance process by which mid-year joiners with EAL are welcomed to, and integrated within, the academy. **(September 2017, to be achieved by July 2019)**

This will be achieved by:

- Full review of the process for mid-year joiners including literacy and numeracy tests
- Implementation of 'buddy system' to link new pupils to existing pupils for support
- Further training for staff in supporting pupils with EAL

Review date and comments: