



CITY
ACADEMY

Equality objectives

2020/21

Approved/reviewed by	
KSL	
Date of next review	SEPT 2021

What is the duty?

We must:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

What are the protected characteristics?

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics'. These apply to staff but not students in schools.

1) School Context – Pupils

Gender	Count	%
Male	423	47%
Female	479	53%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): **99 Students or 11%**

Looked After Children

There are currently **9** students in care.

Ethnicity and Race

DfE Code	Count	%
ABAN	50	6%
AIND	17	2%
APKN	72	8%
BAFR	187	21%
BCRB	147	16%
BOTH	30	3%
CHNE	6	1%
MOTH	67	7%
MWAS	16	2%
MWBA	14	2%
MWBC	49	5%
NOBT	54	6%
OOH	75	8%
REFU	16	2%
WBRI	39	4%
WOTH	51	6%
WIRI	2	0%
WROM	5	1%
AOTH	5	1%
TOTAL	902	100%

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

EAL	Count	%
Yes	470	52.1%
No	432	47.9%

Pupils from low-income backgrounds

Pupil Premium	Count	%
Pupil Premium	457	50.7%
Non Pupil Premium	445	49.3%

Religion and Belief

Religion	Count	%
Christian	264	29%
Muslim	255	28%
(blank)	213	24%
No Religion	83	9%
Other Religion	26	3%
Roman Catholic	21	2%
Refused	14	2%
Sikh	14	2%
Hindu	9	1%
Buddhist	2	0%
Anglican	1	0%
Total	902	100%

City Academy Equality Objectives 2020 - 21

Equality Objective One: To eradicate achievement gaps between disadvantaged students and their peers.

Strategies:

- Strategic and appropriate use of Pupil Premium funding
- Provision of additional activities and resources for low-income students
- Tuition and targeted intervention
- Appraisal targets for teachers which focus on disadvantaged students
- Rigorous tracking of disadvantaged students by leaders at all levels
- Engagement with companies and organisations to provide students with aspirations for when they leave school
- Track engagement of disadvantaged students in enrichment opportunities

Equality Objective Two: To eradicate homophobic language and behaviours.

Strategies:

- School's core value of 'We believe in Respect'
- RSE lessons teaching students about the importance of respecting people for who they are
- Promoting role models
- Intervention work for students who use homophobic language to ensure they understand why it is wrong
- Clear sanctions in place for students using homophobic language
- Raising awareness of national campaigns and their importance
- Ensure displays around school reflect the objective

Equality Objective Three: To raise people's awareness of, and reduce, systemic racism.

Strategies:

- Support staff understanding of the issues through training and development programmes
- Review the content of the curriculum to ensure there is no systemic racism
- Be vigilant to the influence of local and national extremist groups
- Ensure opportunities to celebrate BAME cultures are prevalent throughout the curriculum
- Ensure the behaviour policy is applied appropriately to any incidences involving bullying due to race or language barriers

Equality Objective Four: To educate the school community on the importance of understanding different disabilities and the way they impact on people's lives.

Strategies:

- Embed school's core value of 'collaboration'
- Assemblies led by staff, students, and external speakers on different disabilities
- Ensure displays around school reflect the objective
- Ensure role models reflect people with disabilities

Equality Objective Five: To accelerate the acquisition of spoken and written English for students with English as an additional language.

Strategies:

- Identify those students with EAL
- Provision of language acquisition intervention