City Academy

Equality Objectives 2026-27

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.

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: **54.77 %**
Female: **45.23 %**
Other/ Not Stated: **0**

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): **25%**

Ethnicity & Race

	%	Number
White	5.7	28
Mixed / Dual Background	13.6	82
Asian or Asian British	30.9	152
Black or Black British	41.8	195
Information not yet obtained	3.4	17
Any Other Ethnic Group	4.6	13

Religion & Belief

Religion & Belief	%	Number
Christian	23.58	117
Muslim	52.82	262
Jewish	-	-
Hindu	1.20	6
Sikh	0.40	2
Buddhist	-	-
Roman Catholic	1.20	6
Other	1.20	6
No Religion	9.07	45
Not stated	9.27	46
Refused	1.20	6

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	188	136	324	65.3
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	171	137	308	62.1
Number of Looked After Children: 2				

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.

CORE Education Trust is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce 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 equality and fairness for all in our recruitment and 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 CORE Education Trust Equality & Diversity Policy

Gender (%)
Male: **54.77 %**
Female: **45.23 %**
Other/ Not Stated: **0**

Disability
Number of staff identifying as disabled: 0

Religion & Belief

Religion & Belief	**%**	**Religion & Belief**	**Number**
Christian	No Data	Other	No Data
Islam	No Data	No Religion	No Data
Jewish	No Data	Not stated	No Data
Hindu	No Data		
Sikh	No Data		

Ethnicity and Race

	Total
White British	12
Arab	37
White Irish	1
Traveller of Irish Heritage	-
Any other White Background	19
Gypsy / Roma	2
White and Black Caribbean	15
White and Black African	6
White and Asian	11
African Asian	3
Any Other Mixed Background	9
Indian	12
Pakistani	47
Bangladeshi	7
Any Other Asian Background	63
Black Caribbean	10
Black African	89
Chinese	4
Any Other Ethnic Group	13
Refused	13
Asian or Asian British	16
Black or Black British	15
Any other Black background	117
Not obtained	1

2) Our Equality Objectives

Equality Objective 1: To challenge stereotypes that can deny opportunities to students through option and careers guidance.

This will be achieved by ensuring:

- Students have access to opportunities that increase their aspirations.
- Links are formed with employers, training providers and post 16 providers that offer a wide variety of courses.
- Professional mentors are sought, through the alumni.
- Stakeholders are aware of and comfortable with reporting procedures.

Review date and comments (July 2027):
Throughout 2026-27, City Academy:

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Equality Objective 2: Foster good relations between different groups
This will be achieved by ensuring that:

- Raise awareness of different groups and fostering an understanding of the equalities act and what it means in today's society.
- PSHE topics are taught in an open way, where discussion is encouraged, questions are responded to, and prejudice is addressed.
- Develop student leadership to build peer mentors and student role models.

Review date and comments (July 2027):
Throughout 2026-27, City Academy:

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