



City Academy

Equality Objectives 2023-24

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%

Female: 46%

Other/ Not Stated: 0

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 13

Ethnicity & Race

	%	Number
White	9	55
Mixed / Dual Background	18	115
Asian or Asian British	24	157
Black or Black British	40	255
Information not yet obtained	3	20
Any Other Ethnic Group	6	41

Religion & Belief

Religion & Belief	%	Number
Christian	27	173
Muslim	40	257
Jewish	0	0
Hindu	2	12
Sikh	1	7
Buddhist	0.01	1
Roman Catholic	4	24
Other	3	20
No Religion	12	80
Not stated	10	61
Refused	1	8

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	179	155	334	52%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	200	182	382	59%
Number of Looked After Children: 1				

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: 35.1%

Female: 64.8%

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	21
White Irish	1
Traveller of Irish Heritage	
Any other White Background	2
Gypsy / Roma	
White and Black Caribbean	1
White and Black African	
White and Asian	
Any Other Mixed Background	
Indian	3
Pakistani	7
Bangladeshi	1
Any Other Asian Background	2
Black Caribbean	9
Black African	3
Chinese	
Any Other Ethnic Group	
Refused	4
Asian or Asian British	
Black or Black British	
Any other Black background	1
Not obtained	4

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 2024):

Throughout 2023-24, 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 2024):

Throughout 2023-24, City Academy:

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