

Equality information

Last reviewed – March 2023

Academy equality challenges

This is a summary of the issues that we are most concerned about. For some of these challenges we have also set equality objectives listed on our website.

- An Increasing number of students identifying as LGBT+
- Attainment of boys
- Increasing number of students with EAL
- Addressing Cultural Capital and access to opportunities for disadvantaged students
- Literacy
- Increasing number of pupils with a recognized disability as a result of mental health
- Outcomes of SEND and Disadvantaged students

How we have due regard to our duty

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in the academy.

We are committed to working for the equality of all our students. To meet our duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct towards individuals with protected characteristics we:

- Raise the profile of equality through our daily work, the curriculum and targeted assemblies and We Care briefings
- Audit and evaluate our curriculum and personal development programme
- Ensure related policies are in place – including anti-bullying, e-safety and cyber-bullying, behaviour, safeguarding, more able, gifted and talented and SEND
- Give due regard of equality issues in decisions and changes we make – engaging with and consulting students, staff, parents and carers, the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do
- Have in place an accessibility plan
- Have an induction process for new arrivals and ensure that the admission arrangements do not disadvantage groups of students
- Monitor / report on exclusions and all incidents of harassment / discrimination
- Providing adequate training for all staff members and governors including safeguarding and SEND issues
- Follow our published complaints procedure
- Adhere to non-discriminatory employment practices
- Have in place staff and student codes of conduct
- Have a balanced curriculum with an activity / enrichment programme that is accessible to all students
- Provide additional support and apply reasonable adjustments where necessary
- Involve disabled learners, their families and disabled staff in the changes and improvements we make and consult them on issues that concern or affect them
- Track and monitor identified groups and their access and performance and aim to reduce gaps between groups
- Keep a record, where appropriate of the protected characteristics of our students and employees

Cosultation

The academy runs a series of parent and student voice activities to consult on key issues across the academy and inform the direction of activities, policy and practice e.g. ALLY Programme

Understanding our academy community

Our student population

Total number of students on the roll at the academy is 1112

Confidentiality – Guarantees of confidentiality are given to all individuals who provide monitoring information or who take part in surveys. Names and data are anonymised and we observe the convention not to report where there are 10 or fewer respondents in any grouping.

Data source DfE June 2022			The academy		National (if available)
			Number	%	%
Gender	Male		591	50.56	50.3
	Female		578	49.44	49.7
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	681	58.25	63.9
		Irish	0	0.00	0.3
		Gypsy or Irish Traveller	1	0.09	0.3
		Any other White background	86	7.36	6.8
	Mixed / multiple ethnic groups	White and Black Caribbean	38	3.25	1.6
		White and Black African	2	0.17	0.9
		White and Asian	15	1.28	1.6
		Any other Mixed/Multiple ethnic background	33	2.82	2.5
	Asian / Asian British	Indian	93	7.96	3.4
		Pakistani	21	1.80	4.5
		Bangladeshi	22	1.88	1.8
		Chinese	5	0.43	0.6
		Any other Asian background	39	3.34	2.0
	Black / African / Caribbean / Black British	African	30	2.57	4.0
		Caribbean	28	2.40	1.0
		Any other Black / African / Caribbean background	14	1.20	0.8
	Other ethnic group	Arab	0	0.00	N/A
		Any other ethnic group	29	2.48	2.2
	Information refused		32	2.74	N/A
	Information not obtained		0	0	
Disability	Mobility and Physical Impairments		7	0.60	6.8

	Spinal cord injury	0	0.00	N/A
	Head / brain injury	0	0.00	N/A
	Visual impairment	4	0.34	1.0
	Hearing impairment	3	0.26	1.7
	Balance disorders	0	0.00	
	Autistic Spectrum Disorder	40	3.42	13.3
	Speech, Language or Communication Need	56	4.79	23.3
	Cognitive impairment	207	17.71	42.1
	Specific learning disability	16	1.37	11.9
	Information refused	0	0.00	N/A
	Information not obtained	0	0.00	N/A
Special Educational Needs (SEN)	No specified special educational need	855	73.14	N/A
	SEND support (K)	247	21.13	12.6
	Education Health Care Plan (EHCP)	67	5.73	4.0
Religion	No religion	429	36.70	N/A
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	420	35.93	N/A
	Buddhist	2	0.17	N/A
	Hindu	29	2.48	N/A
	Jewish		0.00	N/A
	Muslim	73	6.24	N/A
	Sikh	84	7.19	N/A
	Any other religion	39	3.34	N/A
	Information refused	91	7.78	N/A
	Information not obtained	2	0.17	N/A
Pregnancy and maternity	Students who are pregnant	0	0.00	N/A
	Students who have recently given birth	0	0.00	N/A
Information on other groups	Students with English as an additional language (EAL)	244	20.87	17.5
	Children Looked After (CLA)	7	0.60	3.0
	Young carers	55	4.70	8.3
	Information on students in receipt of additional funding (pupil premium, year 7 catch up, free school meals) is available on our website			

No Information was available on the following protected characteristics:

Gender reassignment – The academy does not have any information on whether any of the students on roll had reassigned their gender

- Sexual identity – The academy does not have information on whether any of the students on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked.

Diversity of our workforce

The academy employs less than 150 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic to inform policies, decisions and the objectives detailed on this document.