Equality information

Last reviewed – *March 2025*

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 opportinuties 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 to 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 acacdemy 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 2024			The academy		National (if available)
			Number	%	%
Gender	Male		595	51.56	
	Female		559	48.44	
Ethnicity	White	English / Welsh / Scottish / Northern Irish / British	741	64.21	61.4
		Irish	0	0	0.3
		Gypsy or Irish Traveller	1	0.09	0.2
		Any other White background	95	8.23	7.0
	Mixed / multiple ethnic groups	White and Black Caribbean	26	2.25	1.5
		White and Black African	1	0.09	0.9
		White and Asian	12	1.04	1.6
		Any other Mixed/Multiple ethnic background	33	2.86	2.7
	Asian / Asian British	Indian	72	6.24	3.9
		Pakistani	16	1.39	4.6
		Bangladeshi	15	1.30	1.8
		Chinese	2	0.17	0.8
		Any other Asian background	33	2.86	2.3
	Black / African / Caribbean / Black British	African	29	2.51	4.9
		Caribbean	15	1.30	1.0
		Any other Black / African / Caribbean background	22	1.91	4.8
	Other ethnic group	Arab	0	0	
		Any other ethnic group	20	1.73	2.4
	Information refused		3	0.26	
	Information not obtained		18	1.56	
Disability	Mobility and Physical Impairments		13	3.4	

	Spinal cord injury	0	0	
	Head / brain injury	0	0	
	Visual impairment	1	0.26	
	Hearing impairment	13	3.40	
	Balance disorders	0	0	
	Autistic Sprectrum Disorder	50	13.09	
	Speech, Language or Communicatiion Need	60	15.71	
	Cognitive impairment	0	0	
	Specific learning disability	16	4.19	
	Moderate Learning Difficulty	136	35.6	
	Social, emotional and mental health	84	21.9	
	Other difficultties	9	2.36	
	Information refused	0	0	
	Information not obtained	0	0	
Special Educational Needs (SEN)	No specified special educational need	830	71.92	
	SEND support (K)	240	20.8	12.9
	Education Health Care Plan (EHCP)	84	7.28	2.7
Religion	No religion	520	45.061	
	Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	410	35.529	
	Buddhist	1	0.087	
	Hindu	30	2.6	
	Jewish	0	0	
	Muslim	47	4.073	
	Sikh	64	5.546	
	Any other religion	40	3.466	
	Information refused	9	0.78	
	Information not obtained	33	2.86	
Pregnancy and maternity	Students who are pregnant	1	0.087	
	Students who have recently given birth	0	0	
Information on other groups	Students with English as an additional language (EAL)	204	17.68	18.6
	Children Looked After (CLA)	6	0.52	
	Young carers	6	0.52	0.9
	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 it inform policies, decisions and the objectives detailed on this document.