



Ark Putney Academy

Equality Objectives

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: 55%

Female: 45%

Other/ Not Stated: n/a

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 14.6%

Ethnicity & Race – in number form

	Total
White British	112
White Irish	1
Traveller of Irish Heritage	1
Any other White Background	38
Gypsy / Roma	
White and Black Caribbean	23
White and Black African	10
White and Asian	3
Any Other Mixed Background	18
Indian	3
Pakistani	25
Bangladeshi	2
Any Other Asian Background	21
Black Caribbean	51
Black – African	72
Chinese	1
Any Other Ethnic Group	23
Refused/Unknown	134

Religion & Belief

Religion & Belief	%	Religion & Belief	Number
Christian	20.3%	Other	3.9%
Muslim	12.5%	No Religion	13.9%
Jewish	0.3%	Not stated	48.5%
Hindu	0.6%		
Sikh	0%		

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	112	95	207	38.47
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	126	109	235	43.68%
Number of pupils receiving the 16-19 Bursary (Post-16)	17	19	36	6.69%
Number of Looked After Children: 5				

2) Our Equality Objectives

Equality Objective 1: We aim to narrow the gap between pupils who receive the pupil premium, and those who don't. **(Date adopted: September 2016 and to be achieved by September 2017)**

This will be achieved by:

- Increase staff awareness by highlighting PP students and ensuring they are standard on seating plans and internal data
- Standing item on department meetings to analyse the gap
- Ensure that PP students attend at least one extra- curricular club
- Arrange targeted study weekends for PP students at KS4/5
- Tracking of access to G/T events to prioritise access for PP
- Prioritise PP parents for parents evening to ensure attendance

Review date and comments:

**In 2017 there was no gap between PP and Non- PP results at GCSE level
2017 summer data shows no gaps with year 10 into 11
2017 summer data show no gaps in year 7 core, no gaps in year 8 maths and science and no gaps in year 9 English and maths (Oct 2017)**

Equality Objective 2: We aim to improve the progress made by pupils with SEND. **(Date adopted September 2016 and to be achieved by September 2017)**

- Ensure students are following realistic/appropriate pathways at GCSE
- SENCO to establish data tracking system for all statemented students and to refer to it in each LM meeting
- SEN students to be held accountable for their actions and behaviours
- SEN students to be highlighted on seating plans and strategies highlighted in green folders
- TA training programme to maximise impact especially with high functioning SEN
- Ensure SEN students attend at least two extra -curricular activities per week
- Differentiation sign posted on SOW
- Develop a more consistent approach to sharing SEN information

Review date and comments:

Differentiation now mandatory on all planning and is a key feature of Co-planning

Development of SEND logo to ensure differentiation of lessons

SEN information has much higher profile and is a feature of the Thursday briefing/Tighter use of the passport SEND system

Staff training – ASD

No significant gaps in the Summer 2017 SEND data (with the exception of Year 8 English

Progress for SEN students at KS4 : +1.1 (excluding one student on EHCP)

Equality Objective 3: We aim to improve pupils' social, moral, cultural and spiritual development in their first three years at the school by widening curriculum provision to include quality PSCHE, RE, British Values and Philosophy and Ethics provision (**Date adopted: Sept 2016 and to be achieved by July 2018**)

This will be achieved by:

- Reviewing the philosophy curriculum to include ethics and RE
- Improve quality of displays with regards to British values and ensuring that it is clearly signposted in the PSCHE SOW
- Establish FGM, cyber bullying and extremism training
- Audit SOW and curriculum areas for SMSC/British Values
- Adjust Assembly system to include religious reflection and British Values

Review date and comments:

- **SOW for P4C being re-written and updated to include new stickability/TL**
- **British Values celebrated in assemblies and in PSCHE SOW**
- **New GB values APA logo**
- **Religious Reflections in assemblies**