



Ark Putney
Academy



Equality Objectives

(Non-Staff)

PURPOSE

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.

Date of last review:	September 2020	Author:	Head of People Operations
Date of next review:	September 2022	Owner:	Head of People
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Board
School:	Ark Putney Academy	Key Contact Name:	Governance Team
Key Contact Email:	governance.team@arkonline.org	Key Contact Phone:	0203 116 633

POSITIONING WITHIN ARK OPERATIONAL MODEL

Component	Element
<input type="checkbox"/> Strategic Leadership & Planning <input type="checkbox"/> Monitoring, Reporting & Data <input type="checkbox"/> Governance & Accountabilities <input type="checkbox"/> Teaching & Learning <input type="checkbox"/> Curriculum & Assessment <input type="checkbox"/> Culture, Ethos & Wellbeing <input type="checkbox"/> Pathways & Enrichment <input type="checkbox"/> Parents & Community <input type="checkbox"/> Finance, IT & Estates	ER and Wellbeing Model

<input checked="" type="checkbox"/> Our People	
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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 (%) (excluding sixth form)

Male: 52 %

Female: 48 %

Other/ Not Stated: 0%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 17 %

Ethnicity & Race

	Total
White British	20.7
White Irish	0.5
Traveller of Irish Heritage	0
Any other White Background	0
Gypsy / Roma	0
White and Black Caribbean	5.4
White and Black African	2.6
White and Asian	0.6
Any Other Mixed Background	3.5
Indian	1.2
Pakistani	7.6
Bangladeshi	0.1
Any Other Asian Background	4.6
Black Caribbean	8.4
Black – African	2.4
Chinese	.6
Any Other Ethnic Group	41
Refused	1.2

Religion & Belief [schools may add other religious groups as appropriate]

Religion & Belief	%	Religion & Belief	Number
Christian	7.7	Other	
Muslim	7	No Religion	4.6
Jewish		Not stated	79.5
Hindu	.34		
Sikh			

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	165	137	302	34.75
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	205	190	395	45.4
Number of pupils receiving the 16-19 Bursary (Post-16)	17	29	46	5.4
Number of Looked After Children:2				

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 Sept 20 and to be achieved by Sept 22)**

This will be achieved by:

- Provision of additional activities and learning support for pupils from low-income backgrounds
- Close monitoring of progress in English and Maths particularly
- Providing an in-school revision programme during school holidays
- Improving the quality of teaching and learning with particular emphasis on the acquisition of reading skills to unlock the curriculum
- Use of Intentional monitoring with regards to PP students

Review date and comments:

Equality Objective 2: We aim to improve the progress made by pupils with SEND **(Date adopted Sept 20 and to be achieved by Sept 22)**

This will be achieved by:

- Dedicated provision for pupils with Special Educational Needs and Disabilities
- Small group teaching in target areas including nurture
- Staffed safe space for students with particular needs supervised by staff
- Additional leadership in SEND to provide greater strategic vision
- Close monitoring of progress and attainment and against passport and EHCPs

Review date and comments:

Equality Objective 3: We aim to improve the reading age of students across the academy, especially those who have reading ages that prohibit them from accessing the curriculum. **(Date adopted Sept 20 and to be achieved by Sept 22)**

This will be achieved by:

- Benchmark reading test for KS3 to establish where the gaps are
- Targeted support and intervention to raise the reading ages of students who fall below 9.5
- Train reading teachers to read effectively to students through the reading lesson
- Train teachers in key reading techniques such as Accountable Independent Reading and Teacher read aloud
- Adjust all MTP/LTP to incorporate specific reading tasks using techniques