



Ark Swift Primary Academy

The Swift Way

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: 46%

Female: 54%

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP: 3%

Ethnicity & Race

	Total number
White British	31
White Irish	3
Traveller of Irish Heritage	3
Any other White Background	5
White Eastern European	11
Gypsy / Roma	3
White and Black Caribbean	11
White and Black African	9
White and Asian	3
Arab Other	7
Any Other Asian Background	8
Any Other Black Background	12
Indian	1
Pakistani	6
Bangladeshi	10
Afghan	12
Black Caribbean	17
Black – African	100
Black Somali	10
Information Not Obtained	14
Any Other Ethnic Group	28
Yemeni	1
Moroccan	1
Refused	5

Religion & Belief

Religion & Belief	%
Christian	2.5
Muslim	8.6
Jewish	
Hindu	
Sikh	
Other	
No Religion	
Not Stated	88

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	4	7	11	3%
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	64	88	152	49%
Number of Looked After Children: 3				

2) Our Equality Objectives

Equality Objective 1: We aim to continue to accelerate the progress made by pupils with SEND, so that the attainment gap between them and their non-SEND peers narrows.

AIP 2.2, 2017-2018, to be achieved by July 2018

This will be achieved by:

- Dedicated provision for pupils with Special Educational Needs and Disabilities, so that needs are identified early
- Small group teaching and specialist, individualised provision in target areas and for individual children
- Rigorous monitoring of progress and attainment to ensure appropriate personal targets are set and achieved

Review date and comments:

25/06/18 – Teachers have been provided with support and guidance in catering for children with SEND needs. Small group teaching and individualised provision is happening for our SEND and well below children. This is monitored through weekly learning walks, planning checks and book looks. These children take assessments 2 years below their age and are showing some progress against their previous scores.

Equality Objective 2: We aim to develop an inclusion strategy for the academy that ensures that all children's needs are catered for in the best way, in the best setting and by the right people.

AIP 2.2, 2017-2018, to be achieved by July 2018

This will be achieved by:

- Developing teaching capability in differentiation and catering for mixed ability and need
- Curriculum development to ensure that the curriculum meets the needs of all pupils
- Support for all teachers and co-teachers to plan, assess and review progress of all pupils

Review date and comments:

25/06/18 – CPD sessions have had a heavy focus on Inclusion and catering for children with additional needs. Teachers have implemented these strategies in their planning and teaching and ensuring they are providing an individualised curriculum as is necessary. Teachers are now all receiving co-planning support and guidance.

Equality Objective 3: We aim to audit and update our ethnicity data including children with English as an additional language. This is because the school does not believe the current figures to be correct.

AIP 2.2, 2017-2018, to be achieved by July 2018

This will be achieved by:

- Engaging parents through questionnaires and other means of data collection to ensure that information held by the school is correct and current.

Review date and comments:

25/06/18 – This has yet to be completed. We feel it would be best to wait until September to collect in all data and fully update the system with this information, because we had to get some other information sorted for GDPR compliance.