

EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES BY 6th APRIL 2012

APPLEGARTH ACADEMY

Our School Equality Statement

In everything we do as an Academy, we take account of how we can get rid of discrimination, give pupils an equal chance and encourage everyone to get along.

In order to do this effectively, we will collect data related to the protected characteristics and the ethnic and cultural identity of our pupils that has been provided by their parent/carers.

The data will be analysed to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. We will pay particular attention to the following:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our pupil population in 2021 comprises:

No on roll:	% Ever 6 FSM	% SEN support	% SEN EHCP	% EAL	% Ethnic minority pupils	%CLA	% boys	% girls
School data:	49.4	14.2	4.5	36.9	58	0.2	48.3	51.

At Applegarth Academy, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socioeconomic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying, incidents and stereotypes and by creating an environment which champions respect for all.

At Applegarth Academy, we believe diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Our Academy publishes information on pupil population broken down by ethnicity and gender, and differences in attainment between girls and boys, and between pupils of different ethnic background.

- The Academy gathers information on the pupil population broken down by ethnicity and gender and uses this information to identify areas in which the school could reduce inequalities and decide upon priorities for the following academic year, working towards diminishing these differences entirely.
- We ensure individual pupils cannot be identified from the information published.

- Our Assistant Headteacher Mr Mukhtar, has special responsibility for equality matters.
- Pupil Premium funding is used to target underachievement and ensure all children, no matter what their background, have access to the same quality teaching.
- There are clear procedures for dealing with prejudice-related bullying and incidents. All incidents and actions are recorded.

These are our objectives

- We want to promote an improved sense of shared belonging in the Academy and in the community. We will do this by implementing our Class Thrive action Plans, our collaborative curriculum and Philosophy lessons. We will measure it by pupil surveys.
- We will ensure our academy teaches an inclusive and diverse curriculum by ensuring all content and material reflect and include our diverse community.
- We have undertaken training of staff to look in detail at the STEP Academy Trust roadmap to become an anti-racist organisation.
- We will continue to celebrate our diverse community and consider ways to ensure our children experience different cultures and learn about religions.
- We will continue to ensure gender stereotypes are challenged and encourage any concerns or incidents be reported.