



Perry Beeches IV

The Free School

Equality Objectives

Date policy reviewed and approved by Directors	Updated September 2016
Current version	1.1

Reviewed Annually

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: 50.4%

Female: 49.6%

Other/ Not Stated: 0

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 3 Students / 0.86%

Looked After Children

Two children are in receipt of Deprivation and LAC Pupil Premium.

Ethnicity and Race

Ethnicity	-
African Asian	<u>1</u>
Any Other Black Background	<u>5</u>
Any Other Mixed Background	<u>1</u>
Arab Other	<u>3</u>
Asian and Any Other Ethnic Group	<u>1</u>
Asian and Black	<u>4</u>
Bangladeshi	<u>9</u>
Black - African	<u>5</u>
Black - Congolese	<u>6</u>
Black - Nigerian	<u>3</u>
Black - Sierra Leonean	<u>1</u>
Black - Somali	<u>21</u>
Black - Sudanese	<u>1</u>
Black and Any Other Ethnic Group	<u>3</u>
Black Caribbean	<u>125</u>
Black European	<u>6</u>
Bosnian- Herzegovinian	<u>3</u>
Chinese	<u>1</u>
Chinese and Any Other Ethnic Group	<u>1</u>
Greek	<u>1</u>
Hong Kong Chinese	<u>1</u>
Indian	<u>10</u>
Information Not Yet Obtained	<u>19</u>
Iraqi	<u>1</u>
Kashmiri Pakistani	<u>3</u>
Kurdish	<u>4</u>
Mirpuri Pakistani	<u>6</u>
Other Asian	<u>5</u>
Other Black	<u>3</u>
Other Black African	<u>22</u>
Other Chinese	<u>1</u>
Other Ethnic Group	<u>1</u>
Other Mixed Background	<u>4</u>
Other Pakistani	<u>17</u>
Pakistani	<u>1</u>
Polynesian	<u>1</u>
Refused	<u>8</u>
Vietnamese	<u>2</u>
White - British	<u>4</u>
White - English	<u>9</u>
White and Any Other Ethnic Group	<u>1</u>
White and Black African	<u>1</u>
White and Black Caribbean	<u>18</u>
White and Indian	<u>2</u>
White and Pakistani	<u>1</u>
White Eastern European	<u>4</u>

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

EAL		
Yes	<u>113</u>	32%
No	<u>230</u>	66%
N/A	<u>7</u>	2%

Pupils from low-income backgrounds

Pupil Premium		
Pupil Premium	<u>155</u>	44%
Non Pupil Premium	<u>195</u>	56%

Religion and Belief

Religion	Number who replied
Buddhist	1
Catholic	8
Christian	109
Hindu	4
Muslim	68
No Religion	12
Other	8
Refused	4
Seventh Day Adventist	3
Sikh	2

Equality Objectives

Equality Objective One

We aim to narrow the attainment gap between pupils who receive the pupil premium, and those who don't (September 2016)

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

To be reviewed in September 2017

Equality Objective Two

We aim to improve the progress made by pupils with SEND and low prior attainment (September 2016)

This will be achieved by:

- Dedicated provision for pupils with Special Educational Needs and Disabilities
- Small group teaching in target areas
- Close monitoring of progress and attainment

To be reviewed in September 2017

Equality Objective Three

We aim to improve pupils' social, moral, cultural and spiritual development in their first two years at the school. **(September 2016)**

This will be achieved by:

- Themed academic assemblies on current affairs to enhance pupils' understanding of the wider world
- Ensuring tutors are well-trained to support pupils in this area

To be reviewed in September 2017