

EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES

Benedict Academy

Introductory section

Every child has the right to an excellent educational offer, and to achieve well. We work relentlessly to support families where there are barriers to this; be it additional needs, attendance or personal circumstances.

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 referenced in this policy and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- 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	% School stability	%LAC	% boys	% girls
School data:	67.2%	21%	2%	54%	53%		0.5%	53.4%	46.6%

Our school equality statement – taken from our STEP Way

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Here are some of the ways we do this

- The Academy gathers information on the pupil population broken down by ethnicity and gender.
- The Academy gathers information about significant difference in attainment between girls and boys.
- A senior member of staff (Felicity Gilmore) has special responsibility for equality matters.
- Pupil Premium funding is targeted to specific groups to ensure that all children are making accelerated progress.
- There are clear procedures for dealing with prejudice-related bullying and incidents.

These are our objectives

- Historically, the outcomes of Black African children have been lower (92.7 Standardised score of 92.7 in Re, Ma – FFT 2020) than the remaining ethnicity groups within the cohorts leaving Benedict. Outcomes for this group will be a focus of interventions that result in rapid improvements.
- We want to promote an improved sense of shared belonging in the Academy and in the community. We will do this by inviting parents into school on a regular basis for events and assemblies and we will measure the impact via parent surveys.
- We ensure our academy teaches an inclusive and diverse curriculum by reviewing the curriculum annually and continuing ongoing professional conversations about whether our curriculum serves our community well.

Date: September 2021

Signed: Felicity Gilmore (Head of School)
Allison Allen (Chair of Academy Committee)