



Equality within the academy

We welcome our public sector duty under the Equality Act 2010 to publish equality objectives and information. The aim for this is to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

In all our activities we act in accordance with the equality act and our [equality policy](#).

As part of this we will:

- Publish information every year about our academy population
- Outline how we have due regard for equality and how we promote community cohesion
- Publish equality objectives to show how we plan to tackle inequalities and improve what we do

At the academy we work together to eliminate all forms of discrimination, harassment and victimisation. Progress towards meeting our equalities objectives is reviewed regularly by the senior leadership team and governing body.

Our academy population is predominately 'white-British' and there are an equal number of boys and girls although this differs in some year groups. We have a higher-than-average number of students who are eligible for free school meals. Children come from a broad socio-economic background with students coming from an average of 10 different feeder schools each year. 15% of our students have been identified as having special educational needs, and 39% have EAL.

Our academy improvement plan is compiled each year in discussion with all staff and governors. This makes use of comments from parents and students and aims to address inequalities that are shown through our data and raised through dialogue with all our stakeholders. Our aim is always to ensure that all students reach their full potential and make good progress.



Equality objectives

Last reviewed – January 2026

Objective	Success criteria
To further develop the support provided for students whose mental health provides a barrier to success	Students accessing support from our Mental Health Team show improved attendance and outcomes. We have developed a wide range of resources and opportunities to support the mental health for both staff and students.
To continue to provide opportunities for all students to understand and consider the different life experiences of those from different ethnic and cultural backgrounds	All students engage in discussions based on form tutors reading set texts, which are chosen to explore and celebrate different cultures and backgrounds. The School Parliament promotes diversity and inclusion through its activities. Our World Map shows the cultural heritage of all our students and staff.

Equality information

Last reviewed – January 2026

Academy equality challenges

This is a summary of the issues that we are most concerned about. We are already developing strategies and activities to address some of these challenges which is detailed under the next heading ‘how we have due regard’. For some of these challenges we have also set equality objectives listed above.



How we have due regard to our duty

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in the academy.

We are committed to working for the equality of all our students. To meet our duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct towards individuals with protected characteristics we:

- Ensure related policies are in place – including anti-bullying, e-safety and cyber-bullying, behaviour, safeguarding, more able, gifted and talented and SEN
- Give due regard of equality issues in decisions and changes we make – engaging with and consulting students, staff, parents and carers, the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do
- Have in place an accessibility plan
- Have an induction process for new arrivals and ensure that the admission arrangements do not disadvantage groups of students
- Monitor / report on exclusions and all incidents of harassment / discrimination
- Providing adequate training for all staff members and governors including safeguarding and SEN issues
- Follow our published complaints procedure
- Adhere to non-discriminatory employment practices
- Have a balanced curriculum with an activity / enrichment programme that is accessible to all students
- A curriculum which provides opportunities to study, consider and develop understanding of a wide range of diverse groups
- Provide additional support and apply reasonable adjustments where necessary
- Involve disabled learners, their families and disabled staff in the changes and improvements we make and consult them on issues that concern or affect them
- Track and monitor identified groups and their access and performance and aim to reduce gaps between groups



Understanding our academy community

Our student population

The total number of students on the roll at the academy is 811 (January 2026)

CHARACTERISTICS		Academy %
Gender	Male	49%
	Female	51%
Ethnicity	Asian or Asian British	Asian or Asian British 7%
		<i>Asian and any other ethnic group</i> 0%
		<i>Bangladeshi</i> 1%
		<i>Chinese + any other ethnic group</i> 1%
		<i>Filipino</i> 0%
		<i>Indian</i> 2%
		<i>Other Asian</i> 0%
		<i>Other Chinese</i> 0%
		<i>Other Pakistani</i> 0%
		<i>Sri Lankan Other</i> 0%
		<i>Sri Lankan Sinhalese</i> 0%
	Black	Black, Black British, Caribbean or African 10%
		<i>Black - Nigerian</i> 5%
		<i>Black and any other ethnic group</i> 3%
		<i>Black Caribbean</i> 1%
		<i>Black European</i> 0%
		<i>Other Black</i> 0%
	Mixed/Multiple	Mixed or multiple ethnic groups 11%
		<i>Other ethnic group</i> 4%
		<i>Other mixed background</i> 0%
		<i>White + any other Asian Backgrnd</i> 1%
		<i>White and any other ethnic group</i> 0%
		<i>White and Black African</i> 3%
		<i>White and Black Caribbean</i> 3%
		White 56%
White	White	<i>White - English</i> 40%
		<i>White - Irish</i> 0%
		White Other 17%
		<i>Albanian</i> 0%
		<i>Portuguese</i> 1%
		<i>White Eastern European</i> 0%
		<i>White European</i> 0%
		<i>White Other</i> 0%
	Any Other	Other Ethnic Group 2%
		<i>Afghan</i> 0%
		<i>Arab Other</i> 0%
		<i>Iraqi</i> 0%
Roma	Roma	<i>Kurdish</i> 1%
		Roma 6%
Refused/Not Yet Obtained	Refused	1%
		Information Not Yet Obtained 5%



CHARACTERISTICS		Academy %
Disability	Mobility and Physical Impairments	0%
	Other Disabilities	12%
	Visual impairment	0%
	Hearing impairment	0%
	Developmental impairment	0%
	Cognitive impairment	0%
	Specific learning disability	4%
Special Educational Needs (SEN)	No specified special educational need	85%
	SEND support (K)	10%
	Education Health Care Plan (EHCP)	5%

Information regarding Pupil Premium students can be found on the Academy website.

No Information was available on the following protected characteristics:

- Gender reassignment – The academy does not have any information on whether any of the students on roll had reassigned their gender
- Sexual identity – The academy does not have information on whether any of the students on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked
- Religion

Diversity of our workforce

The academy employs less than 150 staff members and therefore is not required to publish this data. The academy uses any data collected about its staff demographic to inform policies, decisions and the objectives detailed on this document.