

Equality Numbers in School

Developing the Plan

Discovery Academy used the following process to assist them in identifying some of the barriers to their pupils in accessing education provision.

Stage 1: Understanding Our Academy Community – Students

What is the Academy profile?

- How many children are on roll at the Academy?
- What information on pupils is collected by protected characteristics?

52

Using Academy data the following information was available:

Ethnicity and Asylum Status Categories						
WBRI White British	46	MWBC White & Black Caribbean		BAFR Black African		BOTH Any Other Black Background
BCAB Black Caribbean		MWAS White & Asian	1	APKN Pakistani	1	NOTB Info Not Obtained
WOTH Any other white background		MWBA White & Black African	1	ABAN Bangladeshi	1	CHIN Chinese
WIRI White & Irish		MOTH Any Other Mixed Background		AOTH Any other Asian background	2	OOTH Any Other Ethnic Group
WROM Gypsy/Roma		AIND Indian				

Disability Categories	
Not Collected	Needs Medication
No disability	52
Problems with Sensory & Physical & Mobility	Problems with ASD / Aspergers Problems with Communication

Special Educational Needs (SEN)	Percentage (%)	Actual No.
No Specified Special Educational Need	86.5%	45
All SEN	13.5%	7
SEN Need	13.5%	7
Statement	0%	0

Religion & Belief			
Anglican	Church of England	Sikh	
Baptist	Hindu	No Religion	24
Buddhist	Jewish	Other Religion	
Catholic	2	Methodist	Unknown 4
Christian	17	Muslim	5

Gender	
Girls	3
Boys	49

Equality Objectives

By July 2018 90% of students report that the Academy is fully inclusive and promotes equality and diversity successfully as evidenced in the student end of year survey with a particular focus on LGBT+ students.

- Ensure representation on the student council is reflective of the Academy's cohort
- Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the Academy's diversity in terms of race, gender and disability – complete an audit of this in term 2.
- Ensure that qualifications meet the needs of boys and girls.
- Provide activities that allow students to explore gender stereotyping in careers
- Enrol on the Best Practice Programme with educate and Celebrate
- Ensure HBT bullying and language is recorded and monitored
- Distribute LGBT people and themes to all staff for their teaching resources and QA where this is being taught.
- Implement whole staff training on LGBT+
- Develop the Pride Youth Network group to support changes with school which support equality and diversity
 - Displays
 - Web pages
 - Library Books
 - Corridors
- Conduct assemblies about Equality and Diversity and involve the Equalities group in this.
- Publish and promote the Equality Plan through the Academy website, newsletter and staff meetings.

To develop a well-being programme to support the mental health and well-being of all staff and students so that bullying and self-harm incidents are reduced from last academic year by 25%.

- (See Well-Being plan)
- Create a positive school culture and climate and a school-wide approach through:
 - Creating a safe-person for all students
 - PSHE
 - SOW
 - Staff consistency in tackling derogatory language
 - Displays
 - Events
- Implement the anti-bullying development plan which includes aspects of leadership, bullying incidents, training and policy
- Review the 'reporting bullying system' and implement so all staff and students are clear on what to do for each case of reported bullying
- Review the Anti-bullying policy and reissue to students/ staff and parents.

These objectives have been chosen in line with our Academy development plan and the needs shown from our Safeguarding records of concern and from our Academy student voice.