

**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?

**1090**

Using Academy data the following information was available:

Ethnicity and Asylum Status Categories							
WBRI White British	952	MWBC White & Black Caribbean	18	BAFR Black African	13	BOTH Any Other Black Background	6
BCAB Black Caribbean	1	MWAS White & Asian	10	APKN Pakistani	17	NOTB Info Not Obtained	2
WOTH Any other white background	33	MWBA White & Black African	4	ABAN Bangladeshi	6	CHIN Chinese	0
WIRI White & Irish	0	MOTH Any Other Mixed Background	11	AOTH Any other Asian background	0	OOTH Any Other Ethnic Group	12
WROM Gypsy/Roma	4	AIND Indian	1				

Disability Categories			
Not Collected		Needs Medication	78
No disability		Problems with ASD / Aspergers	3
Problems with Sensory & Physical & Mobility	8	Problems with Communication	12

Special Educational Needs (SEN)	Percentage (%)	Actual No.
No Specified Special Educational Need	83.9%	914
All SEN	16.3%	178
SEN Need	13.4%	146
Statement	2.9%	32

Religion & Belief					
Anglican	0	Church of England	0	Sikh	1
Baptist	0	Hindu	0	No Religion	577
Buddhist	0	Jewish	0	Other Religion	21
Catholic	0	Methodist	0	Unknown	5
Christian	386	Muslim	31		

Gender	
Girls	545
Boys	545

## Success Criteria – Equality Objectives

### To improve provision and support for students who are part of the LGBT+ community

- 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.
- 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.

- (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 the process of Assess, Plan, Do Review for each case of reported bullying
- Review the Anti-bullying policy and reissue to students/ staff and parents.