

## EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES



### Introductory section

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our Academy population; to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

In order to do this effectively we will collect data related to the protected characteristics above 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:	40.64%	16.04%	2.1%	14.4%	14.97%	81.42%	0%	51.3%	48.7%

### Our school equality statement

White House Academy ensure that all children develop a deep understanding of the world in which they live and are empowered to have a positive influence on society. We believe that every member of our academy community has the right to be valued, respected and offered equal opportunities, access and treatment. We recognise, respect and celebrate differences, and discrimination, in any form, is never tolerated at Hawkes Farm Academy.

## Here are some of the ways we do this

- The school shares Anti-Racism roadmap with all school stakeholders, including parents and governors;
- All curriculum progression maps now include section on equality and diversity;
- Curriculum is regularly reviewed by curriculum teams to ensure we consistently promote equality and diversity;
- We gather information on the pupil population broken down by ethnicity and gender;
- The Academy gathers information about significant difference in attainment between girls and boys, and between pupils of different ethnic backgrounds;
- The academy has appointed a designated member of staff (Equality and Diversity Champion);
- Pupil Premium funding is targeted to specific groups;
- There are clear procedures for dealing with prejudice-related bullying and incidents;
- With a focus on collaboration, the academy draws upon external expertise to ensure impact across the school is most effective.

## These are our objectives (as detailed in our Academy Development Plan):

1. To ensure our recovery curriculum is in place to catch all pupils up in all core subjects, and that a full curriculum is back in place by summer term.
2. To raise the percentage of children that achieve the expected standard in reading so that it is above the national expectation at the end of KS2, and phonics to above national at the end of Years 1 and 2, to include the refinement of the teaching of vocabulary across the Academy.
3. To refine the curriculum to ensure that it meets our stance on anti-racism and equality.
4. To further raise the attendance of PPG and SEN pupils across the Academy.
5. To ensure trips and experiences expectations, including RE, are fully embedded in line with curriculum rationale.

**Signed:** Lee Drinkwater  
Headteacher

**Date:** December 2021