

EQUALITY ACT 2010
DUTY TO PUBLISH INFORMATION AND OBJECTIVES BY 6 APRIL 2016 *Heathfield*
Academy

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.

Here are some of the ways we do this:

The academy gathers information on the pupil population broken down by ethnicity and gender. Data below was collated in November 2018.

	Boys	Girls	Total
Total	49.34% (75)	50.66% (77)	152

Ethnicity – EM = 84%

Code	Ethnicity	Total %	Total Numbers
AOTH	Any other Asian background	2.63%	4
WOTH	Any other White background	14.47%	22
OOTH	Any other ethnic group	3.29%	5
MOTH	Any other mixed background	7.24%	11
BOTH	Any other Black background	1.97%	3
ABAN	Bangladeshi	0.66%	1
BAFR	Black - African	18.42%	28
BCRB	Black Caribbean	13.18%	20
WROM	Gypsy/Roma	0.66%	1
AIIND	Indian	5.92%	9
AMPK	Pakistani	1.97%	3
REFU	Refused	3.29%	5
WB	White - British	16.45%	25
MWAS	White and Asian	1.32%	2
MWBA	White and Black African	3.95%	6
MWBC	White and Black Caribbean	4.61%	7
	Total		152

Vulnerable Groups

PP/FSM	EAL	SEN
PP 30.92% (47)/ FSM 29.61% (45)	57.24% (87)	6.58% (10)

- Heathfield Academy gathers information about significant differences in attainment between groups, as well as different backgrounds. In Year 1 there are more girls (19) than boys (11). In Year 2, there are also more girls (17) than boys (13). In Year 3 there are more boys (23) than girls (19).
- In Year 3 there are no significant gaps between Pupil Premium and non-Pupil Premium children and no gaps in Year 1 and Year 2.
- A senior member of staff and the Headteacher have special responsibility for equality matters. The Headteacher monitors the progress and has overall responsibility.
- Pupil Premium money is targeted to specific groups. Further detailed information can be found under the Pupil Premium section of the website.
- There are clear procedures for dealing with prejudice-related bullying and incidents. For further information, please see the STEP Anti Bullying policy in the policies section of the website.

These are our objectives:

- To establish high expectations to ensure all children make rapid and sustained progress and attainment is raised.
- 100% of children make at least expected progress in every year group.
- Children eligible for FSM (disadvantaged children), disabled and those with special educational needs are in line with their peers.
- To enable Pupil Premium children to access the wider life of the school leading to positive attitudes to learning.
- Establish a knowledge and skills- based curriculum, which nurtures passionate children who love learning.
- Ensure that behaviour and behaviour for learning is outstanding across the academy.
- To ensure that all EAL children make rapid progress and there are no gaps between EAL and non-EAL children.
- Continually improve the quality of teaching and learning to ensure all children achieve their full potential.
- To ensure that children with SEND make at least expected progress.