

Appendix A

EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES INDIVIDUAL ACADEMY INFORMATION

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. We take seriously 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 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.

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 2023/24 comprises:

390	% Ever 6 FSM	% SEN Support	% SEN EHCP	% EAL	% Global Majority pupils	% School Stability	% LAC	% Boys	% Girls
School data	32.1%	13.85%	2.3%	56.7%	68.46%	5.83%	0.3%	49%	51%

Our School equality Statement:

At Heathfield Academy we are committed to providing an inclusive education for all of our children where children are heard, seen and appreciated. We celebrate differences as these differences makes us unique as a community.

Here are some ways action our equality policy:

- The Academy gathers 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.
- Mrs Atkinson and Miss Mackay have special responsibility for equality matters.
- Pupil Premium funding is targeted to specific groups
- There are clear procedures for dealing with prejudice-related bullying and incidents.

Our aims and targets this year:

- There are no significant gaps in reading attainment across the school. We will continue to work hard to ensure this trend continues into 2021-2022, particularly in Year 5 where the biggest difference is seen.

- There are no significant gaps in writing attainment across the school. Girls slightly outperform boys in reception, which will be focus as the children move into Year 1 with the aim that they are working in line.
- There is a slight gap in maths performance across the school with boys outperforming girls, although not significantly. This will continue to be a focus so boys and girls are working in line.
- There are slight gaps in attainment between PPG and Non PPG but not significant gaps. This is a priority across all subjects.
- Create an Academy wide Equality, Diversity and Inclusion statement and continue to work towards becoming an anti-racist organisation.

Further details are in the Academy Improvement Plan.